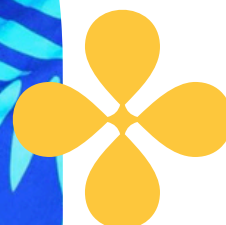
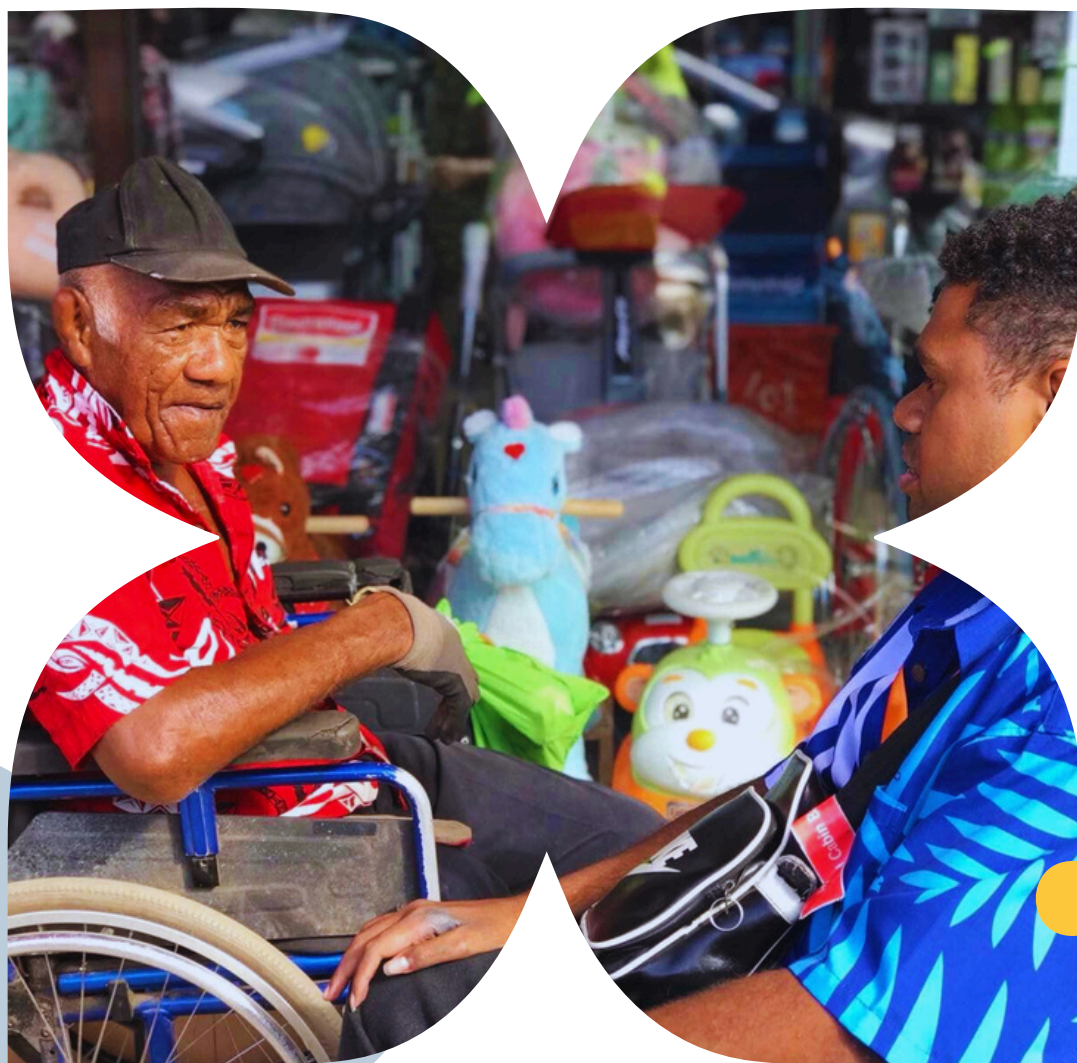


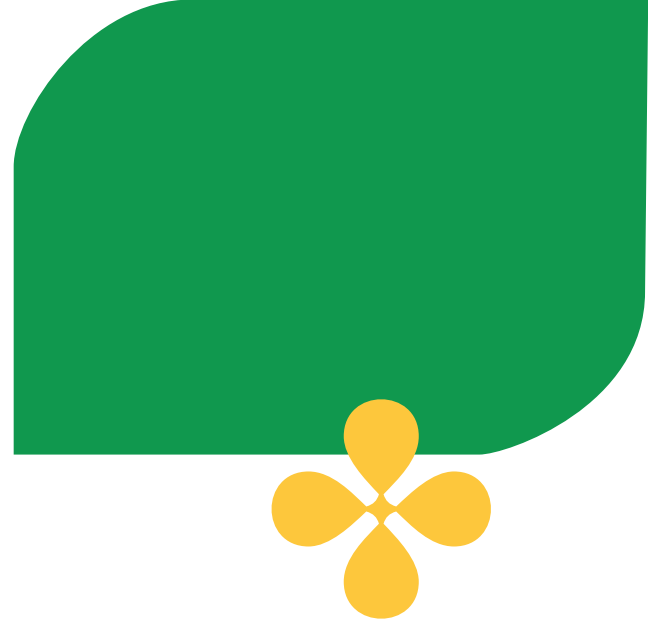
# NCPD ANNUAL REPORT – DRAFT

National Council for  
Persons with  
Disabilities



AUGUST 2022 – JULY 2023

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# INTRODUCTION

**The 2022/2023 financial year is a challenging year for National Council for Persons with Disabilities. This is due to the number of priorities that is to be implemented by the Council within the financial year. In its budget submission, the Council had requested funding of \$883,404.04.**

However, in view of the government's national priorities, the Council is grateful to receive \$588,000 an increase of \$100,000 compared to the \$488,000 the Council received in the 2021/2022 financial year. The allocated budget covers most of the operational cost of the Council including its human resources component for its three (3) centers. The other components of the budget are allocated for the Council meetings and Advisory committees meetings including visits to the district committees and the IDPD celebration.

As a body corporate organization under the RPD Act, the Council will have the opportunity to look for donor partnership with other stakeholders to carry out its implementation plan mandate. In this financial year, the Council has some important priorities such as:

- review of the National Disability Policy
- review of the Strategic and Implementation Plan which will come to an end this year
- establishing of a National Disability Database to name a few.

# CHAIRPERSON'S STATEMENT

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## Dear Colleagues,

It is both an honor and a privilege to present the National Council for Persons with Disabilities (NCPD) Annual Report for the 2022/2023 period. As we reflect on the journey, we have taken over the past year, I am filled with immense pride for the strides we have made toward enhancing the rights, opportunities, and well-being of persons with disabilities in our country.

### Achievements

This year has marked significant milestones for the Council, as we have witnessed impactful progress in key areas of advocacy, accessibility, education, and inclusion. Thanks to the tireless work of our team and the collaboration of our invaluable partners, we have been able to launch several groundbreaking initiatives.

We have made strides in advancing policy frameworks that promote inclusion and ensure that persons with disabilities are integrated into all aspects of society, including education, employment, and public services. Our partnerships with government ministries have resulted in more inclusive policies and improved accessibility, particularly in areas such as transport, public infrastructure, and the digital space.

Through advocacy efforts, the NCPD has played a crucial role in raising awareness about the challenges faced by persons with disabilities. We have also facilitated the development of training programs aimed at equipping employers and educational institutions with the knowledge and resources needed to foster inclusive environments.

### Opportunities

The 2022/2023 period has presented ample opportunities for growth, particularly in the expansion of partnerships. Collaboration with government ministries has enabled us to contribute directly to the development of national policies that prioritize persons with disabilities. These collaborations have extended to international development partners, who have generously supported our work with funding, expertise, and resources. These relationships have significantly bolstered our ability to make meaningful change.

We also see increasing opportunities for innovation in technology and digital platforms, which can dramatically improve accessibility and inclusion. By leveraging these tools, we can create more inclusive workspaces, learning environments, and community spaces, ensuring that persons with disabilities are not left behind in the digital age.

### Challenges

While there have been remarkable achievements, we acknowledge that challenges remain. The continued lack of sufficient infrastructure and accessible facilities in some regions, particularly in rural areas, remains a barrier to full inclusion. Furthermore, although progress has been made, there is still a need for greater awareness and sensitization across various sectors of society.

Another ongoing challenge is the economic inclusion of persons with disabilities, where employment opportunities remain limited. It is crucial that we continue working hand-in-hand with both private and public sectors to create more inclusive job opportunities and address the barriers that prevent persons with disabilities from entering the workforce.

### Looking Ahead

Despite these challenges, 2022/2023 has truly been a successful year for the NCPD. Through the collaborative efforts of our dedicated team, the government, development partners, affiliates, and stakeholders, we have made tremendous progress in advancing the rights and opportunities of persons with disabilities.

As we move forward, we are committed to continuing this momentum. We will focus on addressing the remaining gaps in accessibility, improving policies, advocating for better employment opportunities, and ensuring that the voices of persons with disabilities are at the forefront of all decisions that affect their lives.

I would like to extend my deepest gratitude to all our partners, affiliates, and stakeholders who have supported the NCPD in achieving these successes. Your commitment to inclusion and equality has been instrumental in our progress. Together, we will continue to make the world a better, more inclusive place for persons with disabilities.



# EXECUTIVE DIRECTOR'S <sup>3</sup> STATEMENT

Dear Colleagues,

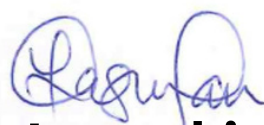
It is with great honor that I present the National Council for Persons with Disabilities' Annual Report for the 2022/2023 financial year. This report reflects our continued commitment to promoting inclusivity, empowerment, and equal opportunities for persons with disabilities across the nation.

Over the past year, we have made significant progress in strengthening policies, improving service delivery, and advocating for the rights of persons with disabilities. Through strategic partnerships, community engagement, and innovative programs, we have worked tirelessly to enhance accessibility, economic inclusion, and social integration.

Despite the challenges faced, our collective efforts have resulted in meaningful impact, ensuring that persons with disabilities have greater access to education, healthcare, employment, and social support systems. Our achievements are a testament to the dedication of our stakeholders, including the government, civil society, development partners, and most importantly, persons with disabilities and their representative organizations.

As we look ahead, we reaffirm our commitment to building a more inclusive society—one that upholds the dignity, rights, and potential of every individual. With collaboration, innovation, and unwavering determination, we will continue to break barriers and create opportunities for all.

I extend my sincere gratitude to everyone who has contributed to our mission. Your support, advocacy, and dedication are invaluable as we work towards a more accessible and equitable future.



**Lemeki Cagialau**

# COUNCIL MEMBERS

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**In line with Section 7 of the Rights of Persons with Disabilities Act 2018, the composition of the Council members are as follows;**

1. The Permanent Secretary for Women, Children & Social Welfare as the chairperson
2. The Permanent Secretary for Justice (Solicitor General)
3. The Permanent Secretary for Health & Medical Services
4. The Permanent Secretary for Youth & Sports
5. The Permanent Secretary for Education, Heritage & Arts
6. The Permanent Secretary for Local Government, Housing & Environment
7. The Permanent Secretary for Infrastructure and Transport
8. The Permanent Secretary for Employment, Productivity & Industrial Relations
9. The Fiji Disabled People's Federation representative
10. The Western Disabled Association representative
11. The Fiji Paralympics Committee representative
12. The Frank Hilton Organization representative
13. The Fiji Society for the Blind representative

## GUIDING PRINCIPLES

- The vision that a person with disability as one, who is formally and non-formally educated, socially secured, economically productive and living with his/her own family in a barrier-free environment.
- The vision that NCPD as an effective, democratic, self-reliant organization coordinating its affiliates to bring about the full participation and equalization of opportunities for persons with disabilities by 2029 and to monitor thereafter that this continues to prevail.
- The vision that NCPD as a gender sensitive organization partnering with other agencies and governments for the facilitation of technical resources and other supports for persons with disabilities and seeking to expand in terms of cross disability and representation to international forums.
- The RPDA Act No.4 of 2018 and its legislative functions that mandates the NCPD council to be a coordinating body for all organizations dealing with the care and rehabilitation of people with disabilities.
- The Convention on the Rights of Persons with Disabilities towards an inclusive, barrier-free and rights-based society for persons with disabilities in the Asia and Pacific Region and Biwako Millennium Framework.
- The Ministry for Women, Children & Poverty Alleviation Strategic and Corporate Plan.
- All relevant government plans, regulations and policies pertaining to disability development.
- The "Incheon Strategy" (make the Right Real) for persons with Disabilities 2013 -2022.
- National and International Legislation and treaty.

# ORGANISATION OVERVIEW

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The NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES (NCPD) has been in existence since 1993 and was enacted by Parliament in December 1994. This followed on from meetings held in Manila in April 1992 and Beijing in October 1992 regarding persons with disabilities reinforcing the development already taking place in Fiji for the establishment of a National Coordination mechanism.

In 1993, Fiji became a signatory to “Beijing Proclamation” on the Agenda for Action concerning the Asian and Pacific Decade of Disabled Persons. 1993 – 2002, and used the framework of this instrument in developing the FNCPD Act 21 of 1994.

In October 2001, United Nations Economic and Social Commission for Asia and the Pacific (UNESCAP) held a high-level inter-government meeting to conclude the Asian and Pacific Decade of Disabled Persons, in Outso City, Japan. It was at this meeting that UNESCAP adopted resolution 85/4/of 22 May 2002 and proclaimed the extension of the Asian and Pacific Decade of Disabled Persons for another decade, 2003 – 2012. The Biwako Millennium Framework for Action (BMF), and the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) and its optional protocol was adopted in December 2006 and open for signatures on 30th March 2007 and came into effect from May 2008, was signed by Fiji on the 2nd of June 2010, which provides valuable guidelines to National and Regional Governments and relevant stakeholders groups in promoting an inclusive, barrier-free and rights-based society for people with disabilities in the Asian and Pacific region.

Towards the end of 2012, Fiji signed a new framework for the **new Decade of Action for Asia Pacific Region for 2013 – 2022**. Since it was signed in Incheon, Korea thus it was called the Incheon Strategy (2013 – 2022) with the overarching theme of “**Making the Right Real**”.

Fiji is also a signatory to the Sendai Framework for Disaster Risk Reduction 2015 - 2030.

Fiji Ratified the United Nation Convention on the Rights of Persons with Disabilities on the 9th June 2017.

The Fiji National Council for Disabled Persons Act 1994 is now repealed.

The Name of the Organization on record was removed and re-entered to the Register as **NATIONAL COUNCIL FOR PERSONS WITH DISABILITIES**

**On the 12th day of March 2018 Parliament of the Republic of Fiji enacted "Rights of Persons with Disabilities Act 2018 (Act No. 4 of 2018)".**

Which gives establishment of the National Council for Persons with Disabilities its roles and functions and how to make provisions for the Protection of the Rights of Persons with Disabilities in Accordance with the United Nations Convention on the Rights of Persons with Disabilities and for related matters?

## DEFINITION

**Persons with Disabilities** includes those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others;

## VISION

**WE ENVISIONED AN EMPOWERED PERSON WITH DISABILITIES AND ENSURING A BARRIER FREE AND INCLUSIVE SOCIETY FOR ALL.**

## MISSION STATEMENT

1. Facilitate the process of creating a barrier free Society through a collective collaboration and partnership with all stakeholders.
2. Bring to prevail for persons with disabilities in Fiji a situation whereby government ministries and statutory authorities, local government, corporate sector, and civil society organizations meet their legislative, constitutional and international convention obligation.
3. Organize and continue to strengthen National affiliates through democratic, gender balanced, cross-disability based processes.
4. Partner with other relevant development agencies and Government Ministries towards the equalization of opportunities and full Participation of persons with disabilities in their own development and development of other community's partnership with Government ministries, civil societies and corporate entities to create a fully inclusive society.

# ORGANISATION STRUCTURE 7

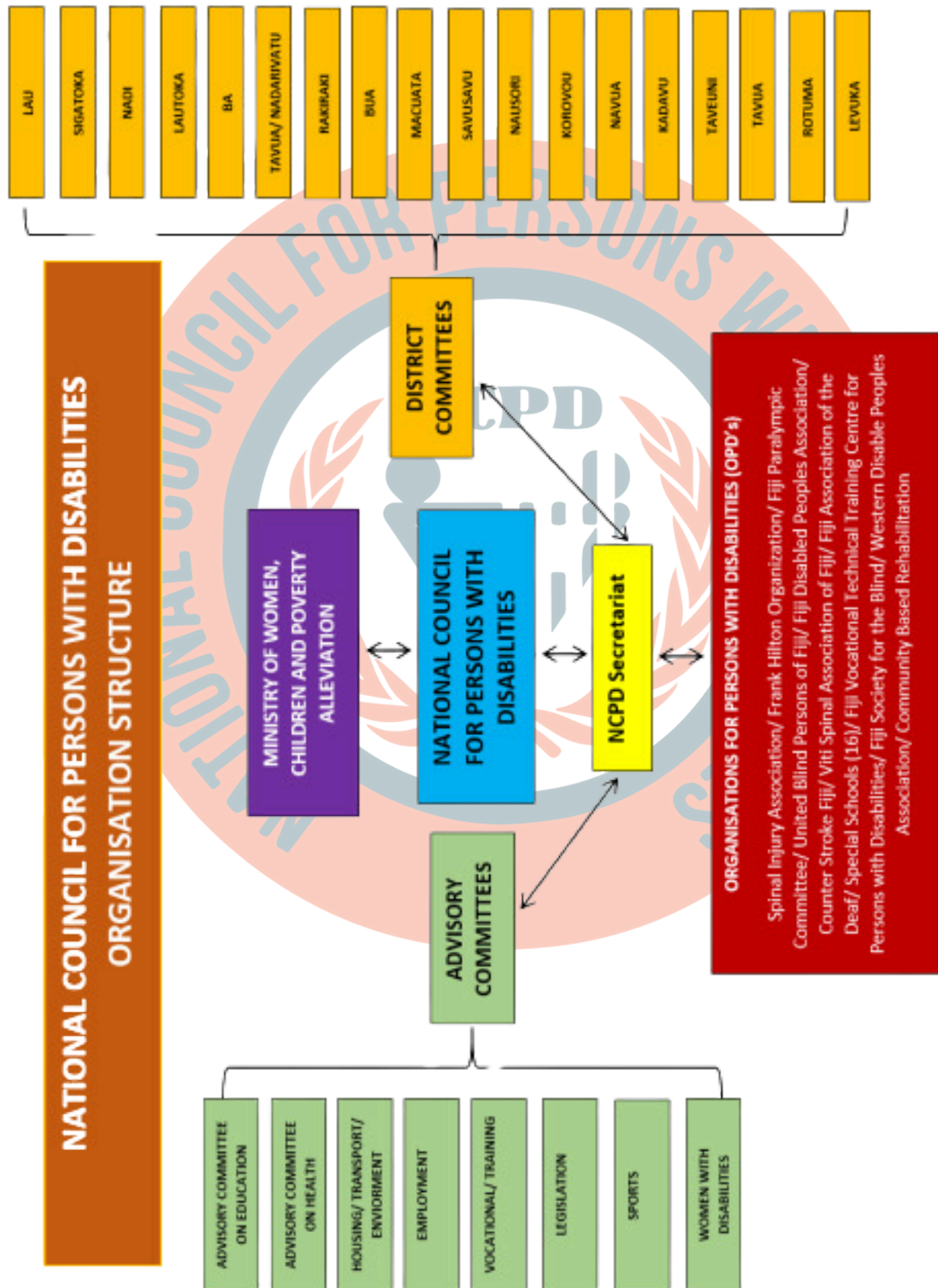
The Council through the Chairperson reports to the Minister for Women, Children and Poverty Alleviation on all policy matters pertaining to the role and functions of NCPD. The Minister also appoints the board members of the Council from relevant Government Ministries and up to five disability organizations. This is the main decision and policy - making arm of NCPD.

The Council is assisted by Advisory Committees, members of which are nominated by the Council and appointed by the Minister responsible for Disability Development, MWCPA. The roles and functions of these Committees which are stipulated under section 2(12) of the RIGHT OF Persons with Disabilities Act 2018 (act no 4 of 2018) Act is primarily to advise, examine and recommend activities under their responsibilities and to assist in the implementation of projects and research undertaken by NCPD.

At the grassroots level, there are District Committees of the Council are nominated by the Council and appointed by the Minister. These committees closely monitor the disability issues and work in collaboration with civil society organizations and other arms of Government in addressing the plights of persons with disabilities including provision of services and their welfare. This vital link between the Council and persons with disabilities who live in villages, settlements, remote areas and outlying islands is maintained through regular meetings of such Committees with ongoing consultation and support from the Headquarters. The leadership of District Officers and secretarial support from Social Welfare Officers in places where NCPD District Committees are formed must be acknowledged and appreciated.

The administrative and coordinating functions of the Council are handled by the Executive Director who heads the organization. Other officers recruited by the Council as well as volunteers who willingly contribute their time, skills and knowledge play a significant role in realizing and advancing the Council's vision, mission, goals, plans and program's.

A diagrammatic representation of the organization structure of the National Council for Persons with Disabilities is given on the next page.



# MEMBERS OF THE COUNCIL FOR PERSONS WITH DISABILITIES

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In exercising of the powers conferred upon the Minister for Women, Children and Poverty Alleviation by section 7(k) of the Rights of Persons with Disabilities Act 2018, appointment of the following

**A MEMBER OF THE COUNCIL APPOINTED BY THE MINISTER UNDER SECTION 7 (K) HOLDS OFFICE FOR A TERM OF 3 YEARS AND IS ELIGIBLE FOR REAPPOINTMENT.**

## REGISTERED SERVICES:

The Council's function is to register all agencies that provide services on behalf of Persons with Disabilities. They remain the major providers of services to persons with disabilities in Fiji. As a statutory authority, NCPD has a role of communicating the needs of these organizations to government ministries and coordinating developments.

A total of 35 disability organizations have now been registered with the Council. Information has been requested from these organizations to ensure that relevant details are updated. There are 17 special schools throughout the country which are managed by registered non-governmental organizations with annual financial support from both the Ministry of Education and Department of Social Welfare. Also, disabled persons organizations continued to play an important role in advocating for the rights, dignity and recognition of persons with disabilities. Similarly, disability-related programmes such as the CBR Programme under the Ministry of Health, and Project HEAVEN are included in this registration.

# NCPD AFFILIATES

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SERVICE PROVIDERS	OPD'S	SPECIAL SCHOOLS
Counterstroke Fiji	Fiji Paralympics Committee	Fiji Vocational Training Centre for Persons with Disabilities
Community Rehabilitation Programme	Fiji Association for the Deaf	Fiji Society For The Blind
Fiji Red Cross Society	Psychiatric Survivors Association	Suva Society for the Intellectual Handicapped
Frank Hilton Organisation	Spinal Injury Association	Nausori Special School
Fiji Crippled Children Society	United Blind Persons Association	Ba Special School
Project Heaven	Fiji Disabled Peoples Federation (FDPF)	Sigatoka Special School
Veilomani Boys Home	Central/Eastern Association of the Deaf	Lautoka Special School
Western Disabled Person Association	Tavua Welfare Society	Nadi Special School
Viti Spinal Injuries Association	Horeb Ministry	Gospel School For The Deaf
Medical Services Pacific	Deaf Harland Ministry	Levuka Society For The Intellectually Handicapped
Special Olympics		Ra Society For The Disabled

SERVICE PROVIDERS	OPD'S	SPECIAL SCHOOLS
Lupus Foundation Fiji Fiji Council of Special. & Inclusive Educators (FCOSIE)		Savusavu Special School
Foundation of the Education of the Needy Children in Fiji (FENC)		Labasa Special School
New Vision Fiji		

# I. COUNCIL MEETINGS

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In this financial year, there were only six (6) Council meetings held in August, September and December, 2022. There were no meetings held in other months as required under the Act due to the tight work schedule of the Chairperson and other members and didn't meet the quorum. Meetings were either held in person or hybrid via zoom

However, this does not deter the Secretariat in moving the agendas and priorities of the Council under its implementation plan. The January, 2023 meeting was postponed due to the change in the Chairpersonship role.

The main issues apart from other emerging issues raised during the Council Meetings include the following;

- a. Review of the National Disability Policy – Currently in progress with the assistance of SPC.
- b. Review of the Strategic and implementation Plan – Discussed with SPC on their assistance in addition to the Disability Policy since the two documents are inter related.
- c. National Disability Database – The Secretariat will be recruiting a database officer next month to work on the database.
- d. Establishment of a Monitoring and Evaluation framework for the Implementation Plan – The Secretariat is currently liaising with partners in this space.
- e. International Day for Persons with Disabilities – Successfully celebrated on the 2nd and 3rd December, 2022.

## 2. ADVISORY COMMITTEES & DISTRICT COMMITTEES

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### a. Advisory Committee on Employment.

- Discussions have been made on the 2% quota given to employers in employing persons with disabilities and the 400% tax rebate incentive provided by the government.
- The secretariat has been liaising with FBOS, MoE and MWCPA on the data to create a platform for the employment committee to deliberate on the employment opportunities of persons with disabilities.
- The Ministry of Employment is assisting the Council in setting up its data system by providing technical support in terms of IT personnel. This will be materialized when our Database officer is recruited next month. The collaboration will assist in the employment data space for persons with disabilities.
- Liaise with the National Employment Centre on the opportunity for persons with disabilities to be included under

### b. Advisory Committee on Women

- Advocate for women with disabilities to be part of the any National Policy consultation
- Terms of Reference has been finalized and endorsed.

### c. Advisory Committee on Education

- Work with the Ministry of Education on the Special Inclusive Education Policy which now has been completed.
- Work with the Ministry of Education on other inclusive education issues for students with disabilities.

### d. Advisory Committee on Vocational Training

- Work with the Ministry of Education on the curriculum for FVTCPD (still in progress)
- Collaborate with APTC on the improvement of the school programs. (In progress)
- Currently working with the Fiji Higher Education in the recognition and registration of vocational programs

### e. Advisory Committee on Legislations

- Review of legislations like National Disability Policy, Implementation Plan and Strategic Plan.
- Work on other legislations in the relevant Ministries to be disability inclusive.
- Develop its term of reference

## 2. ADVISORY COMMITTEES & DISTRICT COMMITTEES

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### f. **Advisory Committee on Health**

- Rehabilitation programs for persons with disabilities.
- Establishment of an organization for Albinism
- Other health issues relation to disabilities

### g. **Advisory Committee on Sports**

- Work with the Fiji Sports Council and Respective Town Council for the accessible sports facilities in Fiji.
- Support the Paralympics Association and Special Olympics Association in the provision of pathways for our children and persons with disabilities in sports.
- Identifying potential sports personnel for special Olympic and paralympic.

### h. **Advisory Committee on Housing/Transport & Environment**

- This Committee did not sit for the year but the Council continues to liaise with relevant stakeholders in terms of accessibility.
- Accessible Audit Team has been set up with the assistance of PDF and OPDs.
- Liaise with LTA on the accessible bus provisions.

### i. **District Committees have started their meetings after the lifting of COVID 19 restrictions**

- This includes Bua, Macuata, Savusavu, Sigatoka, Nadi, Lautoka, Ba, Tavua, Rakiraki & Kadavu. Kadavu and Ovalau was conducted in the 2nd quarter.
- Discussions on the District committees focuses on their work plans, Terms of Reference (TOR) and how best they can coordinate in serving the disability sector in their respective districts.
- The pathways must be very clear and the establishment of committees and OPDs in the district must be strengthened.

# 3. IMPLEMENTATION PLAN

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The awareness and re-alignment of our Implementation Plan was the main focus for these quarters. The ten (10) objectives on the Implementation Plan were re-visited since most of the activities were put on hold due to the national restrictions during the COVID 19 period. As we on the 5th year of the Implementation Plan, our service providers, the respective OPDs, other statutory bodies, international and regional bodies and the government work tirelessly with the Council towards fulling and achieving its activities.

## 4. KEY HIGHLIGHTS

### 4.1 Core Responsibilities Training and Workshop

The Council continues to reach out to its stakeholders in partnership programs in the fulfillment of the Council obligation under the Act and its Implementation Plan. This includes;

- a. Tertiary Scholarship & Loans Service Awareness Workshop organized by TSLS Board on 16th August, 2022.
- b. Education Sector Plan Program Meeting and launch organized by the Ministry of Education on 25th August, 2022.
- c. Round Table Discussion on Trafficking in Persons organized by the Asian Foundation on 29th September, 2022.
- d. National Digital Health Strategy Workshop organized by the Ministry of Health on 3rd October, 2022.
- e. Fiji Museum Redressing Learning Gaps Education Program training and launch by the Fiji Museum on 11th October, 2022.
- f. High Level Intergovernmental Meeting on the final review of the Asian and Pacific Decade (ESCAP) in Jakarta, Indonesia from the 19th– 21st October, 2022.
- g. Consultation for the Review of the Higher Education Legislation workshop by the Fiji Higher Education Committee on 26th October, 2022.
- h. Working Group Consultant on the Eastern Divisional National Service Delivery Protocol on Gender Based Violence on 3rd November, 2022.
- i. Nasinu District Committee awareness training in November, 2022.
- j. Coastal Inundation Forecasting Initiative stakeholders meeting on 7th November, 2022.
- k. University of the South Pacific School of Pacific Arts, Communication and Education –Education Discipline Program Advisory Committee Membership meeting.

- l. Currently working with FHEC and APTC for the recognition and registration of FVTTCPD programs and refurbishment of classrooms and resources. This will be followed by other capacity building training for staff.
- m. The Council with SPC is working on the review of the National Disability Policy. This will follow the review of the Implementation Plan which ends this year.
- n. The Council with The Asian Foundation is carrying out a survey on the transport infrastructure in Fiji. In addition, training on Trafficking in Persons will be conducted within the three (3) divisions in collaboration with the Asian Foundation.
- o. The Council has signed a MOU with TSLS in the provision of scholarship for persons with disabilities on short courses especially skills training. This does not include the 20-scholarship space for higher education in universities.

#### **4.2 Workshop and Trainings attended by staff:**

- a. Mr. Jone Robanakadavu and Ms. Eka Loco attended the economic empowerment training workshop conducted by PDF team for 30 PWDs in the West from August 27th – 02nd September, 2022.
- b. Mr. Nafitalai Bai represented NCPD in validation workshop organized by Ministry of iTaukei on 30th August, 2022 on Village profiling questionnaire.
- c. Mr. Jone Robanakadavu attended the workshop organized by ILO on 06th September, 2022 on Child Labour Joint Inspections.
- d. Mr. Jone Robanakadavu, Mr. Vimal Goundar and Ms. Eka Loco took part in visiting community members and collecting data and raising awareness for insurance and climate disaster risk financing products for Fiji for PWDs. From 15th – 31st October, 2022.
- e. Mr. Nafitalai Bai attended Fiji Surgeons Conference which was organized by the Ministry of Health from 23rd -24th November, 2022.
- f. Mr. Nafitalai Bai attended Pacific Australian Emerging Leaders submit in Canberra Australia from 26th – 29th, November, 2022.

### 4.3 International Day for Person's with Disabilities 2022

The theme for the IDPD 2022 was ***"Transformative Solutions for Inclusive Development: the Role of Innovation in Fueling an Assessable and Equitable World"***

#### Northern Disability Centre

On the last Month of 2022 has been much anticipated for the Northern Disability Centre. They had celebrated the International Day for Persons with Disability on Saturday, 03rd December, 2022 to show case the talent and skills of the persons with disability. The Chief Guest for the day was the Divisional Planning officer - Mr Setareki Dakuiboca. Also present was the Indian High Commissioner H.E. P.S. Karthigeyan and Fiji Association of the Deaf Chairperson - Mr Michael Din.



The day started off with March form Old ANZ to Labasa Special School. Northern Disability Center with FDPF Members setup booths to display talents. Free Medical checkup booth were setup as well. After the official program, the Chief Guest together with all relevant Stakeholders and invited guest present had a tour around the complex to witness and see items showcased made by the Center and Other DPO with Jaipur Camp . We had (Two Hundred) 200 participant present for the Day. This included disabled member from Bua and Savusavu.



The International Day of People with Disabilities is more than just an annual day in Northern Division and a movement used to break down barriers to inclusion and



advocate for the rights of people with disability. In the program, they also had requested a few stakeholders to act like a person with disability throughout the program and share the experience that how they felt being a person with disabilities.

They also had official opening of Jaipur Camp with graduation 17 participant in Fiji sign language course basic communication. This is a way forward to make our society more equitable.

The main purpose of the International Day of People with Disabilities was to showcase hidden talent of the persons with Disabilities and create awareness towards an inclusive and barrier free society for people with disabilities here in the north.

## Western Disability Centre

The Western Division celebrated this global observance at the National Centre for Persons with Disability at Drasa Avenue on 2nd December, 2022, which commenced with a march from Shirley Park at 9.00am. The march included students from all special schools in the three (3) districts Nadi/Sigatoka, Lautoka Inclusive Schools and students and teachers from mainstream schools (Lautoka Chinese School/Arya Samaj/Drasa Avenue Primary School and Lautoka Central Primary School). The main aim for this march was so that there was more visibility on the year marked day for persons with disabilities and also a form of awareness to those around Lautoka city.

The main program at the Centre started around 10am where the Provincial Administrator Ba Mr Ravuama Nayacalevu was the chief guest for the day.

The Hamper packs and three (3) ANKO gaming light up surround sound was given to the special schools for a token of appreciation in attending the IDPD Celebration.



In alignment to OBJECTIVE 4 of the NCPD's Implementation Plan: TO PROMOTE THE REGOGNITION OF SKILLS, MERITS AND ABILITIES OF PERSONS WITH DISABILITIES, AND THEIR CONTRIBUTIONS TO THE WORKPLACE AND LABOUR MARKET and in alignment to Rights of Persons with Disability Act 2018, UNCRPD (2006) Article 24, 27 and 31, Incheon Strategy goals 1 and 8; SDG 1, 4, 8, 10 and 17 ], the International Day of Disabled Persons proved to showcase the income generating abilities of Persons with Disability.



This was done with the setting of art and craftwork at the Centre from Lautoka Special School, Sunshine Special School, Nadi Special School and National Council for Persons with Disabilities.



### Central Disability Centre - HQ

The initial plans for the IDPD Celebrations aimed to host the event at venues outside the NCPD Complex, specifically considering the Vodafone Arena or Tattersall complex at Laucala Bay. However, due to unavailability and uncertainties regarding incoming donor funds, these options were dismissed. Consequently, the committee decided to relocate the event to the NCPD Complex on 3 Brown Street. Despite uncertainties about financial support, the planning commenced with NCPD allocating a \$2500.00 preparation budget in their grant applications to MWCPA. The notable \$8,000.00 donation from All Freight Logistics Limited, led by Mr. Alfaaz Mallam, initiated the funding process, with subsequent contributions from Pacific Energy SWP Pte Limited, ANZ Bank, Paradise Beverage Fiji Ltd, and the Secretariat of the Pacific Committee, securing a total of \$41,300.00. Notably, the SPC directly paid vendors from their allocated funds. Throughout this process, Mr. Nafitalai Bai and Mr. Josse Salvado played significant roles in securing donations and negotiations.

The Venue Setup for the IDPD Celebrations involved strategic planning to accommodate guests and activities effectively. To maximize space at the NCPD Complex, executive tents were set up in the parking lot and close to the FVTCPD kitchen, as the main hall could only hold 60 people. The tents hosted diverse displays and engaging activities, including art showcases, sports activities like table tennis, face painting, and medical checkups. Various areas were designated for specific purposes, such as car wash bays used for medical stations and VIP parking. The meticulous preparation, involving staff, volunteers, and coordination with organizations like St. Johns medical team and Fiji Police Force, ensured a clean and organized venue for the event's success.

The two-day event kicked off with a procession led by the Fiji Military Force's brass band and Police escort team, followed by a formal program featuring key speakers like Ms. Jennifer Poole and representatives from various organizations. Poole highlighted the theme's significance, emphasizing inclusivity and innovation in creating an accessible world. Other speakers echoed similar sentiments, emphasizing the importance of inclusiveness and advocating for the rights of people with disabilities. The program also included an awareness campaign for elections, a cake-cutting ceremony, and tours of exhibit booths. Day 1 concluded with lively activities, music, and a festive atmosphere, while Day 2 showcased sporting events, a formal dinner, an awards ceremony recognizing contributions to the disability sector, and entertainment, culminating in a late-night close to the awards program.



Mr Amit Maharaj of Pacific Energy SWP Pte Ltd handing over sponsorship to the IDPD Committee team.



#### 4.4 Special Olympics

##### Northern Disability Centre

Special Olympics Fiji National Talent Identification Games was officiated by the Permanent Secretary for Ministry of Youth and Sports Hon. Rovereto Nayacalevu. Athletes with Intellectual Disabilities training for the Fiji Special Olympics National Talent Identification Games. 258 Special Olympics Athletes will compete in 5 different Sports - Athletics, Badminton, Power lifting, Table Tennis and Swimming. The Athletes will represent 14 Districts in total - including Rabi.



This photo was taken during Special Olympics Fiji National Talent Identification Games.

The Special Olympics Fiji National Talent Identification Games was held on Saturday the 6th of August in Lautoka. The venue of the Games is Natabua High School Grounds and at the Northern Club pool. A total to 258 Athletes participated in this event from all around the country.

##### Western Disability Centre

A trainee from the centre was selected to represent Fiji in the Special Olympic World Games in Berlin, Germany. Karalaini took part in the 50mtrs Freestyle and came back with a Bronze medal. The Centre staff and Trainees prepared a welcome feast for her at the complex in which the Principal Welfare Officer was present to witness her achievement.



Special thanks to the Director of PAC Group Mr Rajnesh Prasad for sponsoring her welcome banner.

#### 4.5 Accessibility Audit Training

All three Centres were part of the accessibility audit training at our Suva complex on 16th and 17th February in partnership with the Asia Foundation and facilitated by the Pacific Disability Forum. This training is aimed at enhancing accessibility and inclusion for persons with disabilities in public and private spaces. The training brought together participants from various sectors, including our focal point to government, organizations for persons with disabilities, and persons with disabilities.



The facilitators provided an in-depth understanding of accessibility audit processes and tools, including the use of the Universal Design (UD) principles. The training emphasized the importance of accessibility audits as a vital tool in promoting accessibility and inclusion, especially for persons with disabilities. An accessibility audit involves reviewing buildings, public spaces, and websites to identify potential barriers and make recommendations for improvements. By conducting regular accessibility audits, institutions can ensure that their facilities and services are inclusive and accessible to all, including persons with disabilities.

## 4.6 Manger Training Development Report

### 1. Review of Fiji National Employment 2018 -2022 and Development of Fiji National Employment Policy 2022-2025 supporting economic diversification and environmental sustainability

Review of Fiji National Employment consultation was carried out in the Disability sector and the consultation process covers comprehensive review of the policy which encompassed the following key segments:



#### i. Relevance and Strategic:

- Exploration of the needs and priorities of tripartite stakeholders and relevant agencies in Fiji.
- Assessment of the realism and achievability of the Fiji National Employment Policy (FNEP) framework.

#### ii. Challenges to Effective Implementation:

- Identification of challenges in implementing the 10 policy priorities under FNEP.
- Presentation of suggested recommendations to measure these policy priorities effectively.

#### iii. Coordination Arrangements:

- Strategic interventions discussed to achieve FNEP objectives through the establishment of a coordination framework involving various actors responsible for policy implementation.

#### iv. Impact of the Policy:

- Deliberation on the extent to which FNEP has achieved its policy objectives.
- Examination and discussion of views regarding the overall impact and success of the policy.



The consultation involved a thorough examination of the relevance and strategic aspects of the FNEP, challenges faced in its implementation, proposed solutions, coordination strategies,

and an assessment of the policy's impact and success in meeting its objectives.

## 2. FHEC – Inaugural Higher Education Forum 2022

**Theme:** *Transformation of Higher Education in Fiji at the Sofitel Fiji Resort and Spa, Denarau, Fiji. (In partnership with and sponsorship from MFAT and APTC).*

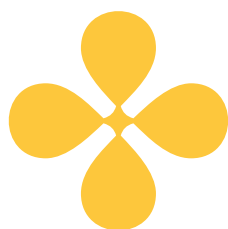
The 2022 Higher Education Forum, generously sponsored by MFAT and APTC and hosted at the Sofitel Fiji Resort and Spa, is dedicated to the theme of Transforming Higher Education in Fiji



within the Framework of Education. Its core aim is to enable educational institutions to deliver education through innovative pedagogical practices and cutting-edge technologies. The forum strongly underscores Four Core Components of Education: Competencies, Learning methods, Information and communication technologies, and Infrastructure. By bringing stakeholders together, the forum facilitates strategic discussions geared towards aligning Higher Education with the dynamic needs of the labor market, with a particular focus on topics like upskilling, reskilling, and pathways for sector transformation.



The envisioned outcome encompasses the formulation of policies and strategies to propel Fiji towards a knowledge-based economy, nurturing graduates equipped with intellectual, problem-solving, and critical thinking skills, thereby enhancing their employability and entrepreneurial prowess.



### 3. Industry Consultation – Collaboration between Fiji Commerce Employers Federation and Australian Partnership Training Coalition 26

Both partners have worked together with the TVET Sector review committee to set up Fiji's Skills Council under the Fiji Higher Education Commission (FHEC). The FCEF & APTC industry consultation is targeted to bridge the skills training at technical school and universities.

- Hearing the voices of key industries
- Industry group discussions focusing on growth areas, skill gaps and business impacts.
- Industry group discussions focus on industry training needs, upskilling requirements, and training barriers.

An opportunity for deepening networking and further collaboration with stakeholders in both the private and technical vocational education and training (TVET) sector and to gather views and perspectives from the industries to discuss the way forward for the development of the Fiji National TVET Policy.

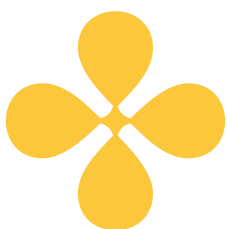
### 4. Partnership with FHEC/APTC/FVTTCPD/NCPD/ MOE on the registration of the vocational centre



The collaborative initiative between NCPD/FVTTCPD and APTC encompasses a holistic approach to enhancing vocational training opportunities for individuals with disabilities. Key areas of focus include the development of a Computer Technology Cert 1/Cert 2 curriculum, designed to facilitate skill acquisition and qualification attainment for trainees with disabilities.

The effort extends to adapting the computer lab to accommodate diverse learning needs associated with disabilities, creating an inclusive learning environment.

Additionally, there is a commitment to upskilling teachers through Competency-Based Training, enhancing their ability to provide tailored vocational skills development.



The partnership emphasizes sustained support for existing vocational training programs, with ongoing efforts directed towards accreditation validation and alignment.

The formal registration of FVTTCPD with the Fiji Higher Education Commission underscores its recognized status in the educational landscape. The completion of a draft Memorandum of Understanding (MOU) involving NCPD/FVTTCPD and APTC awaits processing and vetting from the DFAT, marking a significant step towards formalizing the collaboration.

## 5. Review of the Village Profiling Questionnaires

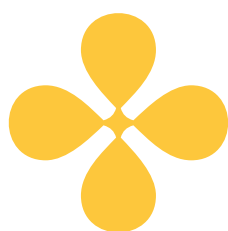
The Taukei Affairs Board (TAB) is currently in the process of reviewing the village profile questionnaire for the upcoming cycle. The aim is to expand the range and depth of questions, adopting a more comprehensive approach to data collection. The focus is on ensuring that the gathered information is broad, verifiable, and can be validated in the field. The National Council for Persons with Disabilities (NCPD), as the government focal point for disability, is actively participating in this review. Their role involves incorporating disability-sensitized questions from the Washington Group on Disability Statistics (WGSS) to be introduced into the village profiling questionnaires and survey forms.



Additionally, the NCPD is collaborating with TAB to provide training for their staff and field workers on using WGSS questions. The questions reflect advances in the conceptualization of disability and use the World Health Organization's International Classification of Functioning, Disability, and Health (ICF) as a conceptual framework.

At the national level, the data derived from this review is envisioned to serve as a centralized resource for stakeholders involved in the initiative, acting as a one-stop shop for comprehensive information.

The WGSS questions have a precedent, having been utilized in the 2017 Household Population Survey. The NCPD expresses gratitude to the Taukei Affairs Board for recognizing the disability sector as a crucial partner in the village profiling survey exercise scheduled for rollout in October 2022.



## 6. MOU – NCPD and Tertiary Scholarship and Loan Service

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Tertiary Scholarship and Loan Service and the National Council for Persons with Disabilities signed an MOU through joint-partnership and cooperation to implement the obligations set out in MOU for NCPD to serve as advisory agency and facilitator of information to persons with disabilities with regards to securing relevant scholarships offered by TSLS and to be the liaison for TSLS in identifying.

## 7. Partnership with FDPF and PDF conducting Economic Empowerment and Financial Literacy using ILO Training Guide.

The Economic Empowerment training (Start Your Business modules) was conducted at the Tanoa Waterfront Hotel in Lautoka from the 29th of August - 02nd of September for Organisation for Persons with Disabilities (OPD's) members from Ba, Lautoka and Nadi area. This training was funded and conducted by Pacific Disability Forum (PDF) and co facilitated NCPD and FDPF.

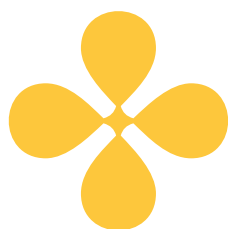


The SYOB training modules were contextualized to suit the capacity of the participants and the type of business they are venturing into.

A team led by Centre Manager West also participated in these training. The training was an eye opener for the participants in terms of identifying the gaps in running a sustainable and profitable business which many have previously overlooked. At the end of the 5-day training, the 11 participants who completed the training



submitted a business plan each. Of the 11 participants, 7 are currently business owners but were affected by the COVID-19 pandemic. Two trainees from our Centre West participated in this workshop and benefited from the seed funding to support their business start-up.



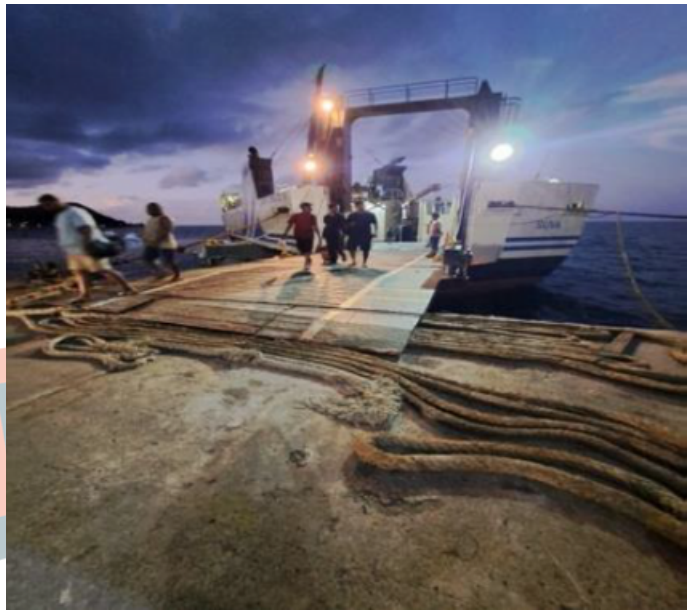
## 8. TAF Transport Infrastructure in the Pacific Research Project

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This research project addresses the pressing need to enhance Accessible Transport Infrastructure for Land, Sea and for individuals with disabilities in Fiji, recognizing it as a fundamental human right and a cornerstone of social equity and inclusion.

Access audit carried out by the disability sector.

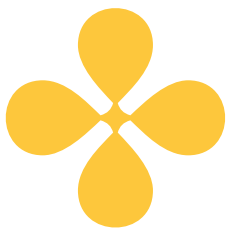
The project's objectives encompass a comprehensive assessment of current transport infrastructure accessibility, identification of specific challenges faced by persons with disabilities in various transportation infrastructure modes, an evaluation of existing policies, and the proposal of practical solutions.



Using a multifaceted approach that combines surveys, interviews, field assessments (access audit), and stakeholder engagement, the study reveals significant disparities in accessibility across land, sea, and air transport infrastructure.

Persons with disabilities encounter numerous barriers, from inadequate facilities, unclear signage, and deficient ramps. The project also highlights gaps in policy enforcement and points to technological innovations as promising solutions.

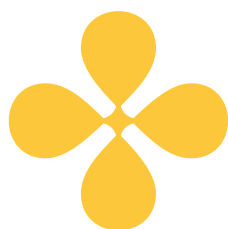
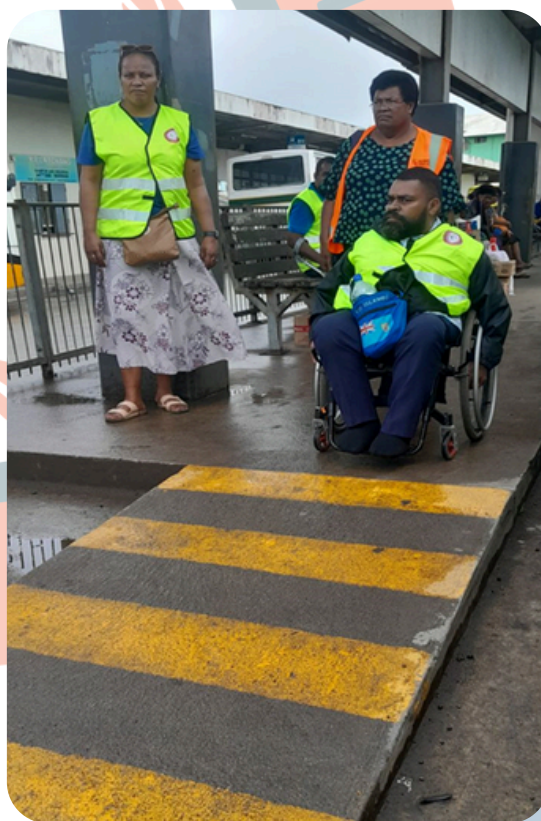
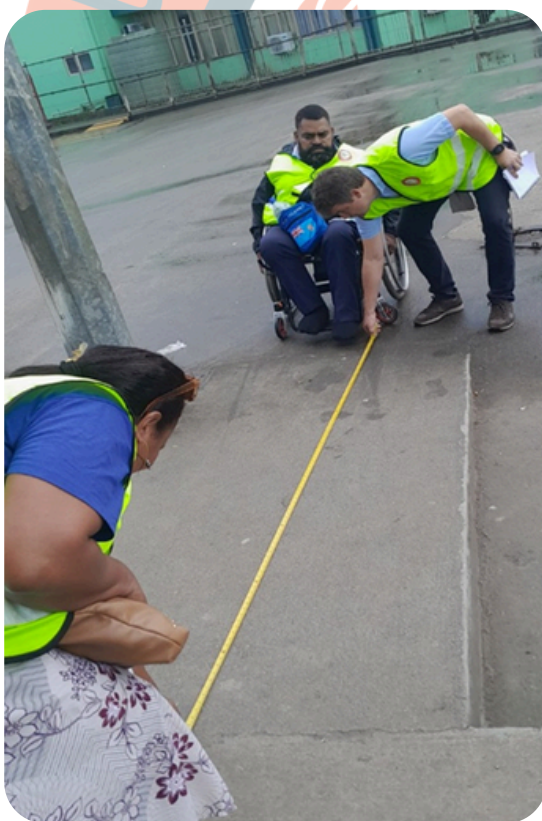
Recommendations encompass infrastructure upgrades, personnel training, digital accessibility solutions, strengthened regulation, and cross-sector collaboration. Ultimately, this research underscores the importance of creating a more inclusive and accessible transportation infrastructure system in Fiji, benefiting the broader society's social inclusion, economic participation, and well-being.



A dedicated team of 10 professionals from the disability sector performed access audits and facilitated focus group discussions in key areas of Levuka, including the wharf, airstrip, and main town. All associated costs were covered by the NCPD under the TAF Project funding.



The findings, encompassing access audit recommendations and insights from the focus group discussions, will be incorporated into the upcoming draft report submitted to The Asia Foundation, fulfilling the terms of the research contract. This collaborative endeavor highlights a shared commitment to advancing disability inclusivity within Fiji's transportation infrastructure.



#### 4.7 Fiji Vocational Technical & Training Centre for Persons with Disabilities

Between February and April, the school kicked off Term 1 with a keen focus on student well-being and development. Efforts were made to ensure a safe environment through thorough cleanups of the school compound, while also initiating partnerships with organizations like Holiday Inn to secure work attachments for students. Notable was Aisake, a Carpentry & Joinery student, who secured a position at RB Patel Supermarket, signaling early successes. Simultaneously, preparations for the Special Olympics World Games were underway, fostering a sense of pride within the school community.

March was marked by significant events, such as the Prefects Induction and consultations aimed at registering the school under FHEC for accredited certificates from APTC. However, challenges arose when Mr. Kirath underwent surgery in India, necessitating replacement teachers. Ms. Amelia Caginitoba filled this role while the school bid farewell to Ms. Komal Karishma, who resigned to pursue higher studies in Australia. Despite these transitions, the school remained steadfast in its preparations for the Special Olympics World Games.

April presented a blend of celebrations and ongoing improvements. The Easter Celebration brought joy to the campus, while efforts persisted with APTC to achieve accreditation. The community's support shone through with food donations for students, and new faculty member Ms. Tokaroi Barere Teatu joined, enriching computer classes. Training sessions conducted by APTC for teachers aimed to enhance educator skills. Progress with Holiday Inn saw two students selected pending interviews for work attachments.

The quarter concluded with a meaningful donation—a computer from Mr. Saleshe Deo—to further the school's technological advancement. Overall, these three months showcased a tapestry of accomplishments, challenges, and collaborative efforts, underscoring the school's commitment to providing a comprehensive and enriching educational experience.

## 4.8 Administration Unit

### 1. Staffing

The current staff establishment at the National Council stands at twenty six (26), of which six (6) are in the Labasa Office , six (6) in the Lautoka Office and fourteen (14) staff are in Suva.

### 2. Appointment

There were four (4) new appointments made during the specified period which were as follows:

1. Skills trainer
2. Secretary
3. Data Administrator
4. Security

### 3. STAFF PERFORMANCE APPRAISAL

Staff appraisal was conducted in the 2nd quarter on a bi-annual basis.

### 4. TRAINING AND AWARENESS

Council staffs continues to attend refresher training with few involving in outreach awareness for persons with disabilities. Many projects had involved the contributions of our staff in terms of facilitating and coordinating programmes.

### 5. OTHER DELIVERABLES

The Unit is revamping the OHS functionality with the deliverables /activities to be spearheaded by the Committee.

There were six policies formulated during this period

1. OHS
2. Disaster Risks
3. Child Protection
4. Tendering
5. Business Continuity Plan
6. Communication

The Council has also formulated its Human Resources Manual , 2022

#### 4.9 Jaipur Foot Camp

The Jaipur Foot Camp in Fiji organized by India in Fiji (High Commission of India, Suva) in association with Ministry of Health & Medical Services - Fiji & BMVSS - Jaipur Foot. The Government of India funded camp will provide world renowned Jaipur prosthetic limbs to 600+ amputees in Fiji from 01 Nov – 20 Dec 2022. The camp in Northern Division Started from 2nd to 9th Dec 2022 at National Council for Persons with Disability (The Northern Facility). The official inauguration of camp was on 3rd of December 2022 on the International Day for Persons with Disability in a motive of Gifting Mobility & Transforming Lives.

#### **TOTAL CASES ATTENDED**

*Total Cases Seen: 103*

*Unfit Cases: 10*

Benefit provided by Jaipur Camp to NCPD North

#### **Construction of 20'x10' Storage room**

- Front Double Hinge Door with 2 Windows
- Structure will be of HSS steel-4\*2\*3mm tubing
- 12mm ply board for flooring
- 9mm ply board for walls
- 3rows of shelves using 3\*1 Timber
- Stainless Steel frame with basin
- Painting



#### 4.10 DISABILITY INCLUSION SECTOR GEDSI TRAINING PROGRAM

From July 25th to 27th, the GEDSI training aimed to bolster comprehension and utilization of Gender Equity, Disability, and Social Inclusion standards within the disability inclusion sector. Its goal was to enhance practitioners' confidence in employing transformative GEDSI approaches and inclusive strategies. The training also focused on familiarizing participants with GEDSI Legislative Policy Frameworks for policy review and advocacy. Furthermore, it aimed to reinforce the application of rights-based intersectionality and gender analysis in government, NCPD, and OPD efforts toward disability inclusion.



# 5. FINANCIAL OVERVIEW

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The Audit Report and Financials for the year will be inserted here

Unaudited - Extract from MYOB - not finalised (Waiting for Audit submission) - (SAMPLE only)

National Council for Persons with Disabilities			
Profit & Loss Statement			
August 2022 To July 2023			
Income		Amount(\$)	Total(\$)
Fiji Government Grant		\$588,000.00	
Aid Agency Grant		\$493,703.10	
Rent		\$4,950.00	
Sheltered Workshop Sales		\$1,449.00	
Hire of Equipment & Facilities & Vehicle		\$6,560.00	
Bank Interest		\$26.32	
Donation & Sponsors		\$23,224.91	
Affiliates Registration		\$20.00	
<b>Total Income</b>			<b>\$1,117,933.33</b>
Expenses			
<b>Salaries &amp; Wages</b>			
Salaries & Wages		\$409,371.65	
FNPF Paid		\$55,609.74	\$464,981.39
<b>Utilities &amp; Admin &amp; Repairs</b>			
Electricity Bills		\$10,925.25	
Software Licensing/Renewals		\$3,978.04	
Postal Box Fees		\$128.55	
Town Council Fees		\$2,609.13	
Water Bills		\$1,498.72	
Telephone Bills		\$5,587.16	
Internet Bills		\$2,971.86	
Land Rental Fees		\$749.54	
Building Repairs		\$9,163.10	
Office Equipments Repairs		\$2,610.16	
Office Furniture & Fittings Repairs		\$6,389.50	
Stationery		\$5,833.78	
Janitorial Supplies		\$5,437.68	
Printing & Advertising		\$11,332.06	
OHS & Safety Supplies		\$1,483.00	
Funeral Contributions		\$1,700.00	
Bank Fees and Charges		\$616.19	
Capital Purchases		\$12,609.95	
Audit Fees		\$4,449.00	
Project Administration Fees		\$1,753.95	
Consultants Fees		\$6,800.00	
Official Meetings		\$6,379.22	
Motor Vehicle Fuel & Maintenance		\$24,678.20	
Motor Vehicle Insurance		\$4,305.50	\$133,989.54
<b>Training workshops/Awareness/Outreach</b>			
Workshop		\$41,379.21	
Staff & Project Volunteers Travel, Accomodation, Meals		\$34,674.11	
Hire of Specialized Equipment		\$20.00	\$76,073.32
<b>Total Expenses</b>			<b>\$675,044.25</b>
<b>Net Profit/(Loss)</b>			<b>\$442,889.08</b>

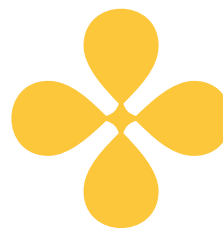
# 5. FINANCIAL OVERVIEW

34

The Audit Report and Financials for the year will be inserted here

Not Finalised - Unaudited - Extract from MYOB without year end adjustments entries (SAMPLE Only)		
National Council for Persons with Disabilities		
Balance Sheet		
As of July 2023		
Assets	Amount(\$)	Total (\$)
Westpac Bank Grant A/C 0045856200	\$444,368.66	
Westpac Buffer A/C 9800978786	\$12,516.54	
EFL Security Deposit	\$1,023.76	
TFL Secuirty Deposit	\$730.00	
Rent Recievable	\$650.00	
Land & Building	\$2,050,000.00	
Furniture & Fittings	\$15,730.37	
Acc. Dep Furnture & Fittings	(\$3,125.60)	
Office Equipment	\$26,917.94	
Acc. Dep Office Equipment	(\$15,842.41)	
Motor Vehcile	\$81,540.00	
Acc. Dep Motor Vehcile	(\$16,190.00)	
Computer Equipment	\$13,720.52	
Acc. Dep Computer Equipment	(\$4,833.38)	
Application Software	\$4,793.82	
Acc. Dep Application Software	(\$1,413.19)	
<b>Total Assets</b>		<b>\$2,610,587.03</b>
Liabilities		
Accrued Expenses	\$25,198.20	
<b>Total Liabilities</b>		<b>\$25,198.10</b>
<b>Net Assets</b>		<b>\$2,585,388.93</b>
Equity		
Retained Earnings	\$2,142,499.85	
Current Year Earnings	\$442,889.08	
<b>Total Equity</b>		<b>\$2,585,388.93</b>

# CONCLUSION



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The secretariat still continued to do its duty despite being every hurdle that came our way. We had a few victories that we are proud of.

## Key Achievements

- Successful IDPD celebration throughout the 3 Centres
- MOU with TSLS in the provision of scholarship for persons with disabilities on short courses
- Successful inclusive election process through the establishment of the Election Disability Access Working Group (EDAWG)
- Engaging with APTC in the development and upgrading of the Fiji Vocational Technical Training Centre for Persons with Disabilities
- Registration of the FVTTCPD with Fiji Higher Education Commission

## Persistent Challenges

- Coordination of the Disability Service Providers
- Limited Resources
- Community based inclusive development strengthening
- Streamlining of services with development partners

*Towards an inclusive, barrier-free and rights based society for persons with disabilities in Fiji.*



# ACKNOWLEDGEMENTS

This year wouldn't have been possible without some key people in the organisations who are responsible for keeping the cog wheel of the Secretariat moving forward. Below are those people and organisations:

The former Chairperson - Dr. Josefa Koroivueta

The Chairperson - Mrs. Eseta Nadakuitavuki

The members of the Council

The Centre Managers and their team

The Organisations for Persons with Disabilities

Donors and Stakeholders

The Government Ministries

## Contact

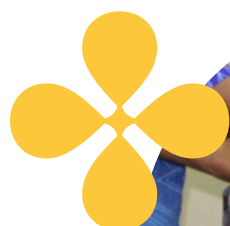
**National Council for  
Persons with Disabilities**

03 Brown St., Toorak, Suva

+679-331-9045

[www.ncpdfiji.org](http://www.ncpdfiji.org)

[secretariat@ncpdfiji.org](mailto:secretariat@ncpdfiji.org)



**"We thank you for your  
continued support in our  
efforts to contribute toward  
Persons with Disabilities"**

