



FIJI NATIONAL  
UNIVERSITY

# Annual Report 2015



PARLIAMENT OF FIJI  
PARLIAMENT PAPER NO. 97 OF 2016

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# FIJI NATIONAL UNIVERSITY

## ANNUAL REPORT 2015

Annual Financial Report for the year ended 31 December 2015

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PARLIAMENT OF FIJI  
PARLIAMENT PAPER NO. 97 OF 2016

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## VISION, MISSION & VALUES

### VISION

The University aims to be the premier university for higher education, technical and vocational education and training, research and development in Fiji and the Pacific region, and to be the national centre of excellence in Fiji for all things to do with training and productivity.

### MISSION

The University shall provide leadership in all intellectual pursuits in higher education, research and development, and the development and acquisition of relevant and quality technical skills in all trades and soft skills that are necessary for development of nations, businesses, and communities.

### CORPORATE VALUES

#### HIGH ETHICAL AND PROFESSIONAL STANDARDS

The University is committed to the highest standards of ethics, integrity, transparency, corporate governance, and professional standards.

#### CUSTOMER/STUDENT-FOCUSED

The University is focused on understanding and exceeding the expectations of our stakeholders, and providing a safe, secure and comfortable learning, teaching and training environment.

#### EFFICIENCY, COST EFFECTIVENESS AND ENVIRONMENTAL SUSTAINABILITY

The University promotes cost effectiveness in resource utilisation, maximum returns to all stakeholders, effective service delivery, and environmental sustainability.

#### CULTURE OF EXCELLENCE

The University shall strive for excellence in everything it does.

#### EMPOWERING/STRENGTHENING OUR TEAM

The University is managed on the core values of accessibility of education and training to all, equal opportunity, respect and tolerance for diversity, and a firm sense of belonging and ownership forged through collective decision making, information sharing, providing a ready helping hand to the weaker members of the University community, a healthy lifestyle, and collective social and corporate responsibility.



## CHANCELLORS' FOREWORD

Bula, Namaste and Greetings.



**Hon. Dr. Mahendra Reddy**  
**Chancellor**

01/10/14 - 20/04/15



**Mr. Ikbal Jannif**  
**Chancellor**

21/04/15 – 31/12/15

The role of the Chancellor, as Chair of the University's governing body, is to ensure that the organisation works towards its approved goals outlined in the Strategic Plan 2020, and to provide appropriate governance. FNU remains steadfast in its commitment to excellence in learning, teaching, research and training; producing graduates of a high caliber, equipped to excel in their chosen career paths.

FNU made significant gains in the research space in 2015. Ground-breaking research continued across a range of disciplines that address the unique challenges of our time. The colleges provided opportunities for students to receive higher education, technical vocational education and training and various forms of professional development in assorted spheres of fundamental knowledge and practical activities. FNU also built on its proud tradition of making a positive contribution to the community through a number of local activities, and international initiatives of significant importance. The achievements of FNU in 2015 epitomized the University's determination to place itself amongst the leading tertiary institutions in the region.

FNU's productivity organization the National Training & Productivity Centre (NTPC) works very closely with the Asian Productivity Organisation (APO) and its member countries. Provision of in-service training is the major function of the Centre. As such, NTPC conducted approximately 2,000 short courses to meet the training needs of Fiji's industries. The training programmes are targeted at enhancing industry capacity and equipping professionals, individuals and those in employment with relevant and contemporary skills to improve their productivity, performance and career development. NTPC receives levies from organisations and this levy is utilised to upskill employees and organisations so that they become efficient and productive, and can compete in the domestic, national, regional and global markets. The total levy collection was \$18 million and the total training grants directly paid out was \$7 million. Operational costs of NTPC were covered from the balance of \$11m.

FNU is working diligently with Fiji Higher Education Commission to acquire full registration for the University. This is our topmost priority. FNU has substantially progressed towards addressing issues that were highlighted in the preliminary report from FHEC.

The biggest challenge FNU faced was the movement in the position of the Vice Chancellor. The appointment of Prof. Ian Rouse as Acting Vice Chancellor in late December 2014 was necessary with the departure of Dr. Ganesh Chand who had been VC since FNU's inception. Prof. Rouse exited FNU at the end of October 2015 and was replaced by the Chancellor on a temporary basis. FNU has had difficulty in filling key Senior Management positions which are critical for the University. The process of reviewing the Finance Policy, University Academic & Student Regulations (UASR), ICT User Policy and the HR Policy to meet the National/International Standard best practices has begun. FNU is committed to engage in the continuous improvement of its programmes. Our Industry Advisory Committees provide useful feedback in this regard. FNU is cooperating with the Fiji Higher Education Commission (FHEC) and continues to provide updates to the FHEC on learning, teaching and research.

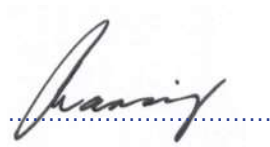
The support from Council members has been a significant factor in our success. The FNU Council provided management ongoing support for the FNU Strategic Plan 2020, and strongly encouraged staff to provide opportunities for our students. The Council considers it crucial that we are clear about any restructuring. This will only be done after full implications have been considered, and our major stakeholders have been consulted.

The University Council and Council Committees are responsible for providing a policy framework for the governance of all the University's physical resources including its information and communications technology. They will continue to set guiding principles and monitor all projects against the scope to avoid past practices. The Strategic policies were designed to accelerate the development of the University and are focused on achieving excellence and success in an increasingly competitive and rapidly changing environment. As the custodian of SP2020, several meetings in 2015 led to productive amendments to the document to ensure that the Strategic Plan 2020 addresses the important and required priorities.

We would like to recognise those staff who have remained committed to realising FNU's vision and the opportunities for continued growth. This year has taught us that, if we are to realise our aspirations, then innovation, stronger international engagement and income generation are fundamental platforms for us to work on.

Our thanks go to members of Council, Council Sub-committees, Senate, the Senior Management Group and all staff for their continued support. During the year, the work of the University has been supported by several Government Ministries and we thank them for this.

We look forward to continuing our relationship with all stakeholders.



Ikbal Jannif  
Chancellor

## VICE CHANCELLOR'S FOREWORD



**Prof. Ian Rouse**  
**Acting Vice Chancellor**  
 23/12/2014 – 30/11/2015

I am pleased to write this introduction to the 2015 Annual Report of Fiji National University.

It is important to note that FNU's vision statement places great emphasis on quality and excellence in all its three major spheres of endeavour, namely learning, teaching and research & training. At FNU, the employability of our students is at the core of our teaching and student experience since we treat employability as crucial component that is much broader than skills training for initial job. FNU qualifications provide scope for exploration with emphasis placed on students developing creative and critical thinking skills, global perspectives, effective communication skills and the ability to work independently and collaboratively. FNU strives to produce graduates who have critical thinking, communications and leadership skills to be successful in

today's global marketplace. To achieve this, we continue to recruit and retain high-quality academic staff who surpass in both teaching and research in 2015. The university's focus is to invest in an enhanced economic future and continue to build on the established strategy of promoting an entrepreneurial culture and the successful transformation of good learning, teaching and research & training into good business through innovation and commercial development.

We value broad-based training of students, residents, and candidates to fulfill local, state, national, and international needs. FNU trains highly skilled, compassionate, and altruistic professionals, both generalists and specialists, to be future leaders in their respective practice, academia, and industry. All Colleges devote time to teaching and ensuring all teaching, research and venues would be receptive to learners. We strive to be recognised for the students we train and for the development of innovative methods for teaching and the tools for assessing our learners' progress. The Committee for the Accreditation of University Qualifications (CAUQ) is a subcommittee of the Fiji Higher Education Commission (FHEC) that has given full approval to FNU for Postgraduate Diploma in Oral Surgery programme while Masters in Pathology programme is still under consideration.

According to the requirement from FHEC on the review of selected programmes of FNU, the University engaged a team of FNU staff and relevant subject experts as Internal Evaluators of the programmes including; Bachelor of Civil Engineering, Bachelor of Education (Primary) and Bachelor of Science in Agriculture. A Memorandum of Understanding (MOU) is in progress with the Royal Melbourne Institute of Technology, Australia to have two experts engaged in aligning programmes with the Institute of Professional Engineers New Zealand (IPENZ) Standards.

I am absolutely confident that with the FNU Council which is the governing body of the University, we possess the accurate organisational structure to succeed in this recent competitive tertiary education market. FNU recognised the outstanding achievements of its alumni during the Inaugural Alumni Gala Dinner & Awards Night where sixteen prominent personalities were presented with the Outstanding Alumni Award for significant professional advancement, academic achievements, exceptional leadership and community service with Dr. Ankim Veera Swamy being the eldest of all the alumni awardees. A significant focus and activity of the year was the successful set up of the FNU Transitory Alumni Association (FNUAA) Executive Committee. The FNU Alumni Association election was held in November 2015 where the Alumni Association Executive Committee was elected in the presence of more than hundred alumni.

Our college staff and NTPC Trainers are well qualified, experienced, and dedicated to assist students achieve the respective academic goals. Education at FNU is an investment that will provide a lifetime of value and enable you to fully develop your potential. All programmes offered by the university have been developed to ensure that you are equipped with the knowledge and skills that are highly demanded in today's job market. Important to the success of any major organisation is the positive interaction between its governing body and senior management. There is more than sufficient evidence that this has been so, FNU remaining at the forefront of tertiary education, in learning and teaching, in research, and in student experience. We are very proud of our mission of excellence and strong commitment to the success of our students.

## KEY ACCOMPLISHMENTS

Year 2015 has seen a number of significant highlights in terms of augmentation in programme offering, research performance, partnership with international universities and sustainable initiatives. Short courses and training sessions were also organised for the benefit of the FNU staff to strengthen research capacity and knowledge on converting research materials into publication.

## UNIVERSITY GOVERNANCE

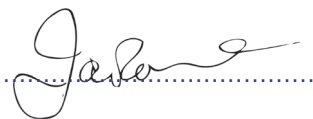
The tertiary environment continues to be challenging in a number of areas, nevertheless, FNU is committed to meeting these challenges to ensure that it offers an appropriate environment for research, teaching and learning, and for the student experience, thus the University is contributing effectively to the betterment of society. The demands on a governing body are considerable, with a range of issues to address. Accordingly, it is important that within a governing body there are the necessary skills plus an understanding of universities.

## FINANCE

The University received an Operating grant of \$38.6 million, Capital grant of \$0.27 million for the development of the Labasa Campus, \$0.86 million for the Sustainable Livelihood Project (SLP), scholarship grant of \$0.16 million for TVET and \$0.3 million for Commercial Agriculture.

## CONCLUSION

In the coming years, I am confident that FNU will continue to transform and inspire. I am certain that we would shape our future in ways in which knowledge and understanding will continue to be sought and shared by people whose ambition is not simply to discover and understand for its own sake, but to make a positive difference in the world and we very much look forward to working with colleagues and students across the University to ascertain that local, national and international engagement continues to make an expressive and enduring contribution to the success and reputation of the institution.



Prof. Ian Rouse  
Acting Vice Chancellor

Although Prof. Rouse was to have acted as Vice Chancellor until 31 December 2015, he exited the position and took leave from 1 November 2015. He was to have returned at the end of November. However, due to personal and family reasons, he extended his leave, and resigned from FNU in December 2015. At its meeting on 23rd October 2015, Council had agreed that the Chancellor would look after the Office of the Vice Chancellor during the absence of the Acting Vice Chancellor. Because Prof. Rouse did not return as planned, Chancellor Ikbal Jannif remained in the Office of the Vice Chancellor until 31 December 2015.

## Management and Structure

FNU was established in 2009, under the Fiji National University Decree No. 39 of 2009.

**University Council** - Under the Decree, the Fiji National University Council is the University's governing body and has overall responsibility for the University's sound and effective governance. The Council approves the University's strategic direction; monitors the University's progress, using agreed performance indicators; and approves the University's budget, its policies, and delegations of authority. The Council also reviews its own performance and the performance of its committees.

2015 FNU Council Members			
Name	Position	Term	Designation (Representing Body)
Hon. Dr. Mahendra Reddy	Chancellor & Chair	01/10/14 - 20/04/15	Minister for Education, Heritage & Arts,
Mr. Ikbal Jannif	Chancellor & Chair	21/04/15 - 21/04/18	Fiji National University
Mr. Arvind Maharaj	Deputy Chair & Chair Audit Committee	01/01/15 - 31/12/15	Fiji Chamber of Commerce
Prof. Ian Rouse	Acting Vice Chancellor	23/12/14 - 30/11/15	Fiji National University
Mr. Uday Sen	Member & Chair FRC	01/01/15 - 31/12/15	Fiji Institute of Accountants
Mr. Robinson Prasad	Member & Chair PRC	01/01/15 - 31/12/15	Fiji Law Society
Ms. Veronica McCoy	Member & Chair HRC	01/01/15 - 31/12/15	Fiji Commerce & Employers Federation
Mr. Nesbitt Hazelman	Member & Chair NTPCAB	01/01/15 - 31/12/15	Fiji Commerce & Employers Federation
Ms. Kelera Taloga	Acting PS Education	24/12/14 - 31/12/15	Ministry of Education, Fiji
Mr. Terence Erasito	Member	01/01/15 - 31/12/15	Fiji Institute of Engineers
Mr. Colati Ledua	Member	01/01/15 - 31/12/15	Fiji Principals Association
Mrs. Silina Waqa Ledua	Member	01/01/15 - 31/12/15	Fiji Nurses Council
Commander Semi Koroilavesau	Member	01/01/15 - 30/04/15	Fiji Hotel & Tourism Association
Dr. James Fong	Member	01/01/15 - 31/12/15	Fiji Medical Association
Mr. Agni Deo Singh	Member	01/01/15 - 31/12/15	Trade Unions Confederation
Mr. Rajeshwar Singh	Member	01/01/15 - 31/12/15	Trade Unions Confederation
Prof. Anand Tyagi	Elected Member	01/01/15 - 31/12/15	Professorial Representative to Council
Prof. Rajendra Prasad	Elected Member	01/01/15 - 31/12/15	Professorial Representative to Council
Dr. Mumtaz Alam	Elected Member	01/01/15 - 31/12/15	Non Professorial Representative to Council
Mr. Vilive Cagivinaka	Elected Member	01/01/15 - 31/12/15	Non Professorial Representative to Council
Mr. Jone Waisele	Elected Member	01/01/15 - 31/12/15	Student Representative to Council
Mr. Rahul Rolland	Elected Member	01/01/15 - 31/12/15	Student Representative to Council



Enabling Legislation: The Fiji National University is constituted under the Fiji National University Decree No. 39 of 2009 as a corporate body and has a common seal.

## FUNCTION

The Fiji National University Decree provides the functions, including the specific provisions as follows:

- to provide for, and encourage the creation, advancement and dissemination of knowledge, through scholarship, research and teaching to the standards acceptable by the Council;
- to provide courses of study or instruction, at the levels of achievement the Council considers appropriate to meet the needs of the community, including technical and vocational education and training;
- to confer higher education awards as determined by the Council;
- to participate in community discourse through the application of knowledge generated and advanced at the University to society, industry, and government in an environment where the rights of all are respected; and
- to perform other functions given to the University under this Decree or under another Decree, or as determined by the Council.

## UNIVERSITY MANAGEMENT

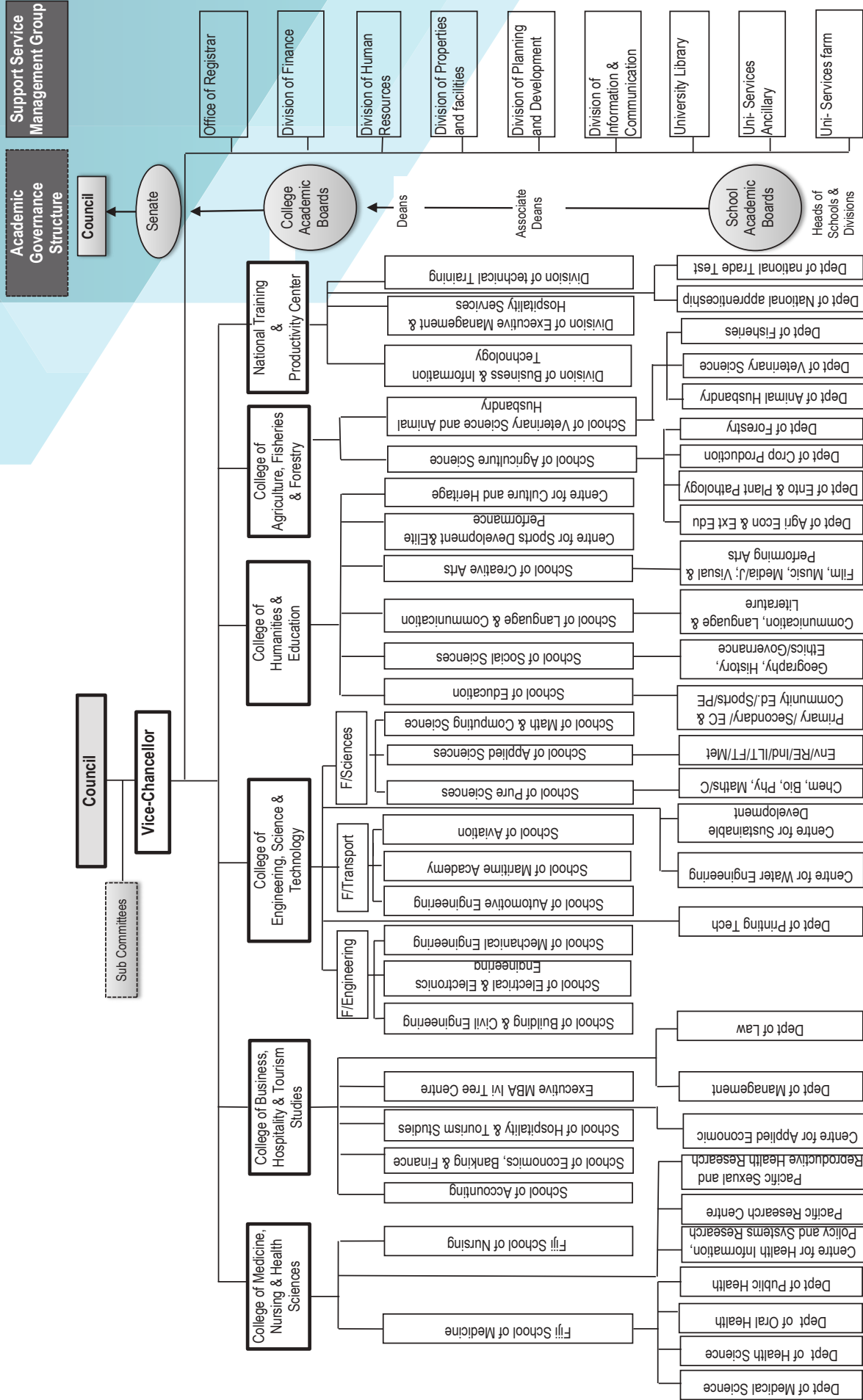
The Vice Chancellor is the chief executive officer of the University and is responsible for the overall direction of corporate planning, budget activities and external relations. Under the Council, the Vice Chancellor manages and supervises the administrative, financial and other activities of the University.

Through its organisational and management structure, FNU fosters coherence and co-operation across the University in its teaching, research and provision of service, and promotes the efficient and effective deployment of resources (including administrative resources) across its Campuses and Centres. Academic units, including Schools and Departments, are organised into five Colleges and a Training Centre: Agriculture, Fisheries & Forestry; Business, Hospitality & Tourism Studies; Engineering, Science & Technology; Humanities & Education; Medicine, Nursing & Health Sciences; and the National Training & Productivity Centre.

These Colleges facilitate teaching, research and service activities across Campuses and Centres. The main administrative Support Services - such as student administration, finance, human resource management, information technology and facilities, are located at Nasinu Campus. This structure supports consistent service levels, efficient resource use, and access to professional support and specialist expertise for all areas. FNU's approach is to embed quality in all of its processes to achieve excellent outcomes. The culture is one of innovation and responsiveness, of review and improvement. Responsibility for quality is explicitly assigned to line managers, particularly the College Deans, Directors, and Heads of Schools and Departments in consultation with key committees.



**ORGANISATIONAL STRUCTURE**



SENIOR MANAGEMENT GROUP



Prof. Ian Rouse  
Acting Vice Chancellor  
23/12/2014 – 30/11/2015



Mr. Ikbal Jannif  
Chancellor  
21/04/15 – 31/12/15



Prof. Paras Nath  
Dean College of Agriculture,  
Fisheries & Forestry



Prof. Ram Karan  
Dean College of Business,  
Hospitality  
& Tourism Studies



Dr. Kandasamy  
Angamuthu  
Dean College of  
Engineering, Science  
& Technology



Dr. Eci. Nabalarua  
Dean College of Humanities  
& Education



Prof. Rajanishwar  
Gyaneshwar  
Acting Dean College of  
Medicine, Nursing & Health  
Sciences



Mr. Kamlesh Prakash  
Director National  
Training & Productivity  
Centre



Mr. Manoj Ram  
Director Finance  
23/11/2015 - 31/12/2015



Ms. Tavenisa Tofinga  
Acting Director Finance  
01/01/2015 - 23/11/2015



Mr. Neil Singh  
Acting Director Planning &  
Development



Mr. Chandar Prakash  
Director ICT



Mr. Krishna Swamy  
Director Properties &  
Facilities



Dr. Isimeli Tagicakiverata  
Acting Director Technical  
Vocational Educational  
Training



Ms. Sarita Harish  
Registrar



Dr. Chaminda Jayasundara  
University Librarian

## DEAN'S MESSAGE



### **Prof. Paras Nath** **COLLEGE OF AGRICULTURE, FISHERIES & FORESTRY**

The College of Agriculture, Fisheries & Forestry (CAFF) has expanded its success of the preceding years with regards to research in agricultural sciences and other contributions in related spheres.

The School of Agricultural Sciences is made up of six departments namely, Department of Agricultural Economics & Extension Education, Department of Entomology & Plant Pathology, Department of Crop Production, Department of Forestry, Department of Soil Science & Agricultural Chemistry, Department of Genetics & Plant Breeding. The School of Veterinary Science & Animal Husbandry is made up of four departments namely,

Department of Animal Husbandry, Department of Veterinary Science, Department of Fisheries, Teaching Veterinary Clinical Complex (TVCC).

The research activities that was accomplished were Survey, Population Dynamics and life table studies of red spider mite, *tetranychus urticae* on taro plantation, *colocasia esculenta* in Central Fiji, Survey, Population Dynamics and Life table study of Diamond Back Moth (DBM), *Plutella xylostella* on various host plants at the salad bowl of Fiji, Effects of land use systems on soil erosion in the Rewa Basin, Fiji Islands, Carbon density of *Pinus Caribaea* var. *hondurensis* plantation in Viti Levu, Fiji and soil nutrient status in three different forest ecosystems of Vitilevu, Fiji Islands. CAFF has farms for instructional purposes which are Instructional Agricultural Farm Complex (IAFC), Instructional Livestock Farm Complex (ILFC), Instructional Forestry Farm Complex (IFFC), Instructional Aquaponic Farm Complex (IAqFC). Our work spans the agriculture, fisheries, forestry, veterinary science & animal husbandry industries. It includes agricultural research, development and extension, management of biological, animal welfare and product integrity risks.

CAFF supports quality and diverse academic programmes which includes 31 undergraduate courses. These programmes are implemented by well trained, experienced and committed staffs that are attracting students not only from Fiji but also from the Pacific region. These academic programmes are supported by more than 95 academic staff that are engaged in teaching, research and outreach activities in diverse areas. CAFF continues to host professional, cultural and social activities that support production of more holistic and quality graduates which has not come by chance but due to the commitment of the academic staff towards teaching, training and teamwork. CAFF has been able to engage comprehensively with other organizations leading to creation of several linkages which have been able to place our graduates in the area of food and nutrition insecurity and poverty reduction.

Progress has been made in increasing the College's visibility and contribution in the broader community. This included initiatives such as the quarterly newsletter, regular popular publications, industry liaison, workshops and open days. At present, the College is well positioned to adapt to a rapidly changing institutional and external environment, to react to opportunities and to contribute in a sustainable and innovative manner to future-oriented challenges. Our staff have published papers in ranked journals at international level and local journal specifically in the Fiji Agricultural Journal.

In terms of strategic direction, the purpose of the College is to develop an efficient, innovative, resilient and profitable agriculture, fisheries, forestry and veterinary science & animal husbandry sector that thrive for the long term. This means creating a sector that achieves maximum productivity with optimized inputs and minimized waste, embraces solutions that add value, meet new requirements and satisfy market demands.



## DEAN'S MESSAGE

**Prof. Ram Karan**  
**COLLEGE OF BUSINESS, HOSPITALITY & TOURISM STUDIES**



The College of Business, Hospitality & Tourism Studies (CBHTS) develops future business leaders and scholars through an engaging and exceptional educational experience. The CBHTS graduates reality is constantly changing considering the global economy, the job market, technologies, industries, climate, political environments and so forth. In this changing environment, innovation and entrepreneurship have never been as important as they are now and as necessary to adapt quickly. The headquarters for CBHTS is based in Nasinu.

The general business programmes in each of the core business disciplines include Accounting, Law, Economics, Insurance, Taxation, Finance, Valuation, Customs, Merchandising, Management, Human Resource Management, Banking and Marketing. Amongst the TVET stream programmes, CBHTS also offer highly specialised programmes in the areas of Office Administration, Front Line Management, Merchandising, OHS, Retailing Pastry, Cookery, Restaurant Services, Hotel Management and Front Office Operations. Programmes are offered in various campuses such as Ba, Nasinu, Nadi, Lautoka and Labasa, except for Bachelors programmes which are offered in Nasinu, Labasa and Lautoka campuses only.

College of Business, Hospitality & Tourism Studies has made significant progress in the year 2015. Despite numerous challenges the College has obtained accreditation by Fiji Institute of Accountants (FIA) and CPA (Australia and New Zealand) as well as offered PGD and Master's programmes and continues to work to achieve the College Vision and Mission. Although the College continues to face several challenges, it has made every effort to maintain quality teaching and learning.

The College has commenced work on major review and restructure of its programmes as well as switch from Trimester mode delivery to Semester mode delivery which will allow additional time for enrolment, orientation, examinations and assessments. In terms of academic excellence, the College has made very significant progress in the development of teaching material and improving the quality and standard of teaching and assessment.

Most of CBHTS programmes have been externally reviewed by University Professors of Australia and New Zealand as well as Industry and Professional bodies and have been reported to be of standards similar to those in the South Pacific Region. With increasing competition from two other Universities in the country, the College is continuously trying to upgrade its staffing profile, delivery of programmes and service to students with the intension to attract better and more students in the future. The immediate future of the CBHTS is exciting and vibrant. Change continues to be at the forefront, as does innovation.



## DEAN'S MESSAGE



**Dr. Kandasamy Angamuthu**  
**COLLEGE OF ENGINEERING, SCIENCE & TECHNOLOGY**

During 2015, College of Engineering, Science & Technology (CEST) continued with several strategic initiatives to support student access and success, especially with regards to students' diversity. CEST strives to develop innovative, critical thinkers who can play an active role in the development of a successful multicultural society. The landscape has changed with the introduction of other players and training providers who are competing for the same target groups as CEST. The College aims to align itself to accommodate the graduates from the Technical College and work to regain the confidence and trust of our strategic partners including the industries.

The College of Engineering, Science & Technology (CEST) is, in terms of the programmes and units offered, the largest of the five colleges within the Fiji National University, providing technical and vocational education and higher education in engineering and science. The College currently has over 231 teaching and non-teaching staff. The College offers approximately 90 programmes ranging from Preliminary, Foundation, Certificates (Levels III to IV), Trade Diplomas, Higher Education Diplomas, Advanced Diplomas and Degrees, all of which comprise of more than 600 units from all the schools.

The major activities that were accomplished in the field of learning and teaching were Engineering, Science and Technology Exhibition and open day at Derrick Campus in July 2015 where many students from different schools have visited the campus and laboratories. The students have been exposed to the various career growths available at CEST. Fiji Maritime Academy, School of Aviation Studies, School of Sciences and Department of Printing Technology have also installed their exhibits in these three days events. In general, all of the programmes offered by CEST have been designed and developed to suit Fiji's industry needs. As such, there are multiple pathways of learning, with multiple entries and exits to and from programmes. Moreover, great value and emphasis have been placed upon industrial attachments, which are an integral part of most of our programmes of study.

Another integral component of CEST in the university structure is Technical and Vocational Education and Training (TEVT). Under this programme, students could enter the University at any level of study ranging from a Certificate to a Degree. Students could undertake basic technical programmes (and enter the job market whilst striving for Diploma, Advanced Diploma and Degree programmes at the same time).

The quality of programmes offered at CEST is maintained by way of stakeholder consultation processes and reviews after every three years. This is accomplished to ensure programmes are of a high standard and consistent with industry requirements, and to uphold consistency in the quality, taking into consideration the various technical innovations and advancements in the world market. The College is working towards having its entire programme being internationally accredited, beginning with the Bachelors in Engineering and the Trade Diploma/Certificate programs. The process is challenging to make sure our program documents are correct and aligned to the Fiji Higher Education Commission (FHEC) and Fiji Qualifications Framework.

CEST operates as a dual sector institution with majority of its programmes in TVET ranging from Certificate 3, Certificate 4 (Levels 3 & 4), and to Trade Diploma programmes at level 5, the Higher Education Diplomas and Advanced Diplomas at level 6, the Bachelor of Science programme at level 7, BE programmes at level 8 and the PGDs & Masters (MSc) programmes at levels 8 & 9, together with a wide range of staff qualifications in the TVET sector to the Professors in the Higher Education sector are part of the challenges that we face as a college. CEST's role as a training provider is critical being 'engine room' in development of the nation and will continue to strengthen our partnership with industries, FHEC, the government and other key stakeholders in this space to ensure that we are adequately meeting their current and future needs. CEST is building the strategic partnership with RMIT and with other institutions and organisations in the region in order to change the views and opinions of the general public by what can be achieved as a college and university.

## DEAN'S MESSAGE

**Dr. Eci. Nabalarua**  
**COLLEGE OF HUMANITIES & EDUCATION**



The College of Humanities & Education (CHE) comprises the following schools namely: Education, Creative Arts, Social Sciences and Communications, Language & Literature. Each school offers various programmes in Education, Arts, Communication Skills, Literature and Languages, Media and Journalism, and Social Sciences which cater for the needs of the country.

Major highlights for CHE in the academic fields were members' attendance to conferences at international venues. Papers were presented on Diasporic Connections Amongst Rotumans and Torres Strait Islanders; Test Anxiety and Achievement of Bachelor of Education student teachers; Problems Faced by Residential Students: Case Study at Fiji National University; College Of Humanities And Education, Lautoka Campus, Fiji Island; Challenges faced by curriculum developers in implementing conversational languages in Fiji classrooms; Women in School Leadership in the Islands of Fiji; Quality Assessment of Teachers in Fiji Schools: A Multi Case Study; Revitalising the Art of Reading Aloud to Children; Perception of students about geography in FNU: A case study; 1st International Conference on Theory and Practice; The Principle of Humanity in the Context of Assisted Suicide; Improving the Quality of the Office Administration Programme at the Fiji National University; Teacher Trainee and Climate Change Education: experiential learning on understanding of sea-level rise; and Perceptions of an Artist and Art Education: A Study of Pre-Service Year One Teachers at a Fijian University.

CHE staff members also participated in workshops and trainings. Leadership training in Mathematics Education for primary and secondary schools in the Pacific Island States was attended by a Mathematics lecturer from Nasinu Campus. This training addresses issues in Education, teaching and learning in the Pacific Island schools and how teachers and teacher educators could help students make sense of the mathematics they learn while enjoying it. With 12 participants from 8 different Pacific Island Nations, mentored by the Mathematics Professors of Naruto University of Education in Japan, the training was a host of notions and opinions aimed at improving Mathematics teaching and learning in our home countries.

The School of Social Sciences (SSS) conducted a workshop on Research and Programme Development. The purpose was to identify key areas of research for the SSS and develop vision and mission for the SSS research agenda. Discussion on the rationale, context, aims and anticipated structure for the Bachelor of Arts in Applied Social Sciences Programme was accomplished.

Dean CHE together with Professor Nii-k Plange and School of Education, organised a workshop for staff to discuss "Rebuilding and Reforming Teacher Education" with a focus on, programme integrity and comparability through Excellence, Quality, Relevance and Responsiveness. Fifty-three academics were supported by the Dean's office and key support staff totalling fifty-seven persons in attendance.

Two training workshops on Coping with Climate Change in the Pacific Island Region Program (SPC/GIZ CCCPIR) were organised for teacher trainees at the Lautoka Campus and Centre for Sustainable Technology Development (Director and staff), Nabua. The workshops proved beneficial for trainee teachers. The aims of the workshop were to uplift the value of Climate Change (CC) Education and encourage pre service teachers to include CC education in their daily teaching, at least one lesson per term; enhance science teaching pedagogies in primary science education; and encourage primary teachers to integrate climate change issues in different subject areas as the opportunities for integration arises.

School of Communication, Language & Literature took staff on a Research and Strategic meeting retreat to develop its research agenda and work plan for the next five years. Eleven academics were supported by the Dean's office and key support staff totalling 16 persons in attendance. A research report outlining a five-year research plan was submitted to the Dean's office after the meeting

The school also commenced its postgraduate seminar series in September, 2015. The seminars would be reconvened in Trimester 1, 2016.



Three staff from CHE also participated in FNU Research and Strategic Meeting in October on FNU Research policy, held at Pacific Harbour which was facilitated by Professor Nii-K Plange. The Le Papaigalagala Fiji Tour group led by the Vice Chancellor from the National University of Samoa was welcomed by the FNU Registrar, in a ceremony held at Raiwai Campus. All the Departments under the School of Creative Arts ventured in the process on developing new programmes including Certificate III in Music and Trade Diploma courses in Creative Arts.

The future directions for the college include streamlining CHE programmes, effective marketing for increased student numbers, programme reviews and accreditation, effective student support services, increased Wi-Fi access and bandwidth across all campuses, promote e-learning and online programme development, enhance standard of teaching and learning facilities, and promote research for academic leadership and scholarship.



## DEAN'S MESSAGE

**Prof. Rajanishwar Gyaneshwar**  
**COLLEGE OF MEDICINE, NURSING & HEALTH SCIENCES**



Equally transformative are the educational efforts of College of Medicine, Nursing & Health Sciences (CMNHS), in particular those that focus on equipping students to address the healthcare needs of rural and underserved communities, and that stipulate critical thinking, innovation and leadership.

CMNHS offers programmes in the School of Nursing and the Departments of Health Sciences, Medical Sciences, Oral Health and Public Health and Primary Care. CMNHS is recognised nationally and internationally for excellence and leadership in distinctive and innovative programmes of teaching and research. The College has the vision to be the leading health workforce academic education and research institution in the Pacific region. It strives for excellence and relevance and focuses on graduating compassionate and competent health professionals.

A major highlight for the year was the implementation of the Curriculum and Assessment Review (CAR) Project. The College had embarked on this project to strengthen teaching and learning on its own initiative and particularly also in response to concerns which are beginning to be raised by some stakeholders on the quality of its graduates. The project will position the College to successfully meet its mandate of achieving health in Fiji and the Pacific region through the appropriate training and education of Health Care professionals. This is being done and is in line with requirements from the Fiji Higher Education Commission. This first ever project aimed to review every aspect of all courses and programmes offered by CMNHS. It also aimed to strengthen assessment processes, so that graduates achieve the attributes that they are being trained for. The Project has identified key graduate attributes which will be taught and learned by graduates during their training and these will produce new waves of health care professional that have skills, knowledge and attitudes to produce the quality of practice to meet the health care needs of communities in Fiji and the Region.

A team of 11 medical personnel from the CMNHS were deployed to Vanuatu in 2015 to provide medical assistance to those affected by severe Tropical Cyclone Pam. The team included 2 Doctors, 2 Health Inspectors, 1 pharmacist, 1 Nurse Practitioner and 4 Senior Nurses with 1 Counselor. It was coordinated by the Strengthening Clinical Services in the Pacific (SSCSiP) program under the Fiji National University. SSCSiP's team also coordinated the clinical volunteers who assisted Vanuatu immediately after Cyclone Pam. Through the SSCSiP program CMNHS also works with 14 Pacific Island Countries to assist with the development of Specialized Clinical Services and Biomedical Services. CMNHS also continues to assist Kiribati with the Kiribati Internship Training Program (KITP) which is a new Internship program for Kiribati.

The College Open Day was held in Pasifika Campus late July 2015. More than 30 schools from the Central Division visited the displays by the various departments of the College. Western and Northern schools were also made aware of the programmes, MER and the expectations of CMNHS through Academic officers present at Natabua and Naiyaca Campuses.

In a bid to raise awareness against breast cancer, a seminar was organised by the CMNHS in late October. The daylong seminar has various speakers from the College and the Ministry of Health and Medical Services. The Minister for Women, Children and Poverty Alleviation officiated as the Chief Guest. A total of 550 students graduated in 2015 out of which 25 were Masters Students in various disciplines.

The major challenges for the College are to retain and recruit appropriately qualified quality staff for all our programmes. Also we need to ensure there is consistency in all processes at the College. Maintaining high quality of lab and equipment for all our courses has also been a challenge for the College. For the future CMNHS will be seeking to strengthen its core business of teaching, learning and research in all its constituent schools. Newer platforms for student centered learning will be developed and broader flexible learning opportunities explored.

The College has traditionally, going back over 130 years, carried the role of producing the health workforce for the region and this role will be developed further. Staff and students will be encouraged to become more research productive. Research is central to tertiary education and efforts will be made to facilitate research activity. The College will develop more transparent administrative processes which would be consultative.

## DIRECTOR'S MESSAGE



**Mr. Kamlesh Prakash**  
**DIRECTOR NATIONAL TRAINING & PRODUCTIVITY CENTRE**

The former TPAF now functions as the National Training and Productivity Centre (NTPC) of the FNU that comprises of three training divisions, which are Division of Business and Information Technology (BIT), Division of Executive Management and Hospitality Services (EMHS) and Division of Technical Training (TT). The Department of National Trade Test and the Department of National Apprenticeship Training are also administered by the NTPC.

The NTPC is also the National Productivity Organisation (NPO) for Fiji. As the NPO, its role is to promote productivity initiatives in the country. It works very closely with the Asian Productivity Organisation (APO) and its member countries of which it is a member since 1984. Provision of in-service training is the major function of the Centre and as such, it conducts approximately 2,000 short courses annually to meet the training needs of industry. The NTPC short courses are skills oriented, focused and practical in nature and are conducted over a day and may last several weeks in the technical areas. The training programmes are targeted at building industry capacity and equipping professionals, individuals and those in employment with relevant and contemporary skills to enhance their productivity and performance as well as to assist them with their career development. In 2015, a total of 1,490 courses were conducted by the three training divisions of NTPC which was attended by a total of 22,791 participants.

The Centre actively networked with the industry through various strategies including industry visits, dialogue with industry associations, industry discussion forums, convening the different Industry Training Advisory Committee engagement with employers and participation at events, meetings, conferences and programmes organised by industry and government. The NTPC training programmes were also showcased during the Fiji National University Open Day which was held from 23 to 24 July, 2015, at the FNU campuses in Samabula, Pasifika, Lautoka and Labasa.

The key events hosted by the NTPC this year included the Better Business Conference which was held on 18 May, 2015, the National Convention on Quality (NCQ) held on 8 October, 2015. Awards Night at Grand Pacific Hotel and the Fiji Business Excellence Awards Night on the 31 October, 2015. The Centre continued with the Method B Initiative training programmes. These were offered as short duration programmes in flexible modes to enable employees to participate in morning, afternoon, evening and in weekend sessions at their convenience and at costs that were very affordable. Industry Discussion Forums were conducted in 2015 in Suva, Lautoka and Nadi and the response from the industry on training needs was released in a report which would be used for introduction of new programmes and other services as per industry demand.

Training and development for staff include leadership and customer service training in all departments and divisions so that better support can be provided to each other within the departments and divisions. Attention would also be given to health and wellness of staffing more planned ways. Continuous upgrading using capital budget would be planned better and utilised effectively to ensure all departments are well resourced to function efficiently. All training workshops would be upgraded to be consistent with changes in industry, technology and trends. Finally, the NPO functions were undertaken well by the Centre and a lot of accolades were received for the hosting of international programmes and also for the business excellence and promotion of productivity activities nationwide. All these activities would be further strengthened and consolidated in 2016 and beyond.

A major challenge is staff retention and recruitment. Due to some key positions remaining vacant, the overall performance of the Training Divisions was affected as these had revenue implications. The need for additional and improved training facilities/ infrastructure continued to remain as another challenge as major capital developments were only at the planning stages in 2015. Other key challenges included managing training operations with constrained budgets and difficulties with student management system.



## DIRECTOR'S MESSAGE

### **Dr. Isimeli Tagicakiverata** **ACTING DIRECTOR DIVISION OF TECHNICAL** **VOCATIONAL EDUCATION AND TRAINING**



The Division of Technical Vocational Education and Training (TVET) was re-launched in July 2015, and this demonstrates the significance of TVET at FNU. The Division consolidates key TVET activities, programmes and projects under one umbrella. The Division functions independently of the colleges but advocates and supports all TVET deliveries of the university. There are 38 staff members within the Division's structure and our reporting line is directly to the Office of the Vice Chancellor. This is one of only four divisions within FNU that have ISO certification.

There are five sections within the Division. The first section is the Sustainable Livelihood Project (SLP) which looks after non-formal Technical Training and is fully funded by the government grant. This project has been conducting rural skills training since 2012 and the impact assessment that was conducted in December 2013 revealed that over 90% of participants of the SLP are effectively making use of their newly acquired skills to improve their own lives in the village and to assist others in their community. A good majority of trained people through SLP were also able to create income generating activities in the form of small businesses. Further positive outcomes are that young participants have indicated their access to employment and opportunities for further education. From June to December 2015 a total of 2046 rural dwellers from the ages of 15-76 were trained through this project. That means that since its inception in 2012 more than 5500 people have been trained and skilled by this project.

The second section of the division is TVET Quality Assurance. This section provides an independent perspective of TVET delivery at FNU and assesses the effectiveness of our TVET programmes in relation to the available infrastructure and human resources. The section also conducts and facilitates industry consultations and functions as a conduit between the FNU TVET, the Fiji Higher Education Commission and key TVET stakeholders in Fiji.

The third section is the TVET Franchise and its primary role is to monitor the progress of TVET Franchise schools all over Fiji. Unfortunately, this scheme has ended for many local schools in Fiji except for private and regional schools. This means that the Franchise Section has also evolved in its function to cater for both secondary and tertiary institutions in Fiji and also in the region.

The fourth section is the TVET Research and emphasizes the opportunities for research for many TVET trainers and lecturers. The current trend is that TVET Trainers were not encouraged to conduct research but to undergo industry attachment. This is a negative stereotypical perception that is very limiting for FNU trainers. This section intends to encourage institutional and community research on many relevant TVET issues. From 2014 to 2015 the section participated and contributed to the ADB-ILO Fiji Employment Diagnostic Study and made four presentations at international conferences in India, Malaysia and the United States.

The fifth and the last section within the division is TVET Networking, which basically functions as secretariat of the Pacific TVET Association (PATVET) and the Fiji TVET Association (FITVETA). The division celebrated in February 2015 when the International Vocational Education and Training Association (IVETA) awarded the right for FNU to host the World TVET Conference in 2016. Preparations for the 2016 conference are well underway with the guidance and support of the Office of the Vice Chancellor. There is an expectation that up to 400 delegates from over 30 countries will attend this World TVET Conference in August 2016.

**DIRECTOR'S MESSAGE**



**Mr. Neil Singh**

**ACTING DIRECTOR PLANNING & DEVELOPMENT**

I am honoured to present the message for 2015 Annual Report as the Acting Director Planning and Development. It is with great pride that I share the overview of the Planning and Development office accomplishments, challenges and success that we have achieved in 2015.

The Division of Planning and Development (DPD) was established in 2012 under the Office of the Vice-Chancellor with the overall mandate to coordinate the formulation of the University's Strategic Plans and to address planning and development challenges faced by the University. In order to fulfill its core functions five main offices have been set up within the Division, namely ; Institutional Research and Planning office, Development Office, Quality Standards office, Research Support office and Alumni office.

The Institutional Research and Planning office coordinates in the implementation of the Strategic Planning, Master Planning and University Annual Reports. It offers support for operational decision making in the University through collection, analysis and interpretation of institutional and externally sourced data. The office also acts as focal point for the University in liaising with Fiji Higher Education Commission for government funding and Institutional Accreditation.

The Development Office is mainly responsible for drafting the MOUs and MOAs. The office also plays a major role in identifying funding needs for university programmes, doing research and preparing reports on current and prospective funding trends and opportunities, providing support in processing and coordination for the externally funded projects, project management, monitoring and evaluation to ensure the timely reporting to the donors.

The Quality Office facilitates key quality assurance initiatives that include compliance exercises towards meeting the national qualification standards, national and international accreditation, programmes' and organisational units' reviews, quality audits and benchmarking across university. The support is provided through Quality Planning, Quality Control, Quality Improvement and Programmes' Accreditation. The office provides support to the Colleges in meeting the requirements for programmes accreditation and the Support sections in getting ISO certification.

The Research support office provides secretarial support to the University Research and Publications Committee. It administers strategic support to Colleges, Research Centres, Academics, and other Support sections. The office is also responsible for conducting institutional surveys to enhance the quality of learning, teaching and research at the University.

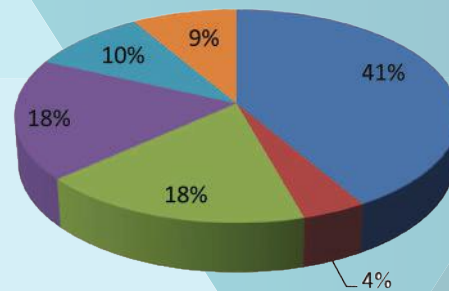
The Alumni office plays a key role in facilitating a worldwide social network for FNU graduates and recognising their achievements. The office was established in March 2014, successfully launched the FNU Alumni Network in August 2015 and setup the first ever FNU Alumni Association in November 2015.

The Division continues to work with commitment to ensure that the university continues to excel in all aspects of its operations. A lot has been accomplished over the last year, and this Annual Report highlights a small sample of the many new initiatives, success and challenges at FNU. I am thankful for the continuous support of Senior Management Group, and FNU stakeholders for their commitment to the university. Our Division's greatest strength is our commitment to collaboration. We invite you to spend time browsing through the website to learn more about how our role is at FNU.

## UNIVERSITY STATISTICS

### STUDENT HEADCOUNTS BY COLLEGE

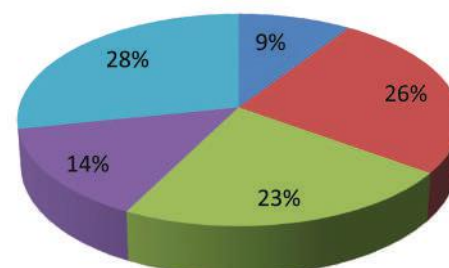
College	2014	2015
National Training & Productivity Centre	14,671	12,024
Agriculture, Fisheries & Forestry	1,268	1,219
Engineering, Science & Technology	6,407	5,180
Business, Hospitality & Tourism Studies	6,492	5,331
Humanities & Education	3,201	2,788
Medicine, Nursing & Health Sciences	2,485	2,493
<b>Total</b>	<b>34,524</b>	<b>29,035</b>



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

### EQUIVALENT FULL TIME STUDENTS (EFTS) BY COLLEGE

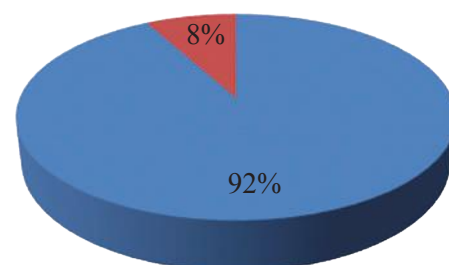
College	2014	2015
Agriculture, Fisheries & Forestry	943	823
Engineering, Science & Technology	2,825	2,265
Business, Hospitality & Tourism Studies	2,643	1,996
Humanities & Education	1,661	1,259
Medicine, Nursing & Health Science	2,485	2,493
<b>Total</b>	<b>10,557</b>	<b>8,836</b>



- Agriculture, Fisheries and Forestry
- Humanities and Education
- Engineering, Science and Technology
- Medicine, Nursing and Health Science
- Business, Hospitality and Tourism Studies

### EFTS BY CITIZENSHIP

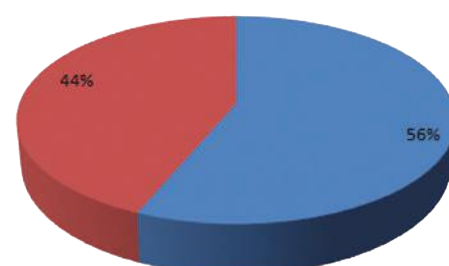
Citizenship	2014	2015
Fijian	9,826	8,130
Non - Fijian	731	706
<b>Total</b>	<b>10,557</b>	<b>8,836</b>



- Fijian
- Non - Fijian

### EFTS BY GENDER

Gender	2014	2015
Female	5,675	4,980
Male	4,882	3,856
<b>Total</b>	<b>10,557</b>	<b>8,836</b>



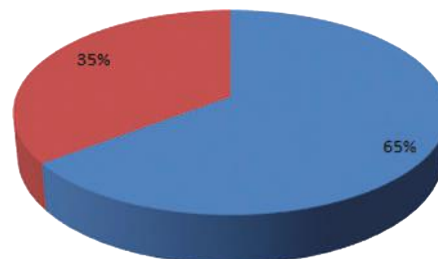
- Female
- Male



EFTS BY NEW/CONTINUING STUDENTS

Status	2014	2015
New	4,007	5,711
Continuing	6,550	3,125
<b>Total</b>	<b>10,557</b>	<b>8,836</b>

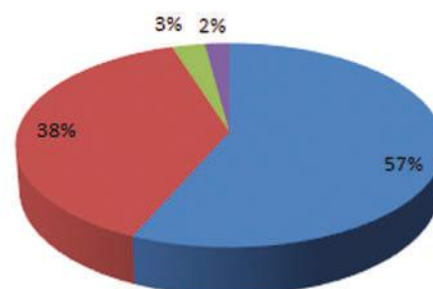
● New ● Continuing



HEADCOUNT BY COURSES

Headcount	2014	2015
Pre- degree courses	12,979	9,628
In Bachelor Courses	5,904	6,543
Postgraduate Courses	519	482
Other Courses	451	358
<b>Total Number of Students</b>	<b>19,853</b>	<b>17,011</b>

● Pre- degree courses ● Postgraduate Courses  
● In Bachelor Courses ● Other Courses

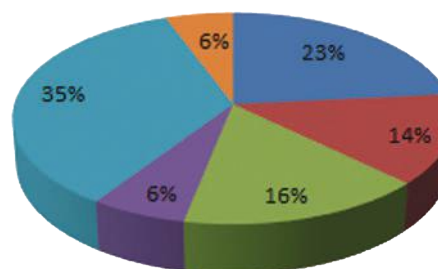


Note: The total number of students excludes students of National Training & Productivity Centre

GRADUATION BY PROGRAMME

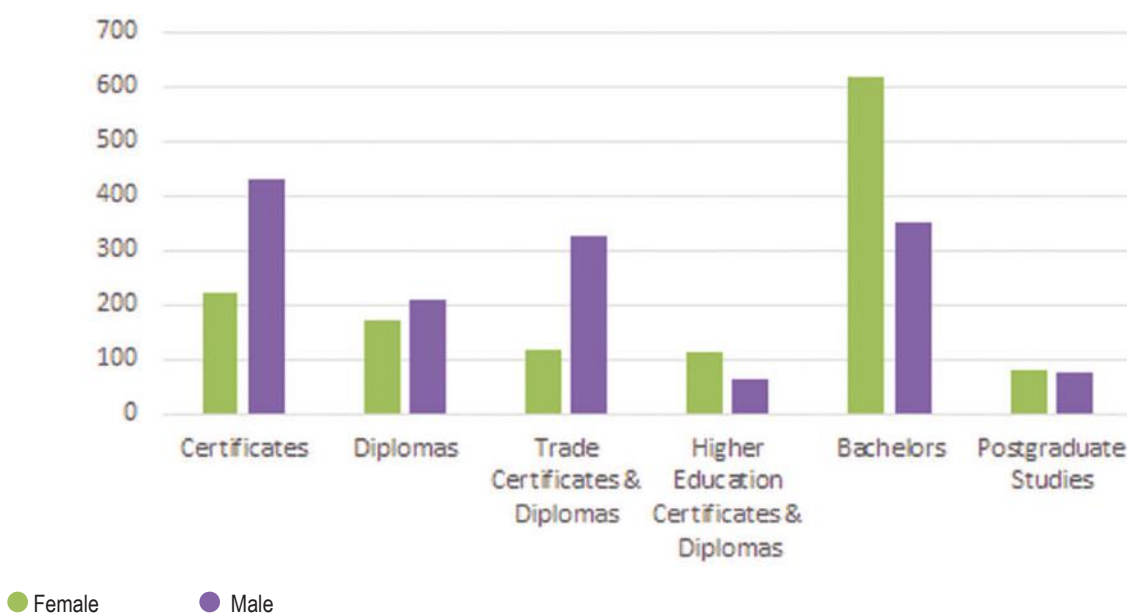
Programme	2014	2015
Certificates	711	650
Diplomas	565	380
Trade Certificates & Diplomas	471	443
Higher Education Certificates & Diplomas	698	173
Bachelors	642	969
Postgraduate Studies	146	157
<b>Total</b>	<b>3,233</b>	<b>2,772</b>

● Certificates ● Higher Education Certificates & Diplomas  
● Diplomas ● Bachelors  
● Trade Certificates & Diplomas ● Postgraduate Studies



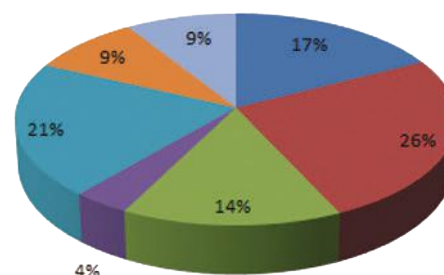
GRADUATION BY GENDER

Graduation by Gender				
Programme	2014		2015	
	Female	Male	Female	Male
Certificates	197	514	222	428
Diplomas	303	262	171	209
Trade Certificates & Diplomas	119	352	118	325
Higher Education Certificates & Diplomas	482	216	112	61
Bachelors	431	211	617	352
Postgraduate Studies	92	54	80	77
<b>Total</b>	<b>1,624</b>	<b>1,609</b>	<b>1,320</b>	<b>1,452</b>



RESEARCH PUBLICATIONS

Publications	2014	2015
Journal Articles	30	60
Conference Proceeding (Papers presented in Conference /Symposia)	52	88
Workshop/ Conference Attendances	66	50
Books/ Book Chapters	7	13
Technical Report	3	71
Research & Consultancy	30	31
Other	56	31
<b>Total</b>	<b>244</b>	<b>344</b>

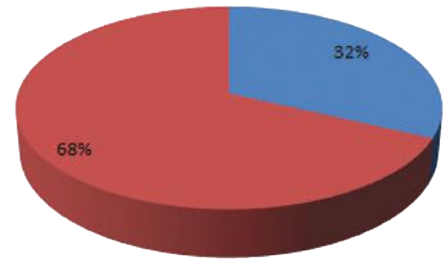


- Journal Articles
- Books/ Book Chapters
- Conference Proceeding (Papers presented in Conference /Symposia)
- Technical Report
- Workshop/ Conference Attendances
- Research & Consultancy
- Other

STAFF

Staff Classification	2014	2015
Academic	796	865
Support Service	1,758	1,839
<b>Total</b>	<b>2,554</b>	<b>2,704</b>

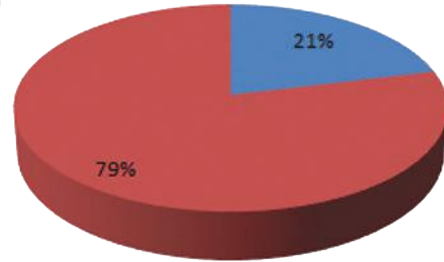
- Academic
- Support Service



SUPPORT STAFF BREAKDOWN

Support Staff Classification	2014	2015
College Support Staff	308	390
Administrative Support Staff	1,450	1,449
<b>Total</b>	<b>1,758</b>	<b>1,839</b>

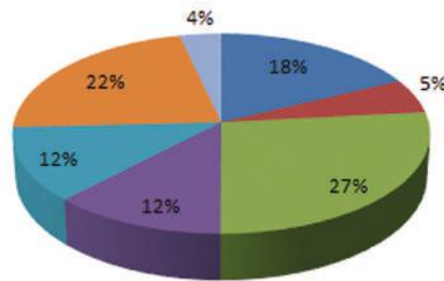
- College Support Staff
- Administrative Support Staff



ACADEMIC STAFF BREAKDOWN BY COLLEGE

College Academic Staff	2014	2015
National Training & Productivity Centre	145	154
Agriculture, Fisheries & Forestry	42	48
Engineering, Science & Technology	232	231
Business, Hospitality & Tourism Studies	102	105
Humanities & Education	102	104
Medicine, Nursing & Health Sciences	173	192
Support Services		31
<b>Total</b>	<b>796</b>	<b>865</b>

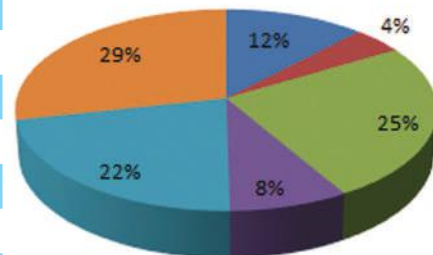
- National Training & Productivity Centre
- Agriculture, Fisheries & Forestry
- Engineering, Science & Technology
- Business, Hospitality & Tourism Studies
- Humanities & Education
- Medicine, Nursing & Health Sciences
- Support Services



SUPPORT STAFF BREAKDOWN BY COLLEGE

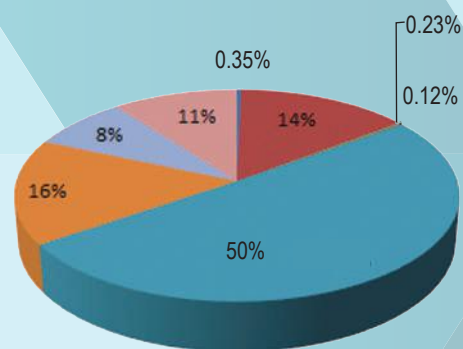
College Support Staff	2014	2015
National Training & Productivity Centre	71	111
Agriculture, Fisheries & Forestry	24	47
Engineering, Science & Technology	95	98
Business, Hospitality & Tourism Studies	17	17
Humanities & Education	24	32
Medicine, Nursing & Health Sciences	77	85
<b>Total</b>	<b>308</b>	<b>390</b>

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



ACADEMIC STAFF BREAKDOWN BY EMPLOYEE STATUS

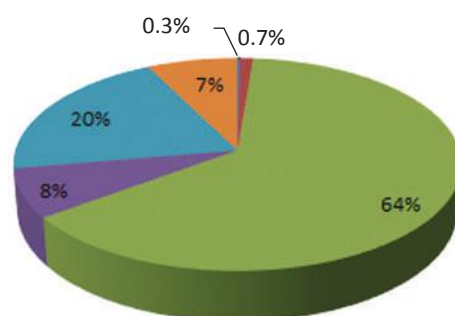
College Academic Staff	2014	2015
Adjunct	5	3
Expatriate - Fulltime	121	124
Expatriate - Part Time	6	2
Expatriate - Temporary	7	1
Full Time	384	436
Part Time	123	139
Temporary	56	70
Tenured	93	90
Inactive	1	
<b>Total</b>	<b>796</b>	<b>865</b>



- Adjunct
- Full Time
- Expatriate - Fulltime
- Part Time
- Expatriate - Part Time
- Temporary
- Expatriate - Temporary
- Tenured

COLLEGE SUPPORT STAFF BY EMPLOYEE STATUS

College Support Staff	2014	2015
Adjunct	2	1
Expatriate - Fulltime	11	4
Full Time	183	248
Part Time	22	29
Temporary	56	79
Tenured	34	29
<b>Total</b>	<b>308</b>	<b>390</b>

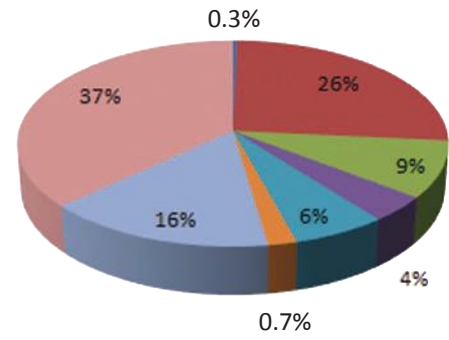


- Adjunct
- Part Time
- Expatriate - Fulltime
- Temporary
- Full Time
- Tenured



ADMINISTRATIVE SUPPORT BREAKDOWN BY DIVISION

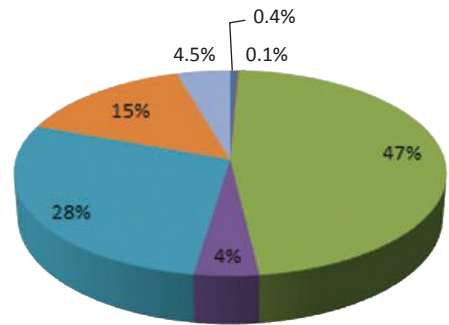
Administrative Support Staff	2014	2015
Centre for Sustainable Technology & Development	3	5
Division of Properties & Facilities	435	379
Division of Finance	385	129
Division of Human Resources	48	59
Division of ICT	83	91
Division of Planning & Development	28	28
Office of the Registrar	185	223
Office of Vice Chancellor	282	535
<b>Total</b>	<b>1,449</b>	<b>1,449</b>



- Centre for Sustainable Technology & Development
- Division of ICT
- Division of Properties & Facilities
- Division of Planning & Development
- Division of Finance
- Office of the Registrar
- Division of Human Resources
- Office of Vice Chancellor

ADMINISTRATIVE SUPPORT STAFF BREAKDOWN BY EMPLOYEE STATUS

	2014	2015
Expatriate - Fulltime	10	5
Expatriate - Part time	0	2
Full Time	629	687
Part Time	84	62
Temporary	320	408
Temporary - Project Based	335	216
Tenured	71	66
<b>Total</b>	<b>1,449</b>	<b>1,449</b>



- Expatriate - Fulltime
- Temporary
- Expatriate - Part time
- Temporary - Project Based
- Full Time
- Tenured
- Part Time





## 2015 FINANCIAL OVERVIEW

The five-year financial summary below reflects the University's financial situation for the period from 2011 to 2015. The environment in which the University is operating is increasingly challenging and reaffirms the need to focus on financial sustainability as a key strategic priority, and to create the flexibility to invest in critical strategic initiatives to maintain and enhance the University's position in the education sector.

The University recorded an accounting surplus of \$4.6 million in 2015, compared to \$21.8 million in 2014. The \$4.6 million surplus is categorized into restricted (\$17.9 million) and unrestricted funds (-\$13.3 million). 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 consists 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.

### Five Year Financial Summary

	2011 (\$'000)	2012 Restated (\$'000)	2013 Restated (\$'000)	2014 (\$'000)	2015 (\$'000)
<b>Income and Expense</b>					
Income	89.7	107.8	119.2	145.6	143.2
Expenses	(105.4)	(111.6)	(99)	(124.3)	(140.1)
Finance Income	0.4	0.3	0.1	0.3	0.8
<b>Operating surplus/(deficit) before income tax</b>	<b>(15.3)</b>	<b>(3.5)</b>	<b>20.3</b>	<b>21.6</b>	<b>3.9</b>
<b>Other comprehensive income</b>					
Movement in fair value of available for sale financial assets	0.3	0.3	0.1	0.2	0.7
<b>Surplus/(Deficit)</b>	<b>(15)</b>	<b>(3.2)</b>	<b>20.4</b>	<b>21.8</b>	<b>4.6</b>
<b>Statement of Financial Position</b>					
<b>Equity</b>					
Other contributed equity	188.9	188.9	188.9	188.9	188.9
Fair value reserve	0.3	0.6	0.7	0.9	1.6
Retained earnings	33.7	30.1	50.4	72	75.9
<b>Total Equity</b>	<b>222.9</b>	<b>219.6</b>	<b>240</b>	<b>261.8</b>	<b>266.4</b>
Current Liabilities	17.9	16.8	20	20.8	29.8
Non-Current Liabilities	17	17.5	17.4	24.9	24.9
<b>Equity and Liabilities</b>	<b>257.8</b>	<b>253.9</b>	<b>277.4</b>	<b>307.5</b>	<b>321.1</b>



Current Assets	33.2	30	56.1	81.5	98.7
Non-Current Assets	224.6	223.9	221.3	226	222.4
<b>Total Assets</b>	<b>257.8</b>	<b>253.9</b>	<b>277.4</b>	<b>307.5</b>	<b>321.1</b>
<b>Net Assets</b>	<b>222.9</b>	<b>219.6</b>	<b>240</b>	<b>261.8</b>	<b>266.4</b>
<b>Statement of Cash Flows</b>					
Inflows	97.1	102.2	116.3	129.8	142.7
Outflows	90.8	94.6	83.3	98.4	112.7
<b>Net Cash Flow from Operating Activities</b>	<b>6.2</b>	<b>7.6</b>	<b>33</b>	<b>31.4</b>	<b>30</b>



## 2015 HIGHLIGHTS

### FIJI NATIONAL UNIVERSITY GRADUATION CEREMONY

Fiji National University (FNU) successfully hosted a total of five graduation ceremonies in 2015. The year began with graduation for College of Humanities & Education and College of Engineering, Science & Technology on 9 January, 2015 at the Gimit Centre in Lautoka, where 653 graduands were awarded certificates, diplomas and degrees. The major graduation ceremony was held on 24 April, 2015 at the Vodafone Arena where a total of 905 students graduated. The third graduation was held in Palau for 17 registered nurses and the final two graduation ceremonies were held in Suva and Labasa on the 11 and 15 of December at Vodafone Arena and Labasa Campus respectively. A total of 1,780 graduands in Suva and 93 graduands in Labasa attended the graduation ceremony.



### LAUNCH OF UNICLINIC, WELFARE, & WELLNESS CENTRE

FNU launched its UniClinic, Welfare and Wellness Centre in February, 2015 at Nasinu Campus. FNU's Acting Vice Chancellor, Professor Ian Rouse, officiated the opening of the newly built healthcare centre which would be beneficial for the students and staff of FNU. The pivotal focus of the healthcare centre is to ensure students and staff are health conscious and live a healthy lifestyle.

### PRIME MINISTER OFFICIATED FIJI MARITIME ACADEMY (FMA)

The Fiji National University's School of Maritime Studies was renamed as Fiji Maritime Academy (FMA) in an elaborate ceremony which was officially opened by the Prime Minister Rear Admiral (Rt'd), Josaia Voreqe Bainimarama at the FMA Laucala Bay Campus in March, 2015. The historic event was marked by the cadet parade by students, unveiling of the new FMA flag, launching of a website and a new FMA anthem. The function provided FNU with an opportunity to enhance its state of the art of technology.



### FIJI MARITIME ACADEMY (FMA) ACHIEVES ISO CERTIFICATION

FNU's Fiji Maritime Academy attained another milestone achievement after being awarded the prestigious ISO 9001:2008 Quality Management System (QMS) in March, 2015. FMA's continuous strive towards excellence in learning and teaching would ensure companies and organisations that employ FMA graduates are highly-skilled, disciplined, and competent and attained international standard qualifications.

### FIJI NATIONAL UNIVERSITY CELEBRATED INTERNATIONAL WOMEN'S DAY

FNU's Natabua Campus celebrated International Women's Day on 5 March, 2015. The prestigious event marked the economic, political and social achievements of women. The major focus of the celebration was to acknowledge women's achievements, recognise challenges, and women's right and gender equality.





**PROFESSOR AJIBULU REPRESENTED FIJI TO INTERNATIONAL BODY**

Professor Olusegun Ajibulu, Head of Department of Health Sciences at the College of Medicine, Nursing and Health Sciences was appointed as the National Representative of Fiji to the Regional Cooperative Agreement (RCA) in April, 2015. As Fiji's National Representative, Professor Ajibulu delivered issues pertaining to RCA activities such as Research, Development and Training related to Nuclear Science and Technology for Asia and the Pacific Region.

**FNU MARKS WORLD OCCUPATIONAL HEALTH AND SAFETY (OHS) DAY**

National Training & Productivity Centre organised a seminar for stakeholders to mark World Occupational Health and Safety Day on 28 April, 2015. The purpose of the seminar was to promote a preventative culture by creating awareness amongst workers on Occupational Health and Safety issues. A safer and healthier workplace would improve productivity at the workplace.



**SCHOOL VISITS BY FNU MARKETING TEAM**

FNU's marketing team visited Ra province as part of a two day roadshow organised by the Ministry of Education in April, 2015. This visitation was part of a FNU's commitment in taking education to the grass roots. This Marketing drive promoted the programmes FNU offers to students seeking tertiary level education that would assist students to make informed choices about their future.

**WORKSHOP ON CLIMATE CHANGE**

FNU's Department of Environment Assistant Professor, Dr. Ajantha Perera organised a workshop in April, 2015 at FNU's Lautoka Campus to create awareness on climate change. The main focus of the workshop was to educate the FNU community and students on the pros and cons of Climate change on Pacific Island Countries.

**WORKSHOP ON NUTRITION AND FOOD SAFETY**

FNU's Centre for Prevention of Obesity & Non-Communicable Diseases (C-POND) organised a one day workshop on Nutrition and Food Safety for Cooks, Kitchen Hands and Catering Staff of FNU in April, 2015. The key intention of the workshop was to learn new techniques of food preparation and cooking and to ensure that the staff is trained and up-skilled in the different fields in which they work for the University.





### MOU BETWEEN FNU AND KINGDOM OF TONGA

A Memorandum of Understanding (MOU) was signed between FNU and Tonga's Ministry for Infrastructure on 7 May, 2015. The historic signing was done by the FNU's Acting Vice Chancellor, Professor Ian Rouse and Tonga's Minister for Infrastructure, Honorable Etuate Sungalu Lavulavu at the Nasinu Campus. The MOU would establish a cooperative partnership, based on friendship and cooperation, for the purpose of promoting mutual understanding, leading to the strengthening of both parties through identified development activities.

### REGIONAL PATHOLOGY SYMPOSIUM

FNU hosted the 3rd Regional Pathology Symposium in May, 2015 at the Pasifika Campus. The opening of the symposium was done by Minister for Health and Medical Services, Jone Usamate. The aim of this symposium was to strengthen the collaboration between FNU and International Academy of Pathology enabling international and local pathologists and clinicians to unify and support academic and professional development of services in the region.



### WORKSHOP ON ULTRASONOGRAPHY

FNU's College of Medicine, Nursing & Health Sciences organised a 'Diagnostic Ultrasound in Obstetrics - Holistic Approach' workshop in May, 2015. The workshop highlighted the importance of ultrasonography and the importance of diagnosing Ectopic Pregnancy which is one of leading causes of maternal death in the Pacific.

### WORKSHOP ON TRAINING OF TRAINERS

FNU's National Training & Productivity Centre organised a week long workshop on Training of Trainers on Total Quality Management for Small and Medium Enterprises (SMEs) in May, 2015. The primary focus of the workshop was to improve the productivity strategies for promoting higher productivity and create better cooperation and consultation between labour and management.



### FNU STRENGTHEN TIES WITH EUROPEAN UNION (EU)

FNU hosted a delegation from European Union in the Pacific and held a successful consultation meeting at the FNU's Nasinu Campus in May, 2015. The meeting focused on EU development work in the Pacific and also to help the FNU stakeholders gain more knowledge about the national, local and community context of the EU development aid in Fiji and the region.



**FNU HOSTS FASHION AND DESIGN FORUM**

FNU in collaboration with Fiji Fashion Week hosted the first ever Fashion and Design Forum in May, 2015 at the FNU's Raiwai Campus. The main purpose of the forum was to inspire and educate students about fashion industry. The Forum was an encouraging event and an opportunity which would flourish students' interest towards designing.



**FNU ASSISTS CYCLONE PAM VICTIMS**

FNU successfully provided the medical team to assist the victims of Cyclone Pam in Tuvalu and Vanuatu. This was a major step taken by FNU response team ever to be deployed to a crisis and reach out to our neighbours to assist them.

**FNU HOSTS 47th INTERNATIONAL SOCIETY FOR CARDIOVASCULAR DISEASE EPIDEMIOLOGY AND PREVENTION (ISCEP) SEMINAR**

Fiji National University in collaboration with the University of Cambridge, School of Clinical Medicine, United Kingdom organised a ten days seminar on ISCEP at the Sofitel Fiji Resort and Spa in June, 2015. The teaching seminar attracted experts from all over the world. The highlight of the 47th ISCEP seminar was on epidemiology and prevention of cardiovascular diseases which is the greatest health challenge of Pacific region.



**MOU BETWEEN FNU AND NATIONAL UNIVERSITY OF SAMOA**

A Memorandum of Understanding (MOU) was signed between the Fiji National University and National University of Samoa to highlight the importance of networking and strengthening ties with fellow Pacific Universities. The signing took place at the FNU's Raiwai Campus in July, 2015. This partnership would boost in terms of sharing of knowledge, expertise and technical information and the building of critical pathways to quality and advanced learning.

**RE-LAUNCH OF TVET**

FNU re-launched the Technical Vocational Education and Training (TVET) Division on 3 July, 2015 at Nasinu Campus which was officiated by the Fiji Higher Education Commission Executive Chairman Dr. Richard Wah. Through the re-launched, TVET office would assist in providing quality tertiary education in the region. The key strategies for improving TVET are to consolidate the management of TVET; providing support for the Colleges, improve quality of TVET teaching and learning, emphasise on quality graduates with high level of TVET skills and competencies, provide clear TVET pathways from non-formal education to Certificates, extend FNU TVET delivery into the wider Pacific.







### CONFERENCE ON THE AUSTRALASIAN SYLLABUS PLUS REFERENCE GROUP

The Australasian Syllabus Plus Reference Group Conference was held from 8 - 10 July, 2015 at the School of Design Foyer, University of Melbourne. The three-day Conference provided the opportunity for the delegation to take part in the session with timetabling software facilitators (CYON). The conference also coupled with

University visits to discuss and explore on Students Management System that Australian Universities are currently using which provided a good understanding of best practices that could be adopted by FNU.

### FIJI FILM FESTIVAL

Fiji National University successfully hosted Fiji Film Festival in July, 2015. The President, His Excellency Ratu Epeli Nailatikau accorded the Fiji Film Festival at the Damodar Event Cinemas. The main focus of the Fiji Film festival was to promote the Cinematic Arts in the society. It provided the opportunity for the people from all walks of life to view and appreciate the beauty and diversity of the world through the medium of cinema.



### WORKSHOP TO STRENGTHEN LOCAL HAIRSTYLISTS

Hairdressers of Central division were given the opportunity to enhance their knowledge in hair dressing. Benjamin Powell an employee of Paul Mitchell – world renowned hairdressing and cosmetology icon facilitated the workshop organised by Fiji National University in July, 2015.

### MOU BETWEEN FNU AND GRACE ROAD FOOD COMPANY

A Memorandum of Understanding (MOU) was signed between the Fiji National University and Grace Road Food Company (GRFC) on 21 July, 2015 at the Nasinu Campus. The parties agreed to promote co-operation in the field of Agriculture, Education and Technical & Vocational Education and Training based on mutual beneficial partnership and collaboration. It will provide opportunities for students and staff in research and sharing facilities.



### FNU ANNUAL OPEN DAY

The Fiji National University attracted over thousands of secondary school students and members of the public at FNU's six campuses including; Derrick, Koronivia, Pasifika, Fiji Maritime Academy, Natabua and Labasa Campus from 23–24 July, 2015. This inaugural event provided the opportunity for the interested members of the public in tertiary education to explore the prospects they have for further studies.

### ENGINEERING, SCIENCE AND TECHNOLOGY EXHIBITION

The College of Engineering, Science & Technology hosted a two day exhibition in FNU's Open Day at the Derrick Campus. The exhibition drew thousands of secondary school students from the Central division. The focus of the event was to support the members of the public in making informed decision about their future career and showcase the activities and projects students are involved in.



### FNU AND ASIAN PRODUCTIVITY ORGANISATION GOES GREEN

The National Training & Productivity Centre in partnership with Asian Productivity Organisation (APO) hosted a ten day training course on Management Consultancy with special focus on Green Productivity in Nadi. The training course was held from 27 July to 5 August, 2015 at Tokatoka Resort Hotel and was attended by 24 participants from 15 APO member countries. Green Productivity is a strategy for simultaneously enhancing productivity and environmental performance for overall socio-economic development. Its aim is well-rounded socioeconomic development that leads to sustained improvement in the quality of human life.



### FNU PROMOTES GOOD ORAL HYGIENE

Fiji National University hosted National Tooth-brushing Day Celebration as part of the Colgate's Global Oral Health Education Programme 'Bright Smiles, Bright Future' on 31 July, 2015 at FNU Nasinu Campus. The event was in collaboration with the Colgate Palmolive (Fiji) Ltd, the Ministry of Health and Medical Services and Fiji Dental Association. The initiative aimed at developing oral health knowledge and behaviour of children and to empower them to take control of their own health and to provide skills which they can carry through adolescence and adulthood.

### PARLIAMENTARY GUIDE BOOK LAUNCH

The Fiji National University launched its first ever parliamentary guide book, Parliament 101: A Student's Guide to Parliament in an exertion to enrich the understanding of both the Members of the Parliament and the general public in the procedures and processes of the Parliament House. The newly published guide book was officially launched by the Speaker of House, Dr. Jiko Luveni on 4 August, 2015 at the FNU Nasinu Campus.



### STUDENT PARLIAMENT WORKSHOP

Fiji National University in coordination with the Japanese Embassy and the Ministry of Education, as part of the Electoral Project, hosted a two day Student Parliament Workshop on 20 - 21 August, 2015. The Student Parliament Workshop was held at FNU Nasinu Campus where the Acting Permanent Secretary for the Ministry of Education, Heritage and Arts, Josefa Sania officiated the event. The second day of the workshop was students' mock parliament session that was led by the Speaker of the House. A total of 57 students from 29 schools were chosen to be part of the workshop. The objective of the workshop was to develop the understanding of the parliamentary procedures among secondary school students, develop interest in students in matters of public concern and form their opinion on them, to increase the public awareness among school students, teachers and communities about the importance of political engagement and understanding the political procedures and to the possible extend, prompt the policy makers to include of the electoral processes component in the civic education curriculum.



## WORKSHOP ON CLINICAL LABORATORY PRACTICES

Medical Research Laboratory (MRL) and Research Centre of the FNU hosted a workshop on Good Clinical Laboratory Practices (GCLP) in August. The three day workshop highlighted the complete guidance on the laboratory management system that could be applied in medical laboratories, research organisations and academic institutions. The workshop was attended by FNU staff, lab managers and technicians from CWM hospital and research students from other academic institutions.



## MOU BETWEEN FNU AND NAURU



A Memorandum of Understanding (MOU) was signed between the FNU and Nauru to ensure training for public health nurses, general health professional development and the need for other areas for human resource training for health. The signing took place at the FNU Nasinu.

Campus on 25 August, 2015. Under this partnership, the Nauru Health Professionals and Public Health Nurses will have an opportunity to improve in their areas of need.

## ALUMNI AWARDS NIGHT

A major highlight of Fiji National University was the Inaugural Alumni Gala Dinner and Awards Night where 16 prominent personalities were presented with the Outstanding Alumni Awards for significant professional advancement, academic achievements, exceptional leadership and community service. The Honourable Prime Minister, Rear Admiral (Rtd) Josaia Voreqe Bainimarama was the chief guest at FNU's historic Alumni Gala Dinner and Awards night on 29 August, 2015 at the Grand Pacific Hotel in Suva. The first ever Alumni event was a greater step towards supporting the Alumni Office in bonding the overall FNU alumni network. The prestigious event provided FNU with the opportunity to applaud its graduates on their achievement and compliment them on their positive contributions to the nation.



## RATU ILOILOVATU PUBLIC ART GALLERY RE-LAUNCHED

The Ratu Iloilovtu Public Art Gallery which has been described as a place where the aspirations of creative youths could come true was re-launched by Adi Salaseini Kavunono, the wife of the late President, His Excellency Ratu Josefa Iloilovatu Uluivuda in September, at FNU's Raiwai Campus.

## INTERNAL QUALITY CIRCLE COMPETITION (IQCC)

Fiji National University organised the IQCC to practice the quality management principles towards the enhancement of the products and services to satisfy customer needs. The Competition was marked by the Deputy Secretary for Ministry of Employment, Productivity and Industrial Relation, Mr. Vilimone Baledrokadroka on 24 September, 2015 at FNU UniStudio Campus. Ten accomplished teams within FNU presented on innovative ideas practically suitable to improve organisational performance in FNU. The FNU Library Team secured the gold medal at the Internal Quality Circle Competition. The competition encouraged positive work ethics by embedding best practices and innovation.





### NATIONAL CONVENTION ON QUALITY

National Training & Productivity Centre (NTPC) organised its 20th National Convention on Quality with the purpose of celebrating, sharing, benchmarking and recognising outstanding quality circles from all comers in Fiji. The Minister for Employment, Productivity and Industrial Relations, Hon. Jioji Konusi Konrote officiated the event on 8 October, 2015 at Novotel Hotel, Lami. The awards night of the 20th National Quality Convention was held at the Grand Pacific Hotel in Suva, where the Minister for Education, Heritage and Arts, Dr. Mahendra Reddy

presented the awards to the winners on their efforts. NTPC would continue to support the event and create opportunities for new organisations to participate and to learn from each other to build a strong foundation for collaborative partnerships.

### FNU STAFF COMMEMORATES FIJI DAY

Fiji National University Nasinu Campus was a colorful sea of blue on 9 October, 2015 as the Department Of Finance staff coordinated in colours to mark the 45th year of Independence of Fiji. In the spirit of the celebration, the department organised an internal competition on the best dressed section to which Revenue and Debt was crowned the winner. Other departments within the University also organised their own Fiji Day Celebration.



### INTERNATIONAL FOOD FESTIVAL

The Fiji National University organised its yearly event, International Food Festival (IFF) from 10–17 October, 2015. The Minister for Education, Heritage and Arts, Dr Mahendra Reddy, officially opened the event at FNU Nadi Campus. IFF focused on the important aspects of food culture on the theme “Home Garden and Backyard Farming - Food for All”. The intention of celebrating IFF was to promote awareness on health, wellness, our culture in terms of food and also re-affirming Fiji as the premier tourist destination in the South Pacific.

### FNU ALUMNI RECEIVES PRESIDENT’S AWARD

Two of the Fiji National University’s Alumni Award recipients were honoured in the 2015 Presidents Investiture Ceremony in October, 2015. Dr. Ankim Veera Swamy – Class of 1950, Fiji Institute of Technology and Mohenesh Singh - Class of 2014, FNU were both recognised for their distinguished work. Dr. Swamy, the oldest Alumnus recognised through the University’s Inaugural Alumni Awards in August was awarded the Honorary Officer of the Order of Fiji by His Excellency the President of Fiji, Ratu Epeli Nailatikau. Mr. Mohenesh Singh, another alumnus of the Fiji National University and also the youngest recipient of the FNU Outstanding Alumni Award was awarded the Member of the Order of Fiji at the Investiture Ceremony.

### ORGANIC TRANSIT VELAMOBILE ELF

As part of the ratified agreement between CSTD/FNU and IUCN, FNU research acquired organic transit vehicle (velomobile) Elf from organic transit in Raleigh North Carolina USA. It was brought to FNU in collaboration with IUCN, to provide an opportunity to research compatibility of velamobiles on Fiji Roads. Work remains ongoing with FNU automotive Department, IUCN Energy Development Division and CSTD (Nabua). FNU Elf (organic transit pedal driven solar powered vehicle or velamobile).







### DR. SANTHA MULLER REPRESENTED FIJI IN ASIA – PACIFIC ACADEMIC CONSORTIUM FOR PUBLIC HEALTH (APACPH)

The Associate Professor and Director, Medical Research Laboratory, Dr. Santha Muller represented Fiji to Asia – Pacific Consortium for Public Health (APACPH). Fiji National University is the member Institution of APACPH since 2012. Dr Santha Muller represented Fiji in the 47<sup>th</sup> APACPH meetings and conferences and also as An invited speaker at the 47<sup>th</sup> APACPH conference held from 20 – 25 October, 2015 in Bandung, Indonesia. Dr. Muller spoke on the topic Health trend in Focus: Diseases Affecting the Indigenous Population in Fiji. FNU has now become part of the Global

Indigenous Health Research Group from 2015 and will be representing the 48<sup>th</sup> APACPH conference in Tokyo, Japan in September 2016.

### UNIVERSITY FORMULATES RESEARCH AND CONSULTATION POLICY

A total of 35 active researchers of the Fiji National University met for an intensive strategic planning workshop to outline ways to enhance research in the University for 2016 – 2018. The workshop was organised by the Research Support Office of the Division of Planning and Development for three days from 22 – 24 October, 2015 at The Pearl of the South Pacific Resort. The workshop aimed at bringing together keen researchers to present their roles and responsibilities in the University structure.



### PINKTOBER SYMPOSIUM COMMENDED

Department of Surgery at FNU's College of Medicine, Nursing & Health Sciences designed a symposium with the theme "Breast Cancer Made Simple" to raise awareness at a broad level. The master of the event was Minister for Women, Children and Poverty Alleviation, Rosy Akbar at the Pasifika Campus on 23 October, 2015. The main focus of the symposium was to discuss the causes, prevention and available treatments for breast cancer which is leading amongst Fijian Women. The support of the family members, communities and stakeholders is needed to give courage to those fighting this battle not to give up.

### TV SERIES INSPIRES LOCAL TALENT

The Fiji National University's Film and Television (FTV) department launched a first ever local television series, featuring local actors incorporating the 3 major languages of the nation in October, 2015 at Raiwai Campus. 'Spice of Life', co-produced by Amol Productions, a comedy and light drama series, promotes i-Taukei, English and Fiji Hindi languages as well as valuable life lessons. FNU worked with industry professionals, facilitating mentorship programmes and share experiences with the students to help them realise their pathways earlier and find their niche in the arts.







**NEW WAIVAKA PEDESTRIAN BRIDGE**

Prime Minister and Minister for i-Taukei affairs, Honourable Rear Admiral (Rt'd) Josaia Voreqe Bainimarama reopened the new Waivaka Pedestrian Bridge in October, 2015 proudly designed and built by the students of Fiji National University. The significant achievement has been made possible with the joint partnership between the Melbourne Institute of Technology and the Centre of Water, Energy and Engineering (CWEE) of the College of Engineering, Science and Technology of FNU under the watchful eye of local structural engineering firm, Engineered Designs.

**PRESIDENT APPLAUDS FIJI BUSINESS EXCELLENCE AWARDS**

The illustrious Fiji Business Excellence Awards (FBEA) is designed to promote the productivity and quality in the country. The annual event was organised by FNU's National Training & Productivity Centre on 31 October, 2015, at the Sheraton Convention Centre in Denarau. The master of the event was His Excellency, the President of Fiji, Ratu Epeli Nailatikau. A total of 24 organisations from private and public sector were recognised for their business management practices at the FBEA. The Fiji Electricity Authority walked away as winner at the FBEA. The FBEA seeks to identify corporations, public sector agencies and individuals that have pushed the limitations of excellence, rising above the competition and demonstrating outstanding performance in Fiji.



**GRAND PHOTO DISPLAY**

Fiji National University affiliated with National Archives of Fiji to put together an entrancing photographic exhibition in November, 2015 at the FNU's School of Creative Arts to mark how far the nation has come in the 45 years since its independence in 1970. The exhibition showcased selected images from the National Archives of Fiji that better presents Fiji before and after Independence Day. The exhibition aimed to allow viewers to look back at the significant day of Fiji

as to look as how far we have come.

**SEMINAR DISCUSSES GENDER ISSUES**

The Fiji National University partnered with the Graduate Women International (GWI) to cohost a regional seminar with the Fiji Association of Graduate Women (FAGW) on 'Education in the Pacific: Bridging the Gender Gap' in November. The need to reach gender equality and women's leadership through secondary and tertiary education in the Pacific Islands was the major area of discussion.





## INAUGURAL ALUMNI ASSOCIATION ELECTION

The momentum of the launch continued through the first ever FNU Alumni Association election held at FNU Raiwai on 20 November, 2015 where the Alumni Association Executive Committee was elected in the presence of more than hundred alumni. Sitting at the helm of the Inaugural Alumni Association is the former Minister of Education; Mr. Netani Sukanaivalu assisted by a team of 5 other passionate alumni leading the vision of the Association forward.

## MOU BETWEEN FNU AND UNIVERSITY OF PORTO

A Memorandum of Understanding was signed between the Fiji National University and the University of Porto to commit the two institutions towards development and implementation of training programmes; exchange of ideas, expertise, and knowledge in the areas mutually agreed; exchange of publications, relevant technical information and academic material; joint research, lectures and symposia. The signing took place at the FNU Nasinu Campus on 9 December, 2015. The collaboration allows the two universities to work and tap into areas of interest for the greater benefit.



## FIJI – BORN NEW ZEALANDER LAUNCHED “KAIVITI”

Blair Robertson, a New Zealand citizen launched his first book titled “Kaiviti” in December at the FNU’s School of Creative Arts, Raiwai Campus. The novel consists of Fiji’s rich history from 1800s to 1980s. Blair Robertson inspired young generations who have interest in books.

## MINISTER LAUDS FNU STAFF

Fiji National University hosted the Minister for Education, Dr. Mahendra Reddy to a morning tea in December, 2015 at Nasinu Campus. Dr. Reddy commended FNU for the tremendous work carried out for the Academic year 2015 and encouraged everyone to continue with the same attitude into the New Year.



### LEARNING AND TEACHING

An educated and skilled workforce is vital to contribute to the economic planning and development of the nation. In close collaboration with the Colleges and Centres, Learning and Teaching makes an important contribution towards ensuring that Fiji National University (FNU) is an excellent, sought-after and inclusive institution for those who wish to study at tertiary level. Part of the responsibility of Learning and Teaching is to ensure that programmes and pedagogies are aimed at the skills of the current student. FNU possess qualifications that are of national quality with which they can fulfill the needs of the local labour market and at the same time compete internationally. Learning and Teaching offers strategic guidance by means of research, collaborative planning and institutional process improvement to support academics and students in their acquisition of knowledge.

FNU ensures that its students are taught by dedicated and skilled academics in a stimulating environment that is conducive to active learning and teaching. FNU's Learning and Teaching Framework identifies the key characteristics of the teaching and learning environment as research based, innovative and digital. FNU offers a total of 390 programmes inclusive of medicine, nursing, health sciences, business, hospitality, engineering, science, technology, training, productivity and principally being the only major regional provider of Technical and Vocational Education and Training (TVET). Teaching programmes are also subjected to continuous renewal and the teaching quality is increased, while high levels of student success are maintained.

Certain new programmes were successfully developed in 2015 for students to engage in varied options of programmes. The College of Humanities and Education offered Certificate IV in Broadcast Engineering in conjunction with the Pacific Media Assistance Scheme (PACMAS).

### TRAINING

The National Training & Productivity Centre (NTPC), being the National Productivity Organisation of Fiji, is mandated to provide training to organisations so that they become efficient, productive and can compete in the domestic, regional and national market. Provision of in-service training is the major function of the Centre. The NTPC short courses are skills oriented, focused and practical in nature and are conducted over a day and may last several weeks in the technical areas. The training programmes are targeted at building industry capacity and equipping professionals, individuals and those in employment with relevant and contemporary skills to enhance their productivity and performance as well as to assist them with their career development. The NTPC conducts short courses in a diverse range of areas through its three training divisions namely the Division of Business and Information Technology, the Division of Executive Management and Hospitality Services and the Division of Technical Training. These courses range from IT, Quality Management, Environment Management, Occupation Health and Safety, Business Excellence, Accounting to Customer Service, Hospitality, Tourism, Sales, Marketing, Fashion Designing, Business Communications, Training of Trainers, Knowledge Management, Supervision, Management and Executive Leadership Development. In the Technical Training areas the range is even wider covering some 26 trades in Trade Test, Apprenticeship Training Scheme, Electrical, Electronics, Automotive, Construction, Plumbing, Joinery, Marine and Port Industry Development. The NTPC also conducted customised in-house programmes for any organisation or employer in any area and formulate training programmes if it is not listed in the training calendar.





## UNIVERSITY RESEARCH

Research is one of the core activities of the University. To achieve its vision to be a premier university for education, research and development, FNU continues to promote its research culture since its establishment. Research at Fiji National University is aligned with the University Strategic Plan 2020 that states “The SP2020 will build on the University’s research capacity as part of a long term project to become a center for excellence for relevant research and innovation in Fiji and the Pacific”. FNU focuses on both knowledge creation through research as well as innovation to ensure sustainability and economic wellbeing of communities in Fiji and Regional. These include interdisciplinary approach in seven major cluster areas that are: Human Health and Wellbeing; Ocean and Islands Environments; Indigenous knowledge Systems, Community; Social and Economic Sustainability; Land, Food and Bio Security; Cultural and Artistic Enhancement and Climate Change Adaptation and Mitigation

The fundamental mission of FNU is to provide teaching, research and service. Fiji National University has a total of seven active research centres that are established to address one or more aspects of this fundamental mission and enhance University development. Research Support office has implemented strategies that encourage research active staff, and ensure a favourable research environment.

The Research Support Office coordinated and conducted three days University Research Strategic Planning Workshop to identify appropriate strategies to support the operational approaches and encourage research at FNU. The workshop also captured the views from wide consultative sessions comprising of the members of the University Research and Publication Committee (URPC), College Research Committee Chairs and representatives, Centre Coordinators and representatives from Academic Office, Project Finance and Support Services. The future innovation of Research Support Office is to accomplish needs analysis programme and identify the challenges of the current active researchers at FNU. Trainings such as SPSS and referencing software would be provided to embrace research and enhance knowledgeable research outputs. University research is aiming for; high quality research capacity, building research culture and performance through more conferences, seminars and workshops in the area of concern. The University would align research in centres considering national indicators.

### **FNU Research Centres**

#### ***Centre for Sustainable Technology and Development (CSTD)***

The Centre for Sustainable Technology and Development (CSTD) was recently established in June, 2013 as an initiative under the FNU’s Office of the Vice Chancellor. The Centre’s operational hub is at the School of Sciences (CEST) located at FNU’s Nabua Campus. CSTD has taken the lead on both mitigation related programmes and projects and community-based adaptation and disaster-risk management endeavours; both in terms of research as well as scholarship opportunities for postgraduate specifically, Masters and PhD students, through an EU funded 1.6 million Euro Intra-ACP academic mobility programme. In 2015, CSTD has brought in programme and project funding, established and strengthened linkages with other research and development organisations as well as consolidated. CSTD has also brought in (the first) Interdisciplinary PhD programme in the Pacific, focusing on climate change adaptation and mitigation, and offering an opportunity for students to undertake a postgraduate level research in a multitude of areas (Climate change accounting & financing, Business Administration and Management, Forestry, Agriculture and Fisheries, Policy, Ethics and Governance, Social and Cultural importance of Climate Change Mitigation and Adaptation, Ecological Tourism, Health and Medical Sciences, Non-timber forest products, Medicinal plants, Health and healing, Spiritual and Cultural Management of Natural systems, Integrated Environmental Management, and the Psychology of Climate Change). Student researchers and volunteers at different geographical locations are also undertaking research and assisting in the projects. CSTD is in the process of fine-tuning additional undergraduate and graduate courses, including TVET (certified online sustainable property maintenance course, targeting tourism/hotel property maintenance staff), that requires to be certified.

#### ***Centre for Health Information, Policy & Systems Research (CHIPSR)***

CHIPSR commenced operations in February, 2010 and is located within the College of Medicine, Nursing & Health Sciences (CMNHS) and focuses in several areas of research, policy and implementation that span the discovery of health inequities. Some of the priority areas of research include Health Care Financing, Health Information Systems (HIS), Health Systems Strengthening (HSS) and Human Resources for Health. CHIPSR strives to become a major activity of the FNU CMNHS Research Unit and provide the opportunity for interested collaborators, staff, students and the CMNHS adjunct staff to research health system issues and enhance health policy developments in Fiji and the Pacific. CHIPSR has engaged in a number of research projects with international organisations, research institutes and universities around the world. Some of the collaborating partners include: World Health Organisation, Institute of Health Policy–Sri Lanka, Nossal Institute Ltd, University of New South Wales, World Bank, Department of Foreign Affairs & Trade (Australian Aid), Ministry of Health & Medical Services–Fiji, Asia Pacific National Health Accounts Network, OECD Korea Policy Centre and Monash University. In 2015, CHIPSR assumed certain interesting projects and research work that has enabled CHIPSR to further strengthen the

research capacity in areas that were familiar to CHIPSR. The areas included health costing studies, health financing, national health accounts, public health policy, and continued work on the nodal hub project work on health systems.

In March, 2015 CHIPSR was invited to attend a training workshop in Geneva on Disease expenditure by WHO. The workshop was aimed at strengthening capacity for countries to include disease expenditure tracking in their National Health Accounts reports. Disease specific expenditure is crucial to better inform and monitor the development and implementation of National Health Policies and Strategies and Plans and National Health Financing Strategies.

CHIPSR had the opportunity of being part of the World Bank Flagship course in Sri Lanka in April and then again in Papua New Guinea in October. Dr. Wayne Irava from CHIPSR participated as a facilitator in both venues and delivered lectures both on the World Bank flagship framework for health reform and universal health coverage. The objectives of the course were to enable participants to speak a “common language” about dimensions of health system strengthening and achieve deeper understanding of health financing issues and sustainable financing options; give participants the skills to understand and describe their own health systems’ structural, financing and functional characteristics; develop participants’ knowledge of health systems performance assessment criteria including health status, financial protection, citizen satisfaction, efficiency, and sustainability; and, provide participants with skills to analyse and diagnose health systems challenges and develop and critique policy responses.

Currently underway the Labour mobility project intends to conduct a market analysis of the health labour workforce in four Pacific Island Countries. Undertaking a labour market analysis of the health sector would provide information that can enable Pacific Island Countries to better plan the appropriate workforce strategies and amend existing strategies to mitigate workforce risks. The findings from this health workforce analysis, together with its usefulness, can generate the momentum for other similar studies to be undertaken across other Pacific Island Countries. The project is expected to complete in the first quarter of 2016. CHIPSR staff has been assisting with the College student life activities. CHIPSR staff has contributed by developing the Performance Arts Consortium Concept Paper which is one of the corner stones that the students’ life programme is built on.

### ***The Medical Research Laboratory (MRL)***

The purpose of Medical Research Laboratory is to introduce clinical and biomedical research to Fiji and also as a regional training center for research excellence as there is a great need for laboratory oriented research in Fiji National University. The laboratory based at the Tamavua Campus is a Biosafety Level 2 facility which provides an excellent training and research resource for staff and students of the University, regional researchers and for international research scientists to conduct research addressing the health care issues in Fiji. MRL is committed to laboratory research for a better understanding in the development of current and emerging communicable diseases (CDs) and non-communicable diseases (NCDs) in Fiji with an introduction of a core new facility for flow cytometry. Immuno-pathology, molecular biology and pharmacognosy research are some of the current key focus areas of the centre.

The laboratory also provides consultation and advanced medical and clinical laboratory services to patients attending CWM Hospital, general physicians for patient diagnosis, surrounding regions in Fiji and other Pacific Islands. Through research dissemination via publications and conference presentations, MRL aims to continue to build key relationships and collaborations between academic institutes, government agencies-Ministry of Health and Medical Services (MOHMS), NGOs, private sector organisations and international research institutes and universities with the key objective of translating research findings into practice and health policy in the Pacific. FNU has represented Asia Pacific Academic Consortium for Public Health (APACPH) with excellent research activities in the year 2015 at Bandung, Indonesia. MRL has been a regular research partner with APACPH in presenting and publishing research related articles in APACPH conferences since 2011.

### ***The Pacific Sexual & Reproductive Health Research Centre***

College of Medicine Nursing & Health Sciences (CMNHS) represents a new and dynamic approach to the Sexual & Reproductive Health (SRH) research issues and challenges of the Pacific Island Countries. Established in 2009 and in keeping with the Pacific move towards integration of HIV into the larger SRH agenda, PacS-RHRC is dedicated to conducting, facilitating, mentoring and teaching SRH research providing evidence – based information and knowledge to influence and support national and regional policies, programs and projects promoting healthier lives for Pacific Islands Countries & Territories (PICTs); strengthening research capacity of Pacific Islanders towards sound SRH research and identifying through research, evolving best SRH practices for the PICTs that are country – specific, culture and gender – sensitive and sustainable for the Pacific’s future generations.

### ***Centre for Water and Energy Engineering (CWEE)***



CWEE is envisioned to become the regional Engineering Centre of excellence for developing the capabilities of science and engineering in Fiji and the Pacific Region. The mission of the Centre is to be the focal point for creating, coordinating and supporting engineering expertise on the application of scientific and systematic engineering approaches to the sustainability of water and energy resources as these are crucial resources for any countries in the Pacific Region. The Centre would explore processes and systems in all areas of supply and treatment of water, and in technologies and optimization of regenerative and renewable energy applications and best practices of professional engineering, research, development and innovation would be adopted in the Centre's approaches to find real life solutions that have significant components built-in for whole of life sustainment. Through partnering with local and international engineering organisations as well as other like-minded institutions in the region, the Centre would draw upon all relevant expertise to develop tailored problem-based learning, training for professional engineers and engineering technologists to governmental organisations and industries thereby creating the critical mass of technical expertise and engineers in the region.

### ***Research Unit, College of Medicine, Nursing & Health Sciences***

Besides focused research conducted through the research-active centers, there is a growing community of students and academic researchers involved in various multidisciplinary and collaborative research activities. The College of Medicine, Nursing and Health Sciences, which hosts 4 of the University's 8 research Centers also has a Research Unit that functions as a research incubator providing research and administrative support and advice to emerging researchers. The Research Unit is comprised of 3 academic staff with backgrounds in the clinical disciplines, public health and research and 2 administrative staff who support financial and secretariat functions. Staff and students are provided the opportunity to receive research related advice on proposal development, research ethics, data management and analysis, research governance processes and research administration. Faculty and students at the College are encouraged to visit the Research Unit to register their research interests and benefit from the opportunity to form linkages with other researchers in the College who may share their areas of interest. For academics that are new to research, the unit able to organize capacity development sessions and workshops on proposal development, research ethics, data management and analysis, research governance processes and research administration.

### ***Pacific Research Centre for the Prevention of Obesity and Non-Communicable Diseases (C-POND)***

The Pacific Research Center for the Prevention of Obesity and Non-Communicable Diseases (C-POND) was established as a partnership between the College of Medicine Nursing & Health Sciences, at Fiji National University and Deakin University, Melbourne, Australia in 2009. The partnership has a strong track record of research collaboration through the completed Pacific Obesity Prevention In Communities (OPIC) project and Translation Research for Obesity Prevention In Communities (TROPIC) project. The Centre is situated at the Tamavua Public Health Campus in Suva and is guided by a reference group which includes representatives from the Fiji National University, Deakin University, Fiji, Samoa, Solomon Islands, University of Auckland, Ministry of Health Fiji (MOH), World Health Organization (WHO) and the Pacific Community (SPC). With the vision of creating the evidence, knowledge exchange and research capacity to reverse the Non-Communicable Disease (NCD) and obesity crisis in the Pacific Islands, the key objectives of the Centre are: 1) To conduct solution-oriented research on obesity and NCDs. The focus is on finding the solutions to reduce the very high prevalence and burden of obesity and NCDs in the pacific; 2) To disseminate the research findings and translate them into policies and practice; 3) To build research capacity in obesity and NCD prevention; and 4) To conduct other research-related activities which further the aims of C-POND.

In 2015, the centre has continued to work on its three major projects; 1) Sodium intervention and assessment in Fiji, 2) Impact and process assessment on obesity and food systems, and 3) NCD monitoring and surveillance in the Pacific. In addition, C-POND has also provided technical assistance for a number of projects in the region including the NCD STEPS training in 3 Pacific Island Countries (Kiribati, Solomon Islands and Tuvalu), and a health impact assessment (HIA) on the draft regulations on marketing of food and non-alcoholic beverages in Fiji, and the development of a regional toolkit for nutrition education in agriculture. The Centre also continues to produce C-POND newsletters and annual reports which contains detailed information of the research findings and project updates.

## FNU LIBRARY

### Resource Capacity

The Fiji National University Library system serves the informational needs of students, staff, researchers, visitors, alumni and the general public. The FNU Library is the first ISO 9001:2008 certified library in the South Pacific. The University has a total of 16 libraries located in FNU Campuses and Centers throughout Fiji. Diverse categories of information resources are available in all FNU libraries forming the various collections, specifically; General, Reference, Pacific, Close Reserve, Newspapers, Fictions, Archives, Periodicals, Thesis and Audio Visual.

### Electronic Information Resource

Scholarly journals and other serial publications continue to be converted from print to electronic format. Nearly all of FNU library's journal and database subscriptions are now available online. The library currently comprises of more than 64,340 e-journal titles. Despite the financial and technical limitations of converting the print to e-book, the library now provides access to almost 180,767 e-books. In general, use of the library's major packages of electronic journals has increased in the last three years.

### Research Tool In 2015

RefWorks is a bibliographic records management system, for online research, writing, and collaboration tool. Available to all FNU students, staff and faculty, is designed to easily gather, manage, store, and share all types of information, as well as to build reference list. The University Library has subscribed to Turnitin, a leading online academic plagiarism detector, to assist both college members and students.

### Hands on Training Programmes on Information Literacy

The primary aim of the University library is to develop closer collaboration between Library and academic staff to enhance the integration of Information Literacy into the curriculum for the benefit of the students and staff. Thus, our information literacy programme consists of locate, evaluate and use of information resources, avoid plagiarism and citing sources using accepted referencing conventions. Space and its utilisation in the campus Libraries play a significant role in the context of providing a supportive and conducive environment to strengthen teaching, learning and research activity. It is therefore appropriate that the use of Library space is re-evaluated regularly to ensure that user demand and expectation is being met.

### Virtual Help

The Library launched a virtual help and enquiry service to further enhance the user experience. Virtual Help supports users at the point of need through submission of a question using the "Ask Librarian" button in the library webpage. This service streamlines the process of referral to the appropriate subject specialist for one-to-one subject-specific help and support.

### Service Quality Management Training

Library Services organised a two days Quality Management (QM) workshop on 9001:2008 certification and to provide high quality and responsive one-stop service at all 16 FNU libraries. It was a great opportunity for the library staff members to attain knowledge on quality aspects such as QM principles, foundation of quality, 5s, quality circles, ISO QMS, highlights of ISO 9001:2015 and compliance to library QMS. During the workshop the staff and the management acquired chance to share ideas and ways to drive library forward. It was a successful workshop delivering the objective of providing improved quality facilities to all library users in FNU to achieve the mission of the library.

### Fiji National Library Consortium

Being the focal point of the Fiji National Library consortium, FNU library played the leading role in 2015 as well to receive some high quality databases from EIFL. Currently there are 10 member libraries including University of the South Pacific, University

of Fiji, Forum Secretariat, Reserve Bank of Fiji and Secretariat of the South Pacific Community and etc. EIFL negotiated with a number of publishers for several databases and the library received free access to some electronic databases and largely discounted prices for several databases. The following databases were given by EIFL to Fiji National Library Consortium at “No-Cost basis”.

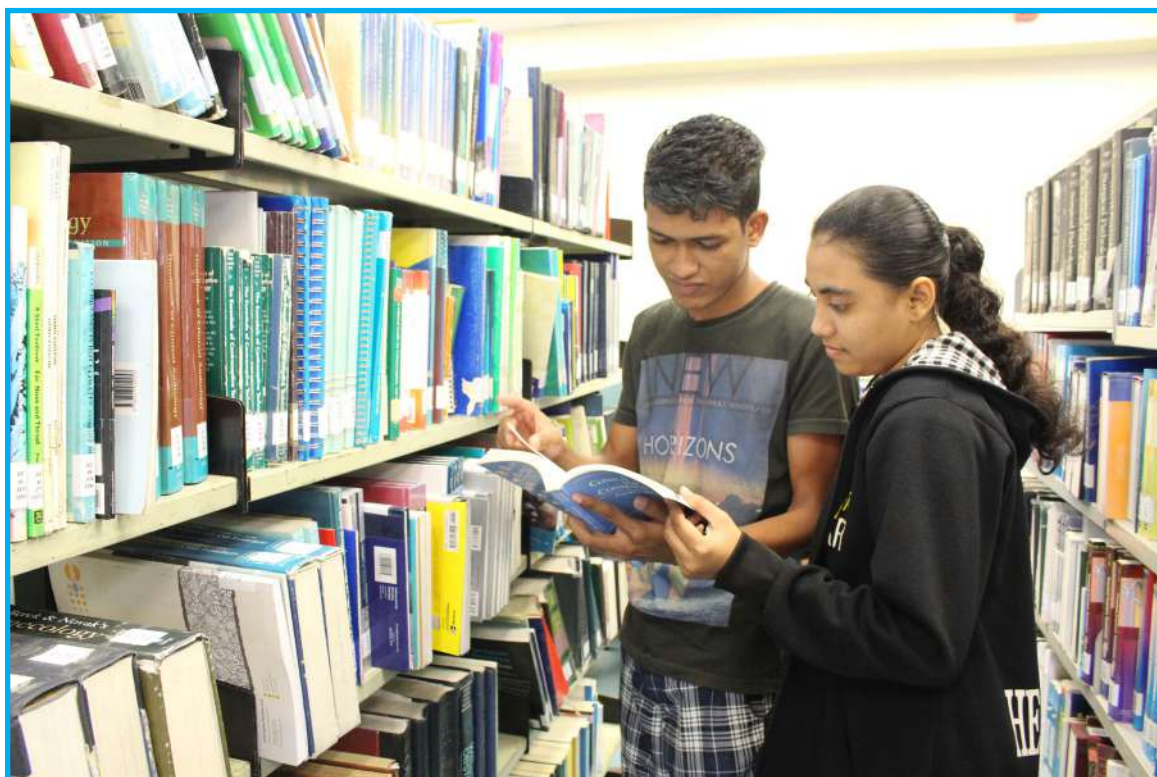
- Edward Elgar Journals and Development Studies Ebooks
- Intellect Journals Collection
- IOP Science
- Nature Publishing Group Journals
- New England Journal of Medicine
- OECD-iLibrary
- Oxford English Dictionary Online
- Oxford Journals Collection
- Oxford Quick Reference
- Pediatric Neurology Briefs

All member libraries were given opportunity to subscribe to the following resources at a largely discounted rate. They were:

- Wiley Online Journals
- Cambridge Journals Online
- Hein Online
- Royal Society Publishing
- Duke University Press
- EBSCO Discovery Service

### Book Exhibitions at Koronivia Library

Two Book Exhibitions were conducted by the Koronivia library in collaboration with book sellers in Suva on 4th and 9th November, 2015. More than 150 volumes of books including subjects such as agriculture, fisheries, forestry, agriculture management, animal science, animal husbandry, environmental science, entomology, plant pathology and veterinary science were on display. Professors, lecturers, students and staff members visited the fair.



## STUDENT SERVICES

The Department of Student Services, which falls under the Office of the Registrar, is responsible for coordinating campus life activities; inter college sports, open day, counseling session, placement of students, orientation, graduation and general disciplinary cases.

2015 has been a rewarding year for the department with major changes to its structure and improved processes to enhance the student academic services for students. Offices were refurbished and rearranged in Lautoka, Koronivia and Ba campuses to cater the needs of the students. Services such as counseling, enrolment, invoice processing and ID card were carried out in more than one vicinity for the convenience of students. Student Financial Aid office enhanced the support services for both the local and regional/international students. For the first time, a sports insurance cover has been introduced to all students who will be partaking in any sporting activities sanctioned by the University. The Department of student services established a placement office that is involved in linking the students with the employers through the employment registration portal. Over 2000 students have registered to share their personal information through this portal with employers who may have vacant positions in their organisations.

### Campus Life Activities

The Department of Student Services held a number of activities throughout the year 2015 to enhance student life at all campuses. The activities included celebrating of all major cultural festivals, welcome and farewell ceremonies, and student talanoa sessions with the Acting Vice Chancellor and community projects. The department of Student Services also organized debate and inter college sports competitions whereby teams registered from all major campuses to participate. The orientations and University Academic Student Regulation awareness sessions were also organised at the major FNU campuses throughout the year.

The Department of Student Services together with College of Humanities & Education facilitated the University of Samoa's Le-Papaigalagala musical tour group. A group of 31 staff and students collectively were hosted at FNU Lautoka and Raiwai campuses whereby students from both the Universities presented a musical concert and the signing of MOU was also organised at the School of Creative Arts in Raiwai Campus.

### Pastoral Care Services

Such services is provided to promote spiritual and holistic enhancement in students, the Department of Student Services was responsible for coordinating the sessions at all major FNU campuses for students to carry out their religious group meetings, choir practices, bible study and other spiritual activities.

### Placement – Careers Workshop

The placement office was responsible for facilitating a workshop where its main aim was to up skill several students on how to write CV's, cover letters and how to present themselves during interview sessions. The Career Advising & Coaching workshop was held for the final year students at the FNU Nasinu campus on 24 October, 2015.

The inter college sports was held from February to July at various divisions. The completion of inter college games led to participation of winning teams from the Northern, Western and Central campuses into the Fiji University Sports Association games.

### Health and Wellness

A Health Promotion Workplace Program is an organised wellness program to assist and support student and staff of the Fiji National University in establishing positive and healthier life choices. This can include increasing staff member awareness on health topics, scheduling behaviour change programs, and/or establishing corporation policies that support health-related goals. Programs and policies that promote increased physical activity, use of tobacco and kava avoidance and cessation, spiritual fellowships and healthy food selections are few instances. Such programs has been integrated as part of the Occupational Health and Safety Program of the University which means that administrative structures and coordination would be well integrated at all level of the university to ensure sustainability and support from managers and employees or it can run parallel to the OHS structure. Either way it is intended to bring about the same outcome, a healthy and productive workforce.



## International & Regional Students

International and regional students are an integral part of Fiji National University. The International/ Regional Liaison Office endeavour to offer friendship, moral and professional support to international and regional students living in Fiji and provide assistance with the basic issues related to student visas and general academic progression.

## Major Focus in Future

Fiji National University would continue to deliver outstanding student experience. Activities would be clustered around key priorities including; supporting better teaching by continuing to deliver well regarded training for academic staff, ensuring students are sought out by employers by considering to extend the ways in which opportunities are provided for students to develop work – ready skills as well as career advice and preparation.





## FNU ALUMNI NETWORK

The Fiji National University’s aspiration to be globally influential and foster positive change is realised in large part by its alumni through their engagement in the world. Strength in numbers is the theme that best characterises the year 2015 for the Fiji National University Alumni Office. Firstly, the University officially launched the FNU Alumni Network in August where more than 300 alumni from around the globe graced the event with their presence, making the launch a truly global network and a source of partnerships and support for FNU as it expands its alumni initiatives. Secondly, more than 15,000 alumni became part of an active alumni database enabling the Alumni office to establish an effective channel of communication. Although the Alumni office was established by the University in March, 2014, it has reached multiple milestones making it a successfully established office within the University. Through the launch of the Alumni Recognition Awards presented to 16 outstanding alumni for their academic, professional and community service achievements globally, the University has begun a culture of alumni recognition that would provide more alumni with opportunities to reconnect engage and inspire.

By providing quality education, FNU attempts to produce not only analytical thinkers, skilled professionals and tradesmen but also “global citizens” with a sense of social responsibility and personal obligation to contribute towards a safer and sustainable world. The University takes pride in aiding projects that allow alumni to make a difference in various industries in Fiji and beyond.

The FNU Alumni Association is currently involved in a multitude of socially beneficial projects such as the development projects for the Center for Water Engineering and Energy (CWEE) and the Bio Gas Turbine to be installed at the Water Authority Workshop in Nasinu. Honorary alumni with expertise in fields of Engineering, Science and Technology are leading this project for the advancement of not only learning and teaching but for the further development of the nation.

The vision of the FNUAA is to become a key and active member of the FNU community in building, fostering lifelong commitment, pride and passion for the University. The FNU Alumni Association has successfully laid the foundation of the Association with an approved constitution in place and is currently geared towards planning for a fruitful 2016. The New Year would witness the launch of the FNU Alumni Mentorship Scheme, Alumni events providing opportunities to reconnect and serve, and professional development activities for alumni.



## REGIONAL AND INTERNATIONAL ENGAGEMENT

FNU recognises the integral potential of regional and international engagement to reveal novel biospheres. Structuring success in international learning, teaching, training, research and service to increment engagement at entry level. In 2015, FNU sustained to advance collaborations with partners in Fiji, Pacific region and internationally. Specific activities included building relationship with the donors, align their interests with institutional priorities, and encourage long-term investment in FNU.

### Development Activities

The Development Office drives FNU's partnership building with the key international and regional donor agencies. Similarly to explore new business grounds, strengthen relationships within the FNU networks and establish new funding opportunities with external and national governments. In this respect, the Office organised an information session with the EU delegation in June at the FNU Nasinu Campus with the aim of gaining insights on what the EU priority areas in the Pacific including funding opportunities available. More than 60 Senior Management Group members and staff from Campuses in Viti Levu attended the half-day session. As a follow up to this meeting, the Development Office in collaboration with the EU Delegation to the Pacific organised information session on Erasmus+ funding opportunities.

In 2015, 16 Memorandum of Understandings (MOUs) were signed with a number of organisations and Universities in the region and abroad. Key MOU signings for the year included the National University of Samoa, Pukyong University (South Korea), University of Porto (Portugal), Australian Institute of Management Education & Training, the Ministry of Health, Nauru and the Ministry of Infrastructure Tonga as well as private sector. The main purpose of partnerships was to expand FNU borders in the areas of learning, teaching and research. A two year project on Parliamentary Education through the funding of the Japanese Government was successfully completed. The main objective of the project was to provide education and training on parliamentary practices and procedures.



## QUALITY MANAGEMENT

A University's success can only be measured by the quality of education and the facilities it provides for Learning, Teaching, Training and Research. The Quality Standards Office supports the University in accomplishing its mission by providing an independent and objective quality assurance service designed to add value and improve academic and support operations. The key quality assurance initiatives include compliance exercises towards meeting the national qualification standards, international accreditation, programs and organisational units' reviews, quality audits and benchmarking across FNU. To determine whether the quality management system is effectively implemented and maintained, the Quality Standard Office conducted two rounds of internal audit by the Quality Management System (QMS) Internal Auditors to establish the conformance to the ISO 9001 standard. An external surveillance audit was also conducted in October, 2015 by an External Auditor from BUREAU VERITAS - New Zealand.

### Quality Management System (QMS)

To support and expand QMS at FNU, a series of quality trainings that were conducted by consultants from India and Malaysia for FNU staff in various sections and departments, specifically on Training of Trainers in Total Quality Management System, 5s, Quality Circle, QMS Internal Auditors and Writing of Procedure and Work Instruction.

### Online Customer Feedback

Customer Complaints (CC)/Corrective/Preventive Action (CPA) is an online complaint system to ensure that continual improvements are made to the FNU products, services and processes. The CC/CPA system focuses on the systematic investigation of the root causes of identified problems or identified risks in an attempt to prevent their recurrence (for corrective action) or to prevent occurrence (for preventive action). This system supports the University members to become actively involved in enhancing the services provided at the University. The Quality Standards Office also conducts workshops/ training sessions on CC/CPA University wide for staff and students to be aware of the online customer complain.

### Accreditation

Committee for Accreditation of University Qualifications (CAUQ) is a subcommittee of the Fiji Higher Education Commission (FHEC) that has the mandate to grant, or refuse approval of all new or significantly changed programmes and qualifications at undergraduate degree levels or above for which funding is sought from FHEC or for which any other formal approval is required. FHEC has given full approval to FNU for Postgraduate Diploma in Oral Surgery programme while Masters in Pathology programme is still under consideration. Upon the requirement from FHEC on review of selected programmes at FNU, the University engaged a team of local staff and relevant subject experts to be the Internal Evaluators of the programmes including; Bachelor of Civil Engineering, Bachelor of Education (Primary) and Bachelor of Science in Agriculture. The outcomes were reviewed and feedbacks of the programmes that were gathered from respective industry stakeholders, FNU staff and students. For the Bachelor of Civil Engineering, experts from Royal Melbourne Institute of Technology, Australia were involved to align programmes in line with Institute of Professional Engineers New Zealand (IPENZ) standards. The reports generated from the Internal Evaluation and Review (IER) would assist College administration and academics to improve on the quality of the programmes and student support services at the Colleges.

### Risk Management

The University's Risk Management and Compliance Office (RMCO) is responsible for overseeing risk management and insurance affairs. The Office ensures that risk and insurance undertakings are conducted in compliance with the University's policies and procedures. The University has set up risk management framework that includes a consolidated register of risks from Colleges and Support Divisions. These consolidated risks are linked to the strategic plan with appropriate mitigation plans. The Office proposed amendments to Whistleblower Protection, Handover Policy and Kava Policy as well as Vehicle Use Policy. Insurance is an integral part of Risk Management and Compliance Office. The Insurance Unit is responsible for identifying risks and proposing insurance policies accordingly. FNU currently has the following covers which are Industrial Special Risk, All Risk, Motor Vehicle, Fidelity Guarantee, Workers Compensation, Travel, Public Liability, Personal Accident, Terrorism and Sabotage, Directors and Officer Cover, Doctors malpractice and Sports Cover.



Being the premier dual sector Institution for TVET and higher education, Fiji National University established the Disability Unit in September, 2015 with the aim to develop a positive and respectful learning environment for students with special needs. The role of the Disability Unit is to consider the needs of staff and students with disabilities and to ensure that the University resources are accessible. In upcoming months, the Disability Unit is expected to formulate Disability Inclusive Policy.

### **TVET – Quality Assurance**

The Division of TVET has the department of Quality Assurance (QA) as one of its key responsibilities. The QA department looks after the systematic monitoring and evaluation of all TVET programmes, facilities, student services to those responsible for its deliverables, the teaching staff to ensure that standards of TVET quality are upheld at all times. In the last quarter of 2015; the department focused on the auditing of internal systems, processes and policies; working with various committees to draw up new policies on Student Industrial Attachment; the Industry Advisory Committee Policy; the Patron Programme and the TVET Quality Assurance Policy. The department is also part of the ongoing review of the University Academic Student Regulations (UASR); Sustainable Livelihood Project Policy. Through ongoing research data be analysed so as to improve TVET quality. Furthermore to raise awareness through ongoing workshops for university staff to ensure it conforms to specific quality requirements of the Fiji National University and the FHEC.

December saw success with the Department of Technical & Vocational Education Training (TVET) after group of villagers in Beqa Island graduated from the programme. The programme with government funded aims at upskilling and training villagers with skills and knowledge in specific areas or work they are good at to assist them generate income. FNU's TVET department hopes to send out more trainers to the maritime areas for training and upskilling in years to come





## PROGRAMMES OFFERED IN 2015

### College of Agriculture, Fisheries & Forestry

#### Short Courses

- Apiculture
- Biological Control of Insect Pests of Economically Important Crops
- Commercial Floriculture
- Customized Short Course on Landscaping (Training)
- Organic Farming
- Ornamental Horticulture
- Plant Propagation and Nursery Management
- Safe Tractor Operation and Maintenance
- Sheep Farming

#### Certificate III

- Certificate III in Commercial Agriculture

#### Certificate IV

- Certificate IV in Agriculture
- Certificate IV in Agro-forestry
- Certificate IV in Animal Husbandry
- Certificate IV in Applied Fisheries
- Certificate IV in Aquaculture
- Certificate IV in Forestry
- Certificate IV in Horticulture
- Certificate IV in Wood Processing and Value Adding

#### Trade Diploma

- Trade Diploma in Agriculture

- Trade Diploma in Agro-forestry
- Trade Diploma in Animal Husbandry
- Trade Diploma in Applied Fisheries
- Trade Diploma in Aquaculture
- Trade Diploma in Forestry
- Trade Diploma in Wood Processing and Value Adding

#### Higher Education Certificate

- Higher Education Certificate in Agriculture
- Higher Education Certificate in Animal Care and Management
- Higher Education Certificate in Animal Husbandry
- Higher Education Certificate in Fisheries
- Higher Education Certificate in Forestry

#### Higher Education Diploma

- Higher Education Diploma in Agriculture
- Higher Education Diploma in Animal Health
- Higher Education Diploma in Animal Husbandry
- Higher Education Diploma in Fisheries
- Higher Education Diploma in Forestry

#### Bachelors Degree

- Bachelor of Science in Agriculture
- Bachelor of Science in Animal Husbandry
- Bachelor of Science in Fisheries
- Bachelor of Science in Forestry
- Bachelor of Veterinary Science and Animal Husbandry

### College of Business, Hospitality & Tourism Studies

- Preliminary Commerce
- Foundation Commerce

#### Certificate III

- Certificate III in Office Assistance
- Certificate III in Front Office Operations
- Certificate III in Housekeeping & Accommodation Operations
- Certificate III in Bakery & Patisserie
- Certificate III in Cookery
- Certificate III in Restaurant Services

#### Certificate IV

- Certificate IV in Event Management
- Certificate IV in Occupational, Health and safety
- Certificate IV in Merchandising
- Certificate IV in Office Administration
- Certificate IV in Front Office Operations
- Certificate IV in Housekeeping & Accommodation Operations
- Certificate IV in Bakery & Patisserie
- Certificate IV in Cookery
- Certificate IV in Restaurant Services
- Certificate IV in Accounting
- Certificate IV in Banking
- Certificate IV in Customs
- Certificate IV in Frontline Management

#### Trade Diploma

- Trade Diploma in Front Line Management

- Trade Diploma in Event Management
- Trade Diploma in Office Administration
- Trade Diploma in Front Office Operations
- Trade Diploma in Bakery & Patisserie
- Trade Diploma in Culinary Arts
- Trade Diploma in Restaurant Operations
- Trade Diploma in Hospitality and Hotel Management
- Trade Diploma in Occupational, Health and Safety
- Trade Diploma in Accounting
- Trade Diploma in Banking
- Trade Diploma in Customs

#### Higher Education Certificate

- Higher Education Certificate in Accounting
- Higher Education Certificate in Economics
- Higher Education Certificate in Banking
- Higher Education Certificate in Insurance
- Higher Education Certificate in Management
- Higher Education Certificate in Library and Information Systems

#### Higher Education Diploma

- Higher Education Diploma in Accounting
- Higher Education Diploma in Economics
- Higher Education Diploma in Banking
- Higher Education Diploma in Insurance
- Higher Education Diploma in Management
- Higher Education Diploma in Marketing

- Higher Education Diploma in Project Analysis & Management
- Higher Education Diploma in Industrial Relations and Human Resource Management
- Higher Education Diploma in Finance
- Higher Education Diploma in Library and Information Systems
- Higher Education Diploma in Urban and Regional Planning

### Bachelors Degree

- Bachelor of Commerce - Accounting/ Economics
- Bachelor of Commerce - Accounting/ IS
- Bachelor of Commerce - Accounting/ Finance
- Bachelor of Commerce - Accounting/ Banking
- Bachelor of Commerce - Accounting/ IR & HRM
- Bachelor of Commerce - Accounting/ Management
- Bachelor of Commerce - Accounting/ Insurance
- Bachelor of Commerce - Accounting/ Marketing
- Bachelor of Commerce - Accounting/ Property Valuation
- Bachelor of Commerce - Accounting/ Project Analysis & Management
- Bachelor of Commerce - Accounting/ Property Management
- Bachelor of Commerce - Economics/ IS
- Bachelor of Commerce - Economics/ Project Analysis & Management
- Bachelor of Commerce - Banking/Economics
- Bachelor of Commerce - Economics/ Insurance
- Bachelor of Commerce - Economics/ Finance
- Bachelor of Commerce - Economics/ Property Valuation
- Bachelor of Commerce - Economics/ Marketing
- Bachelor of Commerce - Economics/ IR & HRM
- Bachelor of Commerce - Economics/ Management
- Bachelor of Commerce - Economics/ Property Management
- Bachelor of Commerce - Information Systems/ Project Analysis & Management
- Bachelor of Commerce - Information Systems/ Marketing
- Bachelor of Commerce - Banking/Information Systems
- Bachelor of Commerce - Information Systems/ IR & HRM
- Bachelor of Commerce - Information Systems/ Insurance
- Bachelor of Commerce - Finance /Information Systems
- Bachelor of Commerce - Information Systems/ Property Valuation
- Bachelor of Commerce - Information Systems/ Management
- Bachelor of Commerce - Information Systems/ Property Management
- Bachelor of Commerce - Banking/ Finance
- Bachelor of Commerce - Banking/ IR & HRM
- Bachelor of Commerce - Banking/ Marketing
- Bachelor of Commerce - Banking/ Project Analysis & Management
- Bachelor of Commerce - Banking/ Insurance
- Bachelor of Commerce - Banking/ Property Valuation
- Bachelor of Commerce - Banking/ Property Management
- Bachelor of Commerce - Banking/ Management
- Bachelor of Commerce - Finance/Project Analysis & Management
- Bachelor of Commerce - Insurance/Project Analysis & Management
- Bachelor of Commerce - Project Analysis & Management/ Property Valuation
- Bachelor of Commerce - Project Analysis & Management/ IR & HRM
- Bachelor of Commerce - Project Analysis & Management/ Management

- Bachelor of Commerce - Project Analysis & Management/ Marketing
- Bachelor of Commerce - Project Analysis & Management/ Property Management
- Bachelor of Commerce - Insurance/Insurance
- Bachelor of Commerce - Insurance/ Property Valuation
- Bachelor of Commerce - Insurance/ Management
- Bachelor of Commerce - Insurance/ Marketing
- Bachelor of Commerce - Insurance/ IR & HRM
- Bachelor of Commerce - Insurance/ Property Management
- Bachelor of Commerce - Management/ Marketing
- Bachelor of Commerce - Management/ Property Valuation
- Bachelor of Commerce - Insurance/Management
- Bachelor of Commerce - IR & HRM/Management
- Bachelor of Commerce - Marketing/ Property Valuation
- Bachelor of Commerce - IR & HRM/Marketing
- Bachelor of Commerce - Marketing/ Project Analysis & Management
- Bachelor of Commerce - IR & HRM/ Property Management
- Bachelor of Commerce - IR & HRM/Property Valuation
- Bachelor of Commerce - Property Valuation/ Property Management
- Bachelor of Commerce - Finance/ IR & HRM
- Bachelor of Commerce - Finance/ Management
- Bachelor of Commerce - Finance/ Management (Minor)
- Bachelor of Commerce - Accounting/ Management (Minor)
- Bachelor of Commerce - Accounting/ IS (Minor)
- Bachelor of Commerce - IS/ Accounting (Minor)
- Bachelor of Commerce - Economics/OHS
- Bachelor of Commerce - IS/OHS
- Bachelor of Commerce - Finance/OHS
- Bachelor of Commerce - Management/OHS
- Bachelor of Commerce - Marketing/OHS)
- Bachelor of Commerce - OHS/Property Valuation
- Bachelor of Commerce - OHS/Project Analysis
- Bachelor of Commerce - OHS/Property Management
- Bachelor of Commerce - OHS/ Accounting
- Bachelor of Commerce Accounting/Economics (Minor)
- Bachelor of Commerce - Management/ IS (Minor)
- Bachelor of Commerce - Management/IR & HRM (Minor)
- Bachelor of Commerce - Management/Accounting (Minor)
- Bachelor of Commerce - Accounting/Finance (Minor)
- Bachelor of Commerce - Accounting/Banking (Minor)or)
- Bachelor of Accounting
- Bachelor of Economics
- Bachelor of Finance
- Bachelor of Insurance
- Bachelor of Marketing
- Bachelor of Library and Information Systems
- Bachelor of Laws
- Bachelor of Hospitality and Hotel Management
- Bachelor of Occupational, Health and Safety
- Bachelor of Property Valuation and Management

### Postgraduate Diploma

- Post Graduate Diploma in Accounting
- Post Graduate Diploma in Forensic Accounting

### Masters

- Master of Commerce in Accounting
- Executive Master of Business Administration
- Master of Commerce in Forensic Accounting

College of Humanities & Education

- Preliminary Social Science
- Foundation Social Science
- English as a Second language for Beginners
- Certificate of proficiency in English as a Second Language

**Certificate II**

- Certificate II in Hairdressing & Beauty Therapy

**Certificate III**

- Certificate III in Aged Care
- Certificate III in Child Care
- Teachers Certificate III in Technical and Vocational Education & Training (TCTVET)

**Certificate IV**

- Certificate IV in Media & Journalism
- Certificate IV in Graphic Design
- Certificate IV in Music
- Certificate IV in Screen Printing & Signage
- Certificate IV in Film & Television Production
- Certificate IV in Sports Science

**Higher Education Certificate**

- Higher Education Certificate in Early Childhood Education

**Diploma**

- Diploma in Media & Journalism
- Diploma in Sports Science

**Trade Diploma**

- Trade Diploma in Sports Science

**Higher Education Diploma**

- Higher Education Diploma in Education (Primary)
- Higher Education Diploma in Education (Accounting/Economics)
- Higher Education Diploma in Education (Agricultural Science)
- Higher Education Diploma in Education (Industrial Arts)
- Higher Education Diploma in Education (Biology/Chemistry)
- Higher Education Diploma in Education (Mathematics/Physics)
- Higher Education Diploma in Education (Mathematics/Computer Science)
- Higher Education Diploma in Education (Mathematics/Information Systems)
- Higher Education Diploma in Education (Physics/Computer Science)
- Higher Education Diploma in Education (Physics/Information Systems)

- Higher Education Diploma in Education (Geography/History)
- Higher Education Diploma in Education (English/Hindi)
- Higher Education Diploma in Education (English/iTaukei)
- Higher Education Diploma in Education (English/Geography)
- Higher Education Diploma in Education (English/History)
- Higher Education Diploma in Education (Home Economics)
- Higher Education Diploma in Education (Physical Education/Music)
- Higher Education Diploma in Education (Physical Education/Art & Craft)

**Bachelors Degree**

- Bachelor of Education (TVET)
- Bachelor of Education (Primary)
- Bachelor of Education (Accounting/Economics)
- Bachelor of Education (Agricultural Science)
- Bachelor of Education (Industrial Arts)
- Bachelor of Education (Biology/Chemistry)
- Bachelor of Education (Mathematics/Physics)
- Bachelor of Education (Mathematics/Computer Science)
- Bachelor of Education (Mathematics/Information Systems)
- Bachelor of Education (Physics/Computer Science)
- Bachelor of Education (Physics/Information Systems)
- Bachelor of Education (Geography/History)
- Bachelor of Education (English/Hindi)
- Bachelor of Education (English/iTaukei)
- Bachelor of Education (English/Geography)
- Bachelor of Education (English/History)
- Bachelor of Education (Home Economics)
- Bachelor of Education (Physical Education/Music)
- Bachelor of Education (Physical Education/Art & Craft)

**Graduate Certificate**

- Graduate Certificate in Education

**Post Graduate**

- Post Graduate Diploma in Education
- Post Graduate Diploma in Social Policy

**Masters**

- Master of Philosophy
- Master of Education
- Master of Arts in Social Policy

**Doctorate**

- PhD in Social Policy

College of Medicine, Nursing & Health Sciences

**Certificate**

- Certificate in Clinical Laboratory Technology
- Certificate in Disability and Community Based Rehabilitation
- Certificate in Emergency Care Practice
- Certificate IV in Enrolled Nursing
- Certificate in Phlebotomy

**Higher Education Certificate**

- Higher Education Certificate in Environmental Health
- Higher Education Certificate in Health Services Management
- Higher Education Certificate in Nutrition
- Higher Education Certificate in Public Health

- Higher Education Certificate in Sexual and Reproductive Health Management

**Higher Education Diploma**

- Higher Education Diploma in Dental Technology
- Higher Education Diploma in Dietetics and Public Health Nutrition
- Higher Education Diploma in Environmental Health
- Higher Education Diploma in Health Services Management Higher Education Diploma in Public Health

**Bachelors Degree**

- Bachelor of Dental Surgery (Lateral Entry)
- Bachelor of Dietetics and Nutrition

- Bachelor of Dietetics and Nutrition - Bridging
- Bachelor of Environmental Health
- Bachelor of Environmental Health – Bridging
- Bachelor of Health Services Management
- Bachelor of Medical Laboratory Science
- Bachelor of Medical Laboratory Science - Bridging
- Bachelor of Medical Imaging Science
- Bachelor of Medicine & Bachelor of Surgery
- Bachelor of Nursing
- Bachelor of Oral Health
- Bachelor of Pharmacy
- Bachelor of Physiotherapy
- Bachelor of Physiotherapy - Bridging
- Bachelor of Public Health
- Bachelor of Public Health Nursing

#### Post Graduate Certificate

- Post Graduate Certificate in Applied Epidemiology
- Post Graduate Certificate in Disaster Risk Management
- Post Graduate Certificate in Food Safety
- Post Graduate Certificate in Health Research
- Post Graduate Certificate in Mental Health Nursing
- Post Graduate Certificate in Public Health
- Post Graduate Certificate in Public Health Emergency Management

#### Post Graduate Diploma

- Post Graduate Diploma in Anesthesia
- Post Graduate Diploma in Applied Epidemiology
- Post Graduate Diploma in Child Health
- Post Graduate Diploma in Emergency Medicine

- Post Graduate Diploma in Internal Medicine
- Post Graduate Diploma in Health Promotion
- Post Graduate Diploma in Health Services Management
- Post Graduate Diploma in Medical Ultrasound
- Post Graduate Diploma in Mental Health
- Post Graduate Diploma in Midwifery
- Post Graduate Diploma in Leadership and Management in Nursing
- Post Graduate Diploma in Nursing Practice as a Nurse Practitioner
- Post Graduate Diploma in Obstetrics & Gynecology
- Post Graduate Diploma in Oral Surgery
- Post Graduate Diploma in Pathology
- Post Graduate Diploma in Public Health
- Post Graduate Diploma in Public Health (Dentistry)
- Post Graduate Diploma in Public Health Emergency Management
- Post Graduate Diploma in Public Health Nutrition
- Post Graduate Diploma in Surgery

#### Masters

- Master of Medicine in Anesthesia
- Master of Medicine in Internal Medicine
- Master of Medicine in Obstetrics & Gynecology
- Master of Medicine in Pediatrics
- Master in Pathology
- Master of Medicine in Surgery
- Master of Applied Epidemiology
- Master of Medicine [Emergency Medicine]
- Master of Health Services Management
- Master of Public Health

### College of Engineering, Science & Technology

#### Preliminary

- Preliminary Science

#### Foundation

- Foundation Science
- Foundation Technology

#### Certificate

- Certificate in Radio Electronic and Television Serviceman's Course
- Certificate in Electrical Serviceman's Course
- Certificate in First line Supervision
- Certificate in CISCO Certified Network Associate R&S 5.0
- Certificate in Vehicle Inspection
- Safety of Life at Sea (SOLAS) Certificates
- Certificate in Engine Room Rating
- Certificate in Deck Watch Rating
- Class 6 Master/Engineer-Full for Territorial Waters
- Class 6 Master/Engineer-Restricted for Inshore Waters
- Able Seafarer Deck
- Able Seafarer Engine

#### Certificate III

- Certificate III in Automotive Engineering

#### Certificate IV

- Certificate IV in Biomedical Technology
- Certificate IV in Fitting and Machining

- Certificate IV in Fabrication and Welding
- Certificate IV in Plant Maintenance
- Certificate IV in Refrigeration and Air-conditioning
- Certificate IV in Agriculture Engineering
- Certificate IV in Applied Computing
- Certificate IV in Electrical Engineering
- Certificate IV in Aircraft Maintenance Engineering (Mechanical)
- Certificate IV in Automotive Engineering (Major in Light Motor Vehicle)
- Certificate IV in Automotive Engineering (Major in Heavy Commercial Vehicle)
- Certificate IV in Automotive Engineering (Automotive Light Machinery)
- Certificate IV in Automotive Engineering (Major in Vehicle Electrical and Electronics)
- Certificate IV in Automotive Engineering (Major in Heavy Mobile Plant)
- Certificate IV in Automotive Engineering (Major in Body Work)
- Certificate IV in Shipbuilding
- Certificate IV in Meteorology
- Certificate IV in Broadcast Engineering

#### Trade Diploma

- Trade Diploma in Renewable Energy
- Trade Diploma in Quantity Surveying
- Trade Diploma in Building
- Trade Diploma in Mechanical Engineering
- Trade Diploma in Agriculture Engineering



- Trade Diploma in Electrical Engineering (Electrical)
- Trade Diploma in Electronics Engineering (Electronic Instrumentation and Control)
- Trade Diploma in Electronic Engineering (Telecommunication and Networking)
- Trade Diploma in Architectural Technology
- Trade Diploma in Civil Engineering
- Trade Diploma in Land Surveying
- Trade Diploma in Automotive Engineering
- Trade Diploma in Road Transport Technology and Management
- Trade Diploma in Applied Computing

**Higher Education Diploma**

- Higher Education Diploma in Food Technology
- Higher Education Diploma in Environmental Science
- Higher Education Diploma in Environmental Management
- Higher Education Diploma in Industrial Lab Technology
- Higher Education Diploma in Information System

**Advanced Diploma**

- Advanced Diploma in Engineering (Electrical and Electronics)
- Advanced Diploma in Civil Engineering

**Bachelors Degree**

- Bachelor of Engineering (Mechanical Engineering)
- Bachelor of Engineering (Electrical and Renewable)
- Bachelor of Engineering (Computer & Control Engineering)
- Bachelor of Engineering (Electronics & Instrumentation Engineering)
- Bachelor of Engineering (Telecommunication & Networking Engineering)
- Bachelor of Engineering (Civil Engineering)
- Bachelor of Science (Biology/Chemistry)
- Bachelor of Science (Biology/Mathematics)
- Bachelor of Science (Chemistry/Mathematics)
- Bachelor of Science (Biology/Food Technology)
- Bachelor of Science (Biology/Physics)
- Bachelor of Science (Biology/Environmental Science)
- Bachelor of Science (Physics/Mathematics)
- Bachelor of Science (Food Technology/Chemistry)
- Bachelor of Science (Physics/Chemistry)
- Bachelor of Science (Environmental Science)
- Bachelor of Science (Environmental Management)
- Bachelor of Information System



**FINANCIAL REPORT**

**Fiji National University**

**Financial Statements**

**For the year ended 31 December 2015**

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## REPORT OF THE INDEPENDENT AUDITOR

## Fiji National University

## Financial Statements

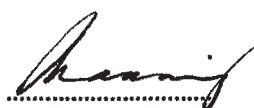
For the year ended 31 December 2015

## Statement by Appointed Officers

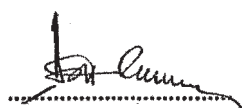
In our opinion, the accompanying Financial Statements give a true and fair view of the financial position of the Fiji National University as at 31 December 2015 and of its financial performance for the year ended on that date.

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

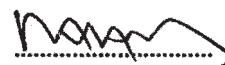
Dated at Suva, this 29<sup>th</sup> day of June 2016.



Ikbal Jannif  
Chancellor & Chair of Council



Arvind Maharaj  
Chair, Audit Committee



Manoj Ram  
Director Finance



## COUNCIL'S REPORT

**Fiji National University**  
**Council's Report**  
**For the year ended 31 December 2015**

In accordance with the resolution of the Council of the Fiji National University, the Council members herewith submit the financial statement for the year ended 31 December 2015 and report as follows:

**Council Members**

The names of the council members in office during the year and up to the date of this report were:

Name	Title	Appointed / Resigned
Hon. Dr. Mahendra Reddy	Minister for Education, Heritage & Arts, Chancellor & Chair	Appointed Chair of Council - 01/10/14 Term Ended – 20/04/15
Mr. Ikbal Jannif	Chancellor & Chair of Council	Appointed Chair of Council - 21/04/15. Term Ends - 21/04/18
Mr. Arvind Maharaj	Deputy Chair & Chair Audit Committee	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/1/16-31/12/16)
Prof. Ian Rouse	Acting Vice Chancellor	Appointed 23/12/14. Term Ended 30/11/15
Ms. Kelera Taloga	Acting PS Education	Appointed 24/12/14. Term Ended 31/12/15
Commander Semi Koroilavesau	Member	Appointed 01/01/15. Term Ended 30/04/15
Ms. Veronica McCoy	Member & Chair HRC	Appointed 01/01/15. Term Ended 31/12/15
Mr. Uday Sen	Member & Chair FRC	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Nesbitt Hazelman	Member & Chair NTPCAB	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Terence Erasito	Member	Appointed 01/01/15. Term Ended 31/12/15
Mr. Colati Ledua	Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mrs. Silina Waqa Ledua	Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Robinson Prasad	Member & Chair PRC	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Dr. James Fong	Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Agni Deo Singh	Member	Appointed 01/01/15. Term Ended 31/12/15
Mr. Rajeshwar Singh	Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Prof. Anand Tyagi	Elected Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Prof. Rajendra Prasad	Elected Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Dr. Mumtaz Alam	Elected Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Vilive Cagivinaka	Elected Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Jone Waisele	Elected Member	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Mr. Rahul Rolland	Elected Member	Appointed 01/01/15. Term Ended 31/12/15.
Mr. Iowane Tiko	Permanent Secretary Education	Appointed 01/01/16

## **Fiji National University Council's Report (continued) For the year ended 31 December 2015**

### **Formation of Fiji National University**

Fiji National 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 and technical, vocational education & 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 \$3,840,214 (2014: \$21,557,199).

### **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 12. 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.

**Fiji National University  
Council's Report (continued)  
For the year ended 31 December 2015**

The council notes that 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).
- 2) Ministry of Agriculture \$100,000 -short payment for FCA Grant.

These amounts have not been recorded as a receivable 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:

- (i) 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 person;
- (ii) no contingent liabilities have arisen since the end of the financial year for which the University could become liable; and
- (iii) 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.

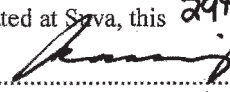
As at the date of this report, the Council members are not aware of any circumstances that have arisen, not otherwise dealt with in this report or the University's financial statements, which would make adherence to the existing method of valuation of assets or liabilities of the University misleading 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 29<sup>th</sup> day of June 2016.

  
.....

Chairperson

  
.....  
Council Member

## STATEMENT BY APPOINTED AUDITOR



## INDEPENDENT AUDITOR'S REPORT TO THE COUNCIL OF FIJI NATIONAL UNIVERSITY

We have audited the accompanying financial statements of the Fiji National University ('the University'), which comprise the statement of financial position as at 31 December 2015, and the statement of profit or loss and other comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes as set out on pages 6 to 39.

### The University Council and Management's Responsibility for the Financial Statements

The University Council and Management are responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards 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.

### *Auditor's Responsibility*

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation of financial statements that give a true and fair view 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 entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.


### *Opinion*

In our opinion, the financial statements give a true and fair view of the financial position of the University as at 31 December 2015 and of its financial performance, its changes in equity and its cash flows for the year then ended in accordance with International Financial Reporting Standards.

### **Emphasis of Matter**

Without qualifying our opinion, we draw attention to Note 12 of the financial statements which describes the uncertainty related to the finalisation 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 University 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.

29<sup>th</sup> June , 2016  
Suva, Fiji

  
KPMG  
Chartered Accountants



## STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME

**Fiji National University**  
**Statement of profit or loss and other comprehensive income**  
**For the year ended 31 December 2015**

	Note	2015	2014
		\$	\$
<b>Income</b>			
Fiji Government operating grants	28	33,374,981	30,192,373
Student tuition fees	5	61,670,566	62,379,213
Project income	6	6,371,361	7,985,714
Hostel income	8	11,130,608	12,603,839
NTPC levy income	25(b)	18,653,031	19,739,083
Other income	7	12,044,760	12,670,478
<b>Total income</b>		<b>143,245,307</b>	<b>145,570,700</b>
<b>Expenses</b>			
Employee related expenses	9	(70,313,253)	(61,646,270)
Other operating expenses	10	(51,221,439)	(45,496,718)
Depreciation and amortization	12,14	(11,302,213)	(11,274,014)
NTPC levy expenses	25(a) & 25 (c)	(7,353,649)	(5,859,187)
<b>Total expenses</b>		<b>(140,190,554)</b>	<b>(124,276,189)</b>
Finance income	11	785,461	262,688
<b>Operating surplus before income tax</b>		<b>3,840,214</b>	<b>21,557,199</b>
Income tax expense	3(l)	-	-
<b>Operating surplus for the year</b>		<b>3,840,214</b>	<b>21,557,199</b>
<b>Other comprehensive income:</b>			
<i>Items that may be reclassified subsequently to profit or loss:</i>			
Movement in fair value of available for sale financial assets		726,289	229,939
<b>Total comprehensive income for the year</b>		<b>4,566,503</b>	<b>21,787,138</b>

## STATEMENT OF FINANCIAL POSITION

**Fiji National University**  
**Statement of financial position**  
**As at 31 December 2015**

	Note	2015	2014
		\$	\$
<b>Current assets</b>			
Cash and cash equivalents	15	69,088,250	46,462,074
Trade and other receivables	16(a)	13,830,971	19,114,000
Inventories	17	1,215,029	1,897,529
Other financial assets	18(a)	13,067,173	12,707,948
Other assets	19	1,508,819	1,283,070
<b>Total current assets</b>		<u>98,710,242</u>	<u>81,464,621</u>
<b>Non-current assets</b>			
Property, plant and equipment	12	213,713,001	218,061,060
Biological assets	13	553,301	497,395
Intangible assets	14	522,241	567,616
Other financial assets	18(b)	7,643,339	6,915,355
<b>Total non-current assets</b>		<u>222,431,882</u>	<u>226,041,426</u>
<b>Total assets</b>		<u>321,142,124</u>	<u>307,506,047</u>
<b>Current liabilities</b>			
Trade and other payables	22	(15,714,824)	(9,179,418)
Employee benefits	23	(4,632,786)	(3,429,486)
Deferred income	21	(2,582,951)	(2,086,565)
Deferred grant liability – NTPC	25(a)	(6,939,662)	(6,130,454)
<b>Total current liabilities</b>		<u>(29,870,223)</u>	<u>(20,825,923)</u>
<b>Non-current liabilities</b>			
Deferred income	21	(19,541,498)	(20,497,826)
Employee benefits	23	(154,100)	(153,908)
Unearned student fees	24	(5,181,180)	(4,180,770)

STATEMENT OF CHANGES IN EQUITY

**Fiji National University  
Statement of changes in equity  
For the year ended 31 December 2015**

	Other	Fair	Retained

## STATEMENT OF CASH FLOWS

**Fiji National University**  
**Statement of cash flows**  
**For the year ended 31 December 2015**

	2015	2014
Note	€	€



**NOTES TO THE FINANCIAL STATEMENTS**

**Fiji National University  
Notes to the financial statements  
For the year ended 31 December 2015**

**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 (IFRSs) adopted 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 ~~29th~~ June, 2016.

**(b) Basis of measurement**

The financial statements have been prepared on a historical cost basis except for available-for-sale financial assets and biological assets that are measured at fair value and fair value less cost to sell respectively. 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 IFRSs 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

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future periods. Estimates are recognized in the period in which the estimates affected.

Key accounting policies that have the most significant effect on the amounts reported in the financial statements are included in the following notes:

- Information about critical accounting estimates
- Note 12 – Property, plant and equipment
- Note 27 (b) – Operating lease liabilities
- Note 3 (k) – Revenue
- Note 3 (h) – Impairment of non-financial assets

Revenue

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**2. Basis of preparation (continued)**

**(d) Use of estimates and judgments (continued)**

*Measurement of fair value*

When measuring the fair value of an asset or a liability, the University management observable data is used

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**2. Basis of preparation (continued)**

**(e) Standards issued but not yet adopted (continued)**

IFRS 15 <i>Revenue from Contracts with Customers</i>	IFRS 15 establishes a comprehensive framework for determining whether, how much and when revenue is recognized. It replaces existing revenue recognition guidance, including IAS 16 <i>Revenue</i> , IAS 11 <i>Construction Contracts</i> and IFRIC 13 <i>Customer Loyalty Programmes</i> .  IFRS 15 is effective for annual reporting periods beginning on or after 1 January 2017, with early adoption permitted.	The University has not yet assessed the potential impact on its financial statements resulting from the application of IFRS 15.
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**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 to 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.

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(b) Property, plant and equipment (continued)**

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.

Depreciation

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



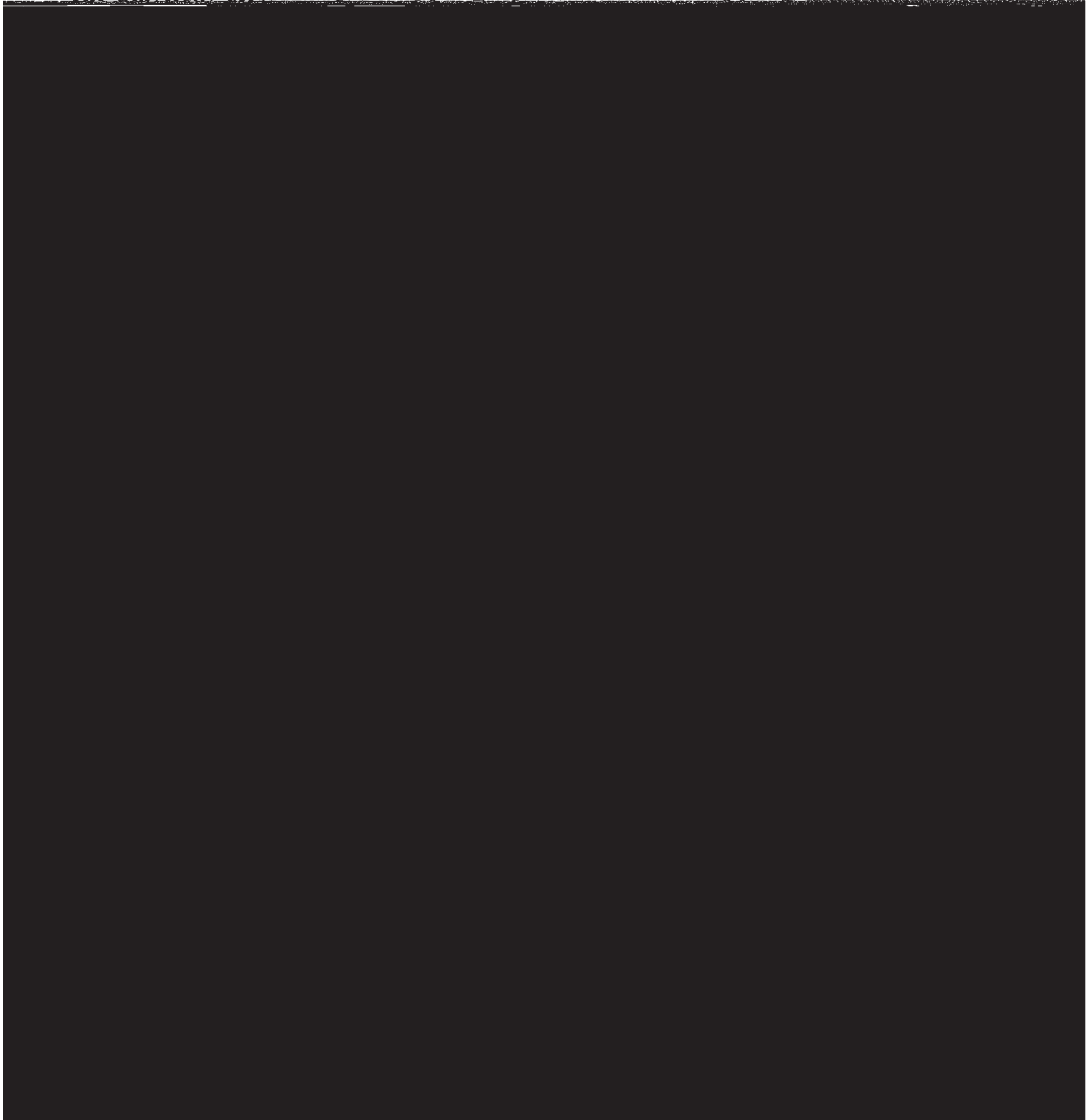
**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(d) Financial instruments (continued)**

**(i) Non-derivative financial assets (continued)**

The University derecognises a financial asset when the contractual rights to the cash flows from the



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(d) Financial instruments (continued)**

**(i) Non-derivative financial assets (continued)**

the fair value reserve in equity. When an investment is derecognised, the gain or loss accumulated in equity is reclassified to profit or loss. ~~Standards for sale financial assets compliance~~

~~the University recognises a financial liability when the contract obligations are not~~

~~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 costs. Subsequent to initial recognition these financial liabilities are measured at amortising the effective interest method.~~

~~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 costs. Subsequent to initial recognition these financial liabilities are measured at amortising 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 inventories, production or conversion costs and other costs incurred in bringing them to the location and condition.

Net realisable value is the estimated selling price in the ordinary course of business less 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 lessee are classified as operating leases. Payments made under operating leases (net of incentives 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 recognised in profit or loss.

**(h) Impairment**

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(h) Impairment (continued)**

**(i) Non-derivative financial assets (continued)**

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 judgment 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.

An impairment loss in respect of a financial asset measured at amortised cost is calculated as the difference between its carrying amount and the present value of the estimated future cash flows discounted at the asset's original effective interest rate. Losses are recognised in profit or loss and reflected in an allowance account against loans and receivables. Interest on impaired asset continues to be recognised. When an event occurring after the impairment was recognised causes the amount of impairment loss to decrease, the decrease in impairment loss is reversed through profit or loss. Subsequent recoveries of amounts previously written off are credited against profit or loss.

Available-for-sale financial assets

Impairment losses on available-for-sale financial assets are recognised by reclassifying the losses accumulated in the fair value reserve in equity to profit or loss. The cumulative loss that is reclassified from equity to profit or loss is the difference between the acquisition cost, and the current fair value, less any impairment loss recognised previously in profit or loss. Any subsequent recovery in the fair value of an impaired available-for-sale equity is recognised in other comprehensive income.

**(ii) Non-financial assets**

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(h) Impairment (continued)**

**(ii) Non-financial assets (continued)**

each reporting date to determine whether there is any indication of impairment. If any such indication exists, then the asset's recoverable amount is estimated.

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 inflows of other assets or CGUs.

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 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.

**Employee benefits**

Provident annuation

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 for 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 amount payable.

Long term employee benefits

The University's net obligation in respect of long-term employee benefits other than pension plans is the present value of 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 net pension assets is deducted. The discount rate is the yield at the reporting date on government bonds with maturity dates approximating the terms of the University's obligations. Any actuarial gains or losses are recognised in profit or loss in the period in which they arise.



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(i) Employee benefits (continued)**

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.

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 grants that are in respect of capital expenditure 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 related 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.

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**3. Significant accounting policies (continued)**

**(k) Revenue recognition (continued)**

*(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 paid 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 Section 17 of the Fiji Income Tax Act.

*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.

**(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

## **Fiji National University**

### **Notes to the financial statements**

#### **For the year ended 31 December 2015**

### **3. Significant accounting policies (continued)**

#### **(m) Business combinations (continued)**

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.

### **4. 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.

#### **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 recognized financial assets, is the carrying amount, net of

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**4. Financial risk management (continued)**

**(i) Credit risk (continued)**

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:

	<b>2015</b>	<b>2014</b>
	\$	\$
0 - 60 days	9,430,885	9,747,349
61 - 90 days	812,607	587,153
91 - 365 days	2,681,511	12,229,141
> 365 days	10,930,241	11,764,026
	<b>23,855,244</b>	<b>34,327,669</b>

Records of aging for other receivables are not maintained by the University. The movement in the allowance for impairment in respect of trade and other receivables is included in Note 16(b).

**(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 liabilities, predominantly trade and other payables, within 6 months of balance date.

**(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 optimizing 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.



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**4. Financial risk management (continued)**

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.

	2015 \$	2014 \$
<b>5. Student tuition fees</b>		
Private students	26,718,951	20,674,415
Sponsored students	22,381,079	31,509,833
Regional students	2,659,533	2,164,691
Short courses	9,820,040	7,987,454
Other tuition fees	90,963	42,820
	<u>61,670,566</u>	<u>62,379,213</u>
<b>6. Project income</b>		
AusAID	3,566,838	5,764,069
Sustainable livelihood project (SLP) grant	858,258	-
Others	1,946,265	2,221,645
	<u>6,371,361</u>	<u>7,985,714</u>
<b>7. Other income</b>		
Non-tuition fees and charges	1,061,419	2,468,184
Enrolment fees	1,465,523	1,634,592
Consultancy income	42,644	94,576
Dividends	23,636	263,729
Release of deferred income (note 21)	4,622,032	2,702,222
Trading Activity:		
- Bookshop	586,150	1,035,477
- Food & beverages	2,211,920	2,197,994
- Farm	891,427	545,755
- Others	936,814	1,326,354
Other Income	203,195	401,595
	<u>12,044,760</u>	<u>12,670,478</u>

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

	<b>2015</b>	<b>2014</b>
	\$	\$
<b>8. Hostel income</b>		
Hostel accommodation	3,720,160	5,347,415
Hostel meals	7,402,787	7,248,178
Hostel laundry	7,661	8,246
	<u>11,130,608</u>	<u>12,603,839</u>
<b>9. Employee related expenses</b>		
Wages and salaries, including leave benefits	56,742,307	49,992,267
Fiji National Provident Fund contributions	5,717,620	4,046,353
Key management personnel compensation:		
- Short term benefits	2,111,839	1,968,848
- Termination benefits	-	701,118
Staff allowances	2,542,928	1,515,938
Other personnel costs	3,198,559	3,421,746
	<u>70,313,253</u>	<u>61,646,270</u>



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**12. Property, plant and equipment**

	Land and buildings Freehold	Land and buildings Leasehold	Motor Vehicles	Furniture and fittings	Plant and equipment	Computers	Work in progress	Total
	\$	\$	\$	\$	\$	\$	\$	\$
<b>Cost</b>								
Balance as at 1 January 2014	4,384,117	206,375,456	3,466,330	4,685,985	18,977,898	7,655,386	5,458,290	251,003,462
Additions in the year	-	15,668	1,185,663	1,104,978	3,492,934	797,119	8,950,153	15,546,515
Transfers	-	5,223,520	-	40,199	477,943	1,111,366	(6,853,028)	-
Balance as at 31 December 2014	4,384,117	211,614,644	4,651,993	5,831,162	22,948,775	9,563,871	7,555,415	266,549,977
Balance as at 1 January 2015	4,384,117	211,614,644	4,651,993	5,831,162	22,948,775	9,563,871	7,555,415	266,549,977
Additions in the year	-	131,445	1,073,100	443,026	3,900,688	655,137	4,110,407	10,313,803
Transfers	-	1,765,067	-	-	1,029,926	-	(2,794,993)	-
Cost reclassification	-	(911,268)	-	-	911,268	-	-	-
Disposals	-	-	(87,637)	-	(3,836)	-	(3,317,655)	(3,409,128)
Balance as at 31 December 2015	4,384,117	212,599,888	5,637,456	6,274,188	28,786,821	10,219,008	5,553,174	273,454,652



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**12. Property, plant and equipment**  
**(continued)**

**Depreciation and impairment**

	Land and buildings - Freehold	Land and buildings - Leasehold	Motor Vehicles	Furniture and fittings	Plant and equipment	Computers	Work in progress	Total
	\$	\$	\$	\$	\$	\$	\$	\$
Balance as at 1 January 2014	(423,024)	(15,412,855)	(2,151,652)	(2,999,520)	(10,486,915)	(5,555,974)	(491,991)	(37,521,931)
Depreciation charge for the year	(105,756)	(4,035,883)	(744,211)	(1,046,269)	(3,735,096)	(1,299,771)	-	(10,966,986)
Balance as at 31 December 2014	(528,780)	(19,448,738)	(2,895,863)	(4,045,789)	(14,222,011)	(6,855,745)	(491,991)	(48,488,917)
Balance as at 1 January 2015	(528,780)	(19,448,738)	(2,895,863)	(4,045,789)	(14,222,011)	(6,855,745)	(491,991)	(48,488,917)
Depreciation charge for the year	(105,756)	(4,134,025)	(577,769)	(673,470)	(4,319,789)	(1,441,925)	-	(11,252,734)
Balance as at 31 December 2015	(634,536)	(23,582,763)	(3,473,632)	(4,719,259)	(18,541,800)	(8,297,670)	(491,991)	(59,741,651)

**Carrying amount**

At 1 January 2014	3,961,093	190,962,601	1,314,678	1,686,465	8,490,983	2,099,412	4,966,299	213,481,531
At 31 December 2014	3,855,337	192,165,906	1,756,130	1,785,373	8,726,764	2,708,126	7,063,424	218,061,060
At 31 December 2015	3,749,581	189,017,125	2,163,824	1,554,929	10,245,021	1,921,338	5,061,183	213,713,001

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**12. Property, plant and equipment (continued)**

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 (2014: four) land leases with a carrying amount of \$33,575,096 at 31 December 2015 (2014: \$33,936,080) 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.

**13. Biological Assets**

**(a) Operations and principal activities**

At 31 December 2015, the University held 756 cattle (2014: 683), 54 sheep (2014: 46), 27 goats (2014: 91), 11 horses (2014: 11) and 246 pigs (2014: 126).

**Reconciliation of carrying amounts of livestock**

	<b>2015</b>	<b>2014</b>
	\$	\$
Fair value as at 1 January	497,395	533,700
Increases due to purchases	-	24,700
Net decrease due to births, deaths and transfers	(3,994)	(11,109)
Loss arising from changes in fair value less costs to sell	73,085	(37,722)
Decreases due to sales	(13,185)	(12,174)
Carrying amount at 31 December	<u>553,301</u>	<u>497,395</u>

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**13. Biological Assets (continued)**

**(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	<i>Market comparison technique:</i> 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"> <li>Premium on the classification as breeders;</li> <li>Premium based on quality.</li> </ul>	The estimated fair value would increase (decrease) if more (less) livestock were classified as breeders.

14. Intangible assets	Computer software	Favorable land sub-lease	Total
	\$	\$	\$
Cost			
Balance as at 1 January 2014	1,639,709	575,000	2,214,709
Additions	5,000	-	5,000
Balance as at 31 December 2014	1,644,709	575,000	2,219,709
Additions	4,104	-	4,104
Balance as at 31 December 2015	1,648,813	575,000	2,223,813
<b>Amortisation and impairment</b>			
Balance as at 1 January 2014	(1,331,997)	(13,068)	(1,345,065)
Amortisation charge for the year	(280,892)	(26,136)	(307,028)
Balance as at 31 December 2014	(1,612,889)	(39,204)	(1,652,093)
Amortisation charge for the year	(23,343)	(26,136)	(49,479)
Balance as at 31 December 2015	(1,636,232)	(65,340)	(1,701,572)
<b>Carrying amount</b>			
At 1 January 2014	307,712	561,932	869,644
At 31 December 2014	31,820	535,796	567,616
At 31 December 2015	12,581	509,660	522,241

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

15. Cash and cash equivalents	2015	2014
	\$	\$
Cash on hand	16,452	15,580
Cash at bank - Restricted	43,688,335	27,911,216
- Unrestricted	25,383,463	18,535,278
	69,088,250	46,462,074
<b>Restricted funds consist of the following:</b>		
Capital development	4,746,484	2,235,559
Capital project	181	876,659
Levy	29,976,138	15,786,901
Projects	6,655,785	6,527,237
Staff Welfare	744,530	919,643
Trust Account	1,565,217	1,565,217
	43,688,335	27,911,216

**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 balance date \$1.5m was held in trust in respect of the purchase of Bayview Medical Clinic. This amount is to be transferred to the vendor following completion of the sale.



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

16(a). Trade and other receivables	2015	2014
	\$	\$
Student debtors	4,151,026	5,891,695
Impairment allowance	<u>(3,215,461)</u>	<u>(4,768,599)</u>
	935,565	1,123,096
Levy debtors	14,600,016	17,421,213
Impairment allowance	<u>(6,663,785)</u>	<u>(9,838,630)</u>
	7,936,231	7,582,583
Sponsor debtors	3,678,372	9,742,293
Impairment allowance	<u>(1,726,305)</u>	<u>(2,389,175)</u>
	1,952,067	7,353,118
Staff debtors	1,425,830	1,272,468
Impairment allowance	<u>(810,531)</u>	<u>(923,560)</u>
	615,299	348,908
Other receivables	3,483,365	3,608,291
Impairment allowance	<u>(1,091,556)</u>	<u>(901,996)</u>
	2,391,809	2,706,295
Total trade and other receivables	<u>13,830,971</u>	<u>19,114,000</u>
<b>16(b). Impairment allowance</b>		
Opening balance	18,821,960	16,418,035
(Reversal)/additional provisions	(4,990,989)	2,426,976
Bad debts written off	-	<u>(23,051)</u>
Closing balance	<u>13,830,971</u>	<u>18,821,960</u>
<b>17. Inventories</b>		
Stationery/bookshop	643,882	1,138,877
Food and beverage	46,163	124,128
Farm	-	19,714
Gowns	158,599	177,053
Kitchen consumables	721,712	1,058,005
Provision for obsolescence	<u>(355,327)</u>	<u>(620,248)</u>
	<u>1,215,029</u>	<u>1,897,529</u>

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

18. Other financial assets	2015	2014
	\$	\$
<b>(a) Current</b>		
Interest bearing deposits	<u>13,067,173</u>	<u>12,707,948</u>
<b>(b) Non-current</b>		
Investments in Unit trusts:		
- Unit Trust of Fiji	7,071,046	6,352,334
- Fijian Holdings Trust Management Limited	568,182	560,606
Fiji Rewa Dairy Cooperative Ltd	<u>4,111</u>	<u>2,415</u>
	<u>7,643,339</u>	<u>6,915,355</u>

Interest bearing deposits are at fixed interest rates between 2% and 4% (2014: 0.5% and 3%). Interest bearing deposits amounting to \$130,233 (2014: \$289,232) 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.

19. Other assets	2015	2014
	\$	\$
Prepayments	<u>1,508,819</u>	<u>1,283,070</u>

**20. Capital and reserves**

**(a) Other contributed equity**

The amount reflects the fair value of the net assets that were 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 derecognized or impaired.

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**21. Deferred income**

	<b>2015</b>	<b>2014</b>
	\$	\$
Opening balance	22,584,391	15,894,954
Additions	4,162,090	9,391,659
Amounts released to other income (note 7)	<u>(4,622,032)</u>	<u>(2,702,222)</u>
	<u>22,124,449</u>	<u>22,584,391</u>
Disclosed in the financial statements as follows:		
Current	2,582,951	2,086,565
Non-current	<u>19,541,498</u>	<u>20,497,826</u>
	<u>22,124,449</u>	<u>22,584,391</u>

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

**22. Trade and other payables**

Trade payables	2,789,336	3,428,971
Other payables and accruals*	<u>12,925,488</u>	<u>5,750,447</u>
	<u>15,714,824</u>	<u>9,179,418</u>

\* Includes EUR 2,552,846 equivalent to \$6,023,748 which the European Union (EU) is claiming from FNU as it considers the amount to have been spent on "ineligible expenditure". The agreement for the Project was signed between the National Authorising Office Kiribati and Fiji School of Medicine (FSM). It was endorsed by the EU Delegation in 2006; before FSM became part of FNU.

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

23. Employee benefits	Annual Leave	Long service Leave	Total
	\$	\$	\$
Liability at the beginning of the year	3,429,486	153,908	3,583,394
Additions to/(reversal of) provisions recognized	4,079,426	50,694	4,130,120
Utilised during the year	(2,876,126)	(50,502)	(2,926,628)
Liability at the end of the year	4,632,786	154,100	4,786,886

Disclosed in the financial statements as follows:	2015	2014
	\$	\$
Current	4,632,786	3,429,486
Non-current	154,100	153,908
	4,786,886	3,583,394

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.



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**24. Unexpended project income**

<b>Donor Name</b>	<b>Opening Balance</b>	<b>Project Receipts</b>	<b>Project Expense</b>	<b>Expenditure on project assets</b>	<b>Total</b>
	\$	\$	\$	\$	\$
Ausaid Strat.1	238,332	-	(238,332)	-	-
Ausaid Strat.2	(940,895)	945,275	(531,254)	-	(526,874)
Ausaid Strat.3	-	1,723,578	(304,077)	-	1,419,501
Various Project Grants	1,094,023	785,035	(913,755)	(3,498)	961,805
Various Donors	16,980	46,485	(14,169)	-	49,296
SSCSP Fund 1	(31,322)	-	(48,395)	-	(79,717)
SSCSP Fund 2	857,203	1,860,775	(1,660,993)	(16,249)	1,040,736
AUSAID Kiribati	1,472,409	-	(1,010,456)	(1,601)	460,352
Global Fund	(14,387)	-	(17,400)	-	(31,787)
HIV/Aids	36,664	-	(36,664)	-	-
FHSIP Fund	(363,241)	-	363,241	-	-
Tropic Fund	(46,479)	-	46,479	-	-
SNU Korea Fund	3,848	-	(3,848)	-	-
FNU UNFPA	(25,784)	638,866	(410,450)	-	202,632
DPD EU Project	1,902,419	-	(217,183)	-	1,685,236
<b>Total</b>	<b>4,199,770</b>	<b>6,000,014</b>	<b>(4,997,256)</b>	<b>(21,348)</b>	<b>5,181,180</b>

The above Unexpended Project Income analysis only includes projects which have an opening balance and unused income at the end of the financial year. The above does not include projects which began and ended during the 2015 financial year.

**25. Deferred grant liability – NTPC**

<b>(a) Reconciliation of Liability</b>	<b>2015</b>	<b>2014</b>
	\$	\$
Opening balance	6,130,454	5,804,497
Levy invoiced/collected for the year	16,868,441	15,947,477
Grants paid	(7,353,649)	(5,859,187)
Amounts released to profit or loss	(8,705,584)	(9,760,333)
	<u>6,939,662</u>	<u>6,130,454</u>

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**25. Deferred grant liability – NTPC**

<b>(b) Levy Income</b>	<b>2015</b>	<b>2014</b>
	<b>\$</b>	<b>\$</b>
Amounts released to profit or loss	8,705,584	9,760,333
Grants	7,353,649	5,859,187
Collections for prior year invoices	2,593,798	4,119,563
	<u>18,653,031</u>	<u>19,739,083</u>

- (c) The expenditure attributed to NTPC Levy does not include employee related and other operating expenses.

**26. Contingent liabilities**

(a) Bank guarantees	<u>110,233</u>	<u>306,029</u>
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(b) Claims

The University has an outstanding personal injury claim amounting to \$155,500 that is currently subject to legal proceedings. Management has not provided for this claim on the basis that it is not considered probable that the claim will be successful.

**27. Commitments**

(a) Capital expenditure

Expenditure approved and committed amounted to \$20,446,951 as at 31 December 2015 (2014: \$27,600,590).

(b) Operating leases

The future aggregate minimum lease payments under non-cancellable operating leases are as follows:

	<b>2015</b>	<b>2014</b>
	<b>\$</b>	<b>\$</b>
Within one year	526,676	592,868
Later than one year but not later than five years	1,070,583	1,720,328
Later than five years	5,245,053	5,978,103
	<u>6,842,312</u>	<u>8,291,299</u>

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**27. Commitments (continued)**

(b) Operating leases (continued)

For leasehold land assets where leases have not been transferred to the University at balance date (refer to note 12), the University is not being charged rentals until these transfers are completed and rentals are determined. Accordingly any future commitments arising from these leases have not been included in this note.

**28. 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 an operating grant from the Government of Fiji as follows:

	2015	2014
	\$	\$
Grants received	38,587,000	38,587,000
Renovations of buildings, purchase of large equipment and infrastructure*	(3,872,315)	(5,623,873)
Allocation to Ministry of Health- Nursing students**	(1,339,704)	(2,770,754)
	<u>33,374,981</u>	<u>30,192,373</u>

\*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 21).

\*\*\$1,339,704 (2014: \$2,770,754) of the operating grant is used to fund Ministry of Health- Nursing sponsored students. As a result \$794,454 (2014: \$1,236,115) and \$545,250 (2014: \$1,534,639) has been reallocated to student tuition fees and hostel income respectively.

**(b) Capital expenditure grant**

The Government of Fiji also provided capital expenditure grants during the year amounting to \$268,427 (2014: \$3,300,000). These grants are accounted for in accordance with note 3(k)(i) and accordingly, are included in 'Deferred income' (note 21).

**(c) Other transactions**

The University has received \$858,258 (2014: \$1,800,000) in respect to 2014 Sustainable Livelihood Project from the Ministry of Finance.

Tuition fee income from short courses provided to the government related institution, National Employment Centre, amounted to \$840 (2014: \$190,630) during the financial year. The provisions of these short courses were conducted on normal trading terms and conditions.

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**28. Related parties (continued)**  
**Identity and transactions (continued)**  
**(d) Council members during the year**

<b>Name</b>	<b>Appointed / Resigned</b>
Hon. Dr. Mahendra Reddy	Appointed Chair of Council 01/10/14 Term Ended 20/04/15
Mr. Ikbal Jannif	Appointed Chair of Council 21/04/15. Term Ends 21/04/18
Mr. Arvind Maharaj	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16-31/12/16)
Prof. Ian Rouse	Appointed 23/12/14. Term Ended 30/11/15
Ms. Kelera Taloga	Appointed 24/12/14.
Commander Semi Koroilavesau	Appointed 01/01/15. Term Ended 30/04/15
Ms. Veronica McCoy	Appointed 01/01/15.
Mr. Uday Sen	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Nesbitt Hazelman	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Terence Erasito	Appointed 01/01/15
Mr. Colati Ledua	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mrs. Silina Waqa Ledua	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Robinson Prasad	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Dr. James Fong	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Agni Deo Singh	Appointed 01/01/15
Mr. Rajeshwar Singh	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Prof. Anand Tyagi	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Prof. Rajendra Prasad	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Dr. Mumtaz Alam	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Vilive Cagivinaka	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Jone Waisele	Appointed 01/01/15. Term Ended 31/12/15. (Reappointed 01/01/16)
Mr. Rahul Rolland	Appointed 01/01/15. Term Ended 31/12/15
Mr. Iowane Tiko	Appointed 01/01/16



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**28. Related parties (continued)**

**Identity and transactions (continued)**

**(e) Transactions with key management personnel**

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

<b>Name</b>	<b>Title</b>
Professor Ian Rouse	Acting Vice Chancellor (Appointed on 23/12/2014 and contract expired on 31/12/2015)
Professor Rajanishwar Gyaneshwar	Acting Dean - College of Medicine, Nursing and Health Sciences from 23/12/2014 to 18/1/16.
Professor Ram Karan	Dean - College of Business, Hospitality & Tourism Studies.
Dr. Kandasamy Angamuthu	Dean - College of Engineering, Science & Technology from 2/1/13 to 24/11/2015 (Contract Expired).
Mr. Salabogi Mavoava	Acting Dean - College of Engineering, Science & Technology from 25/11/2015 till date.
Professor Paras Nath	Dean - College of Agriculture, Fisheries & Forestry
Dr. Eci Kikau Nabalarua	Dean - College of Humanities & Education (from 18/9/2015 to date)
Dr. Ni K Plange	Acting Dean - College of Humanities & Education (from 01/01/2015 to 17/09/2015)
Ms. Sarita Harish	Registrar
Mr. Krishna Anand Swamy	Director - Properties & Facilities (from 01/01/2015 to 25/08/2015)
Mr. Amena Celua	Acting Director - Properties & Facilities (from 26/08/2015 to 21/01/2016)
Mr. Anuj Chandr	Director - Information Communication Technology (ICT)
Ms. Tavenisa Tuinabua	Acting Director Finance (from 5/3/15 to 22/11/2015)
Mr. Manoj Ram	Director Finance (from 23/11/2015 till date)
Mr. Narendra Prasad	Director Human Resources from 1/4/10 to 17/03/15.
Mr. Neil Singh	Acting Director - Planning & Development
Mr. Kamlesh Prakash	Director - National Training & Productivity Centre
Mr. Neale Slack	General Manager – Uniservices (Appointed on 21/09/2015)
Dr. Shyama Mahakalanda	Acting General Manager – Uniservices (from 01/01/15 to 20/09/2015)
Mr. Mesake Nadoladaubota	General Manager – Unifarm ( from 20/07/2015 to 19/01/2016)

**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**28. Related parties (continued)**

**Identity and transactions (continued)**

**(e) Transactions with key management personnel**

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 9 and is made up of short-term benefits including medical benefits and allowances paid to Council members.

**29. Events subsequent to year end**

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.

## DISCLAIMER



**Fiji National University**  
**Notes to the financial statements**  
**For the year ended 31 December 2015**

**Disclaimer**

The additional financial data presented on page 41 are in accordance with the books and records of Fiji National University, which have been subjected to the auditing procedures applied in our statutory audit for the year ended 31 December 2015. It will be appreciated that our statutory audit did not cover all details of the additional financial data. Accordingly, we do not express an opinion on this financial data and no warranty of accuracy or reliability is given.

In accordance with our firm policy, we advise that neither the firm nor any member or employee of the firm undertakes responsibility arising in any way whatsoever to any person (other than Fiji National University) in respect of this data, including any errors or omissions therein, arising through negligence or otherwise however caused.

29<sup>th</sup> June, 2016  
Suva, Fiji

*KPMG.*

KPMG

Chartered Accountants

## STATEMENT OF COMPREHENSIVE INCOME -RESTRICTED VS. UNRESTRICTED INCOME

### Fiji National University Notes to the financial statements For the year ended 31 December 2015

The University income and expenditure is further categorized into restricted and unrestricted to give 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.

The table below is a detailed summary of income and expenditure categorized into restricted and unrestricted components.

	2015			2014		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	\$	\$	\$	\$	\$	\$
<b>Income</b>						
Fiji Government operating grants	33,374,981	-	33,374,981	30,192,373	-	30,192,373
Student tuition fees	55,503,510	6,167,056	61,670,566	56,141,293	6,237,920	62,379,213
Project income	-	6,371,361	6,371,361	-	7,985,714	7,985,714
Hostel Income	11,130,608	-	11,130,608	12,603,839	-	12,603,839
NTPC Levy income	1,865,303	16,787,728	18,653,031	-	19,739,083	19,739,083
Other income	7,422,728	4,622,032	12,044,760	9,968,256	2,702,222	12,670,478
<b>Total income</b>	<b>109,297,130</b>	<b>33,948,177</b>	<b>143,245,307</b>	<b>108,905,761</b>	<b>36,664,939</b>	<b>145,570,700</b>
<b>Expenses</b>						
Employee related expenses	(68,344,925)	(1,968,328)	(70,313,253)	(59,236,098)	(2,410,172)	(61,646,270)
Other operating expenses	(47,631,614)	(3,589,825)	(51,221,439)	(39,994,946)	(5,501,772)	(45,496,718)
Depreciation and amortization	(8,120,813)	(3,181,400)	(11,302,213)	(8,566,024)	(2,707,990)	(11,274,014)
NTPC levy expenses	-	(7,353,649)	(7,353,649)	-	(5,859,187)	(5,859,187)
<b>Total expenses</b>	<b>(124,097,352)</b>	<b>(16,093,202)</b>	<b>(140,190,554)</b>	<b>(107,797,068)</b>	<b>(16,479,121)</b>	<b>(124,276,189)</b>
Finance Income	785,461	-	785,461	262,688	-	262,688
<b>Operating surplus/ (deficit) before income tax</b>	<b>(14,014,761)</b>	<b>17,854,975</b>	<b>3,840,214</b>	<b>1,371,381</b>	<b>20,185,818</b>	<b>21,557,199</b>
Income tax expense	-	-	-	-	-	-
<b>Operating surplus/ (deficit) for the year</b>	<b>(14,014,761)</b>	<b>17,854,975</b>	<b>3,840,214</b>	<b>1,371,381</b>	<b>20,185,818</b>	<b>21,557,199</b>
<b>Other comprehensive income:</b>						
<i>Items that may be reclassified subsequently to profit or loss:</i>						
Movement in fair value of available for sale financial assets	726,289	-	726,289	229,939	-	229,939
<b>Total comprehensive Income/ (Expense) for the year</b>	<b>(13,288,472)</b>	<b>17,854,975</b>	<b>4,566,503</b>	<b>1,601,320</b>	<b>20,185,818</b>	<b>21,787,138</b>









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