

# **The Report of FHRI**

**For the APFHRM Meeting  
In Wellington, New Zealand  
17<sup>th</sup> March, 2014**

## **1. Current economic and political situation in the country**

### **Economy and labour market situation**

The current situation is pretty normal and businesses are running smoothly. There are new investors which are creating new job opportunities. There is also major infrastructure upgrades with electrification and road upgrades into remote areas.

### **Political situation**

Fiji is heading towards it's elections after 8 years of ruling by military commander. There are lot of changes and this new election will be totally different from previous years.

## **2. HR challenges**

The 6 main challenges facing the HR profession in Fiji at present are:

- The changes in most of the labour laws and it is a big concern where the organisations have to do changes and adjustment to comply with the new laws and it requires lot of awareness programmes for everyone in the organisation in relation to compliance.
- The recruitment and retention of new employees because of migration of experience personal for greener pastures. This is a big concern because it takes a while to train & groom new recruits who in most cases are fresh graduates & do not have the required experience.
- The new minimum wage rate policy set by the Fiji government has forced HR personnel to answer question to their employees as their companies have their own wage rate policy.
- How to handle Employees Relation Promulgation.
- Competency framework for FHRI's professionals.
- HR Development.

## **3. FHRI projects and initiatives**

Major areas of FHRI activity include the following:

- Seminars
  - Targets Young HR Practitioners, CEOs & Senior HR Practitioners.
- Conventions
  - Targets the entire HR Personnel in Fiji.
- Talanoa Sessions
  - Targets any interested personnel who wishes to share their views on HR issues in Fiji.
- Training
  - Targets all HR personnel Fiji wide.
- Newsletter
  - Targets all HR personnel in all organisation & students pursuing their studies in different Universities.
- Awards
 

There are 3 categories of Awards that is given to HR personnel during the Convention that is held annually.

  1. **Senior HR Practitioners Awards**  
Gold Award, Silver Award & Bronze Award
  2. **Young HR Practitioners Awards**  
Gold Award, Silver Award & Bronze Award
  3. **Organisation Awards**  
Excellent Award, Achievement Award, Commitment Award.

#### 4. **Scheduled Conferences**

- **Young HR Practitioners Seminar** is scheduled to be held on 21<sup>st</sup> March, 2014. Theme for this event is ***“HR in Practice”***
- **CEO Seminar** is scheduled to be held on the 11<sup>th</sup> April, 2014 at the Warwick Hotel, Sigatoka, Fiji.
- The annual convention is also planned for 2014 and this is when we give the awards to the winners.

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**President**  
**Fiji Human Resource Institute**