



always there

Strategic Plan 2022-2026



The Fundamental Principles

In 1965, the seven Fundamental Principles were adopted by the 20th International Conference. They were developed to link together the International Committee, Federation and National Societies.

Our network is vast, but our approach is simple. All Red Cross programs and activities are guided by the Fundamental Principles of Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity and Universality.

These principles allow us to provide help immediately to whoever needs it, wherever they are, whatever their race, political beliefs, religion, social status, or culture.



Humanity

The International Red Cross and Red Crescent Movement, born from the desire to bring assistance, without discrimination, to the wounded on the battlefield, endeavours, in its international and national capacity, to prevent and alleviate human suffering wherever it may be found. Its purpose is to protect life and health and to ensure respect for the human being. It promotes mutual understanding, friendship, cooperation and lasting peace amongst all peoples.



Impartiality

It makes no discrimination as to nationality, race, religious beliefs, class or political opinion. It endeavours to relieve the suffering of individuals; being guided solely by their needs, and to give priority to the most urgent cases of distress.



Neutrality

In order to continue to enjoy the confidence of all, the Movement may not take sides in hostilities or engage at any time in controversies of a political, racial, religious or ideological nature.



Independence

The Movement is independent. The National Societies, while auxiliaries in the humanitarian services of their governments and subject to the laws of their respective countries, must always maintain their autonomy so that they may be able at all times, to act in accordance with the principles of the Movement.



Voluntary Service

It makes no discrimination as to nationality, race, religious beliefs, class or political opinion. It endeavours to relieve the suffering of individuals; being guided solely by their needs, and to give priority to the most urgent cases of distress.



Unity

There can be only one Red Cross or one Red Crescent Society in any one country. It must be open to all. It must carry on its humanitarian work throughout its territory.



Universality

The International Red Cross and Red Crescent Movement, in which all Societies have equal status and share equal responsibilities and duties in helping each other, is worldwide.



always there

Strategic Plan 2022-2026

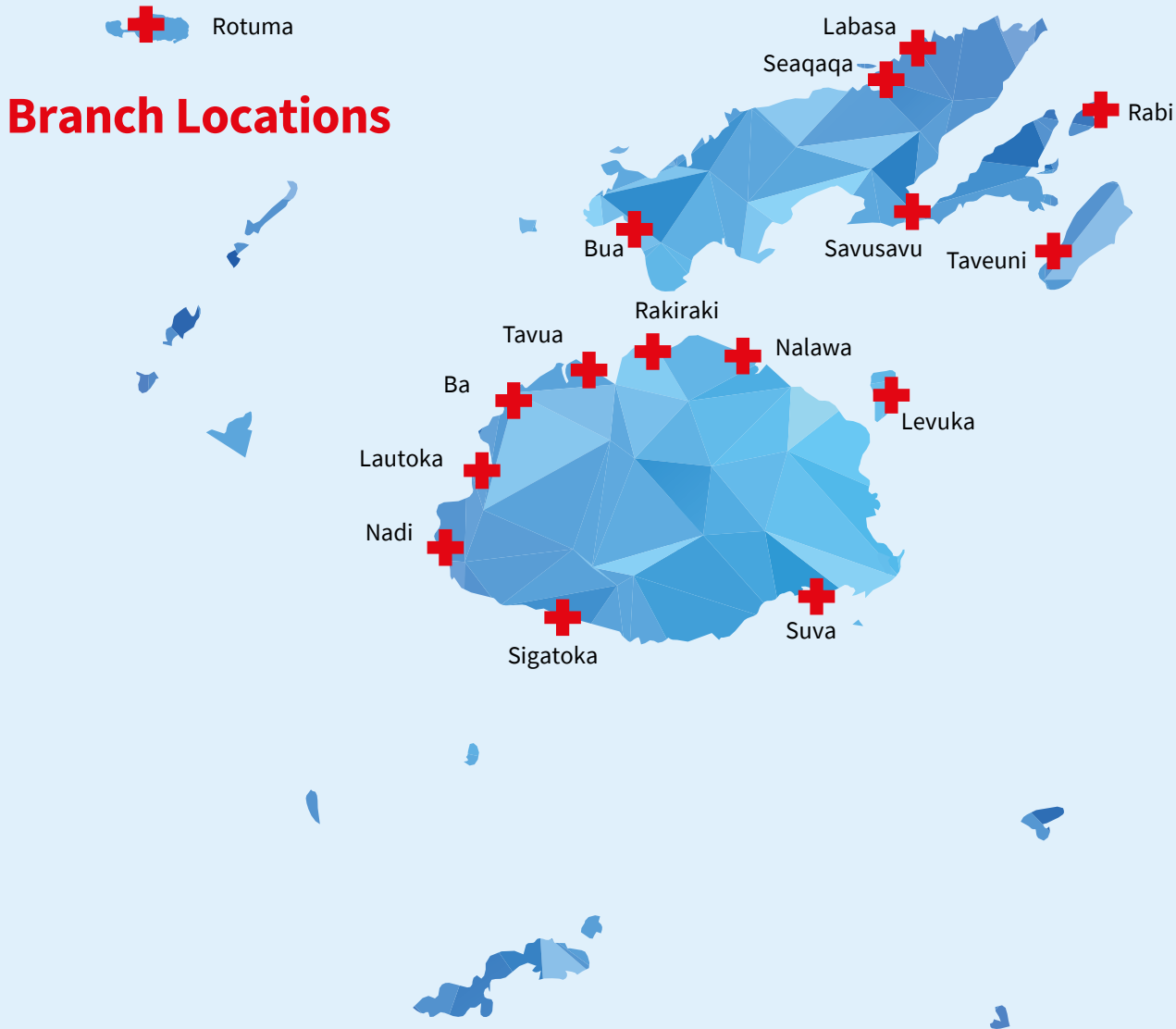
Fiji Red Cross Society

The staff and volunteers of the Red Cross have been helping people in Fiji for over 70 years. First established as a branch of the British Red Cross in 1952, the Fiji Red Cross was registered as a National Society in 1971 following Fiji’s independence from Great Britain in 1970.

At our heart, we are a community-based organisation. Our volunteers and branches are based in the communities with which we work. This means we are always ‘on site’, available to help every day, all year round.

We understand the community’s priorities because we are part of that community. We use our local knowledge and our international experience to assist where we can make the greatest difference. We are local in focus but have an international movement from which we draw support. This is what makes the Red Cross unique.

The Fiji Red Cross is auxiliary to the Government of Fiji, delivering emergency and other care to the people of Fiji. Our programs are delivered through a network of 16 branches and 3 Divisional Support Centres with reach across all of Fiji’s territory. We are dedicated to building a safe, healthy and resilient society in partnership with local communities and our partners.



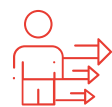
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Our Vision

A resilient Fiji, free from vulnerabilities, where people are ready to offer impartial and voluntary assistance to those in need.



Our Mission

To build safe, healthy and resilient communities by working with our partners and empowering volunteers in humanitarian service and advocacy.





“Despite the volume of work over the past five years the Society has come out stronger, demonstrating that our investment in strengthening the organisation has been well worth it.”

President's Message

The past five years have been a challenging period for Fiji. It began with TC Winston in 2016, the most damaging cyclone to ever hit the nation, and ended with the COVID-19 global pandemic. There were also many smaller cyclones and other events along the way, so every citizen of Fiji has felt the impacts of disasters. During this time, it has been an inspirational experience to be part of the Fiji Red Cross Society.

We have had tremendous success in providing space for over 5000 people to volunteer their time in service of others and in directly supporting over 200,000 people over the past five years. It has been a journey to remember, and as the elected representative of the FRCS, I am proud that we have witnessed the best of humanity as envisaged by the Fundamental Principles of the Red Cross and Red Crescent Movement.

Despite the volume of work over the past five years, the Society has come out stronger, demonstrating that our investment in strengthening the organisation has been well worth it. The year 2021 marks the 50th anniversary of the Fiji Red Cross Society and our role as the flagbearer of humanitarian principles is as important now as it was in 1971.

I look forward to another exciting period of growth for our network. In launching our next five-year strategic plan, we are clear about our core services and the value we add to our nation of Fiji. During the new strategic plan period, we will have specific and increased emphasis on:

- targeting NCDs, the main driver of disability and death in Fiji, youth engagement as central to our future,
- investing in risk reduction to save lives,
- expanding our urban presence to meet Fiji's changing population dynamics, providing increased opportunities for our volunteers to grow and develop, performing our mandated role in the humanitarian sector in Fiji,
- ensuring integrity in all our work,
- promoting diversity, inclusion and women's leadership at all levels of the Society.



Ensuring integrity in all our work

I am excited about the commitment being made by FRCS to mainstreaming of protection, gender and inclusion (PGI) and youth engagement across all our work. I applaud the board and National Council's drive to demonstrate the political will to improve the Society and to make available the technical capacity and resources needed. As part of a global network, FRCS has aligned our work with that of the International Federation of Red Cross and Red Crescent Societies (IFRC) Strategy 2030 and the transformations being asked for by FRCS and our sister Pacific national societies. As President I make a personal commitment to ensure accountability and responsibility of all departments and divisions to report to the board on progress in all areas.

In launching FRCS strategic plan 2022-26, I challenge our volunteers, members, staff and partners with a bold target - over the life of this strategic plan, FRCS services will reach 50% of Fiji's population and support them to anticipate, lead and mobilise for safe, healthy and sustainable communities. We will need everyone to support this ambitious target.

Sala Toganivalu Lesuma

President

Fiji and Its People



Fiji is an island nation located in the South Pacific Ocean. One third of the 330 island archipelago is inhabited. The two largest islands, Viti Levu and Vanua Levu, account for three quarters of the total land area of the country and 90% of the country's population.

In the 2017 Fiji Census, the population of Fiji was 884,887 where 50.7 percent were males and 49.3 percent, females. 55.9 percent of Fiji's population resides in urban areas, an increase from 50.7 percent in 2007 census record. This is attributed to the extension of town boundaries and also due to movement of people from rural to urban areas. 44.1 percent of Fiji's population live in rural areas.

In 2018, the Fiji labour force participatory rate was 58.1 percent and the employment-to-population ratio was 54.6%. Both these rates are more than 34 percentage points higher for men than for women. The total unemployment rate in 2016 was 4.3 percent and the youth unemployment rate was 18.76% with the female youth unemployment rate 12 percentage points higher than the male rate.

The proportion of youth aged 15-24 years not in education, employment or training was 20.1% in 2016. Employment is heavily reliant on services and agriculture which have both been impacted by the COVID-19 pandemic and Tropical cyclones Harold, Yasa and Ana.

Land and Sea

The islands of Fiji are volcanic and mountainous with peaks rising to 1300m abruptly from the shore. An estimated 50% of Fiji is covered by forests. Fiji's total land area is approximately 18,000 square kilometers with Viti Levu and Vanua Levu comprising 87% of the total land mass.

Fiji's Exclusive Economic Zone (EEZ) spans 1,285 million square kilometers. This relative small land size and large ocean estate is not unusual in the Pacific and the ocean and its resources govern daily life, livelihood, food security, the economy and the climate.

“In the 2017 Census, the population of Fiji was 884,887 where 50.7% were males and 49.3% were females.”

Fiji's Development Challenges

Fiji's National Development Plan has the ambition to widen the reach of programmes, services and networks of infrastructure to transform Fiji for every Fijian. However, Fiji faces a number of challenges including poverty, unemployment, and vulnerability to natural disasters. In addition, public health - non-communicable diseases (NCDs) in particular - has a significant impact on well-being and places considerable burden on the health system.

NCDs, as well as road-related accidents, are among the leading causes of death and disability. Fiji is also feeling the impacts of climate change with an increase in the frequency and intensity of natural disasters including flooding, cyclones and droughts, and the Climate Change Act 2021 declares that Fiji is facing a climate emergency.

Changing demographics also present challenges for Fiji's development. Access to improved health facilities, employment opportunities and education services has drawn many people into urban and peri-urban living in areas that are particularly vulnerable to natural disasters and that have created pressure on infrastructure including roads and water, sanitation and electricity systems. According to the Household Income and Expenditure Survey 2019-20, changing demographics mean that more than half of the population resides in urban areas, over half of the population is under the age of 30 years, and less than 10 percent of the population is over the age of 60 years.

The data also shows that roughly half of Fiji's population is made up of women and girls, the other half is made up of men and boys. Despite this fact, women are not equally represented in leadership and decision making at any level from local to national.

Fiji's challenges have all been worsened by COVID-19, which is reversing many of the development gains made over recent decades. Reports indicate that countries in the Pacific risk a "lost decade" as a result of the region's greatest economic contraction in four decades. The pandemic has caused many families to take on negative coping strategies including the consumption of cheap accessible unhealthy food and holding back from accessing health and other essential services in order to save money. In addition to increased stress and uncertainty having impacts on gender-based violence and mental health, results of negative coping mechanisms may also be associated with higher prevalence of malnutrition, NCDs, and poverty in the long term. Vulnerable and low-income families are the hardest hit by these impacts as they have fewer resources to be able to cope. The impacts are also worse for women with increased childcare and domestic labour responsibilities as a result of closure of schools and workplaces. As women and girls are the primary carers for children, elderly and sick relatives, COVID-19 has added to their already existing unpaid workload.

Fiji's National Development Plan aims for inclusive socio-economic development with no one being left behind.

In support of the Fiji Government, the Fiji Red Cross Society (FRCS) is committed to helping build the resilience of individuals, households and communities across Fiji to address these challenges.

Our core focus areas, Disaster Risk Management and Climate Change, Health and Care, Safety and youth engagement guide the Fiji Red Cross's work to where it is most needed.

"Fiji's National Development Plan aims for inclusive socio-economic development with no one being left behind."



What is Resilience?

The International Red Cross and Red Crescent Movement defines resilience as, "the ability of individuals, communities, organisations or countries exposed to disasters, crises and underlying vulnerabilities to anticipate, prepare for, reduce the impact of, cope with and recover from the effects of shocks and stresses without compromising their long-term prospects."

Who is Red Cross



The Fiji Red Cross Society is part of the International Red Cross and Red Crescent Movement. Recognised as the world's largest humanitarian network, the Movement endeavours to prevent and alleviate human suffering particularly during times of disasters and conflicts. The Red Cross and Red Crescent Movement is made up of three parts:



International Committee of the Red Cross

The International Committee of the Red Cross (ICRC) is an impartial, neutral and independent organisation whose exclusive humanitarian mission is to protect the lives and dignity of victims of war and internal violence and to provide them with assistance. It directs and coordinates the international relief activities conducted by the Movement in situations of conflict.

The ICRC also endeavours to prevent suffering by promoting and strengthening humanitarian law and universal humanitarian principles.



International Federation of Red Cross and Red Crescent Societies (IFRC)

The IFRC is a global humanitarian organisation of 192-member national societies supported by a secretariat. It coordinates and directs international assistance following natural and man-made disasters in non-conflict situations. Its mission is to improve the lives of vulnerable people by mobilising the power of humanity.

The IFRC works with National Societies in responding to catastrophes around the world. Its relief operations are combined with development work, including disaster preparedness programmes, health and care activities, and the promotion of humanitarian values. The IFRC also promotes cooperation between National Societies and works to strengthen their capacity to carry out effective disaster preparedness, health and social programmes



National Red Cross and Red Crescent Societies

Most countries around the world have a National Red Cross or Red Crescent Society. Each Society is made of up of individuals from their local community and is formed at an original request of its government. National Societies have a responsibility to help vulnerable people within their own borders, particularly in times of disaster and to strengthen international humanitarian law and principles.

Each National Society comes together under the banner of the Red Cross Red Crescent Movement and as a member of the International Federation of Red Cross and Red Crescent Societies. A National Society works in support of its national government but enshrined in the laws and policies of its country is the right for the National Society to operate independently of the national government in accordance with the seven Fundamental Principles.



FRCS will have the following values to which we will be held accountable:

- The seven IFRC Fundamental Principles of Humanity, Impartiality, Neutrality, Independence, Voluntary Service, Unity, and Universality;
- Professionalism, Transparency and Accountability;
- Teamwork and collaboration;
- Innovation, learning, continuous improvement and growth;
- Integrity, honesty and commitment;
- Diversity and unity in our workforce and programmes;
- Dignity and respect for all, including the elderly and people with disabilities;
- Gender equality and social inclusion;
- Safety, well-being and the rights of children; and
- Celebration of the contributions of the Fiji Red Cross Society.

FRCS will perform our auxiliary role to government by:

- Meeting our obligations under the revised Disaster Risk Management (DRM) Act including working alongside divisional governments in its roll-out;
- Supporting the implementation of the national health and youth strategies;
- Supporting national health and disaster campaigns;
- Clearly communicating to disaster management stakeholders our reach and capacity in coordinating disaster management planning;
- Providing humanitarian advisory support and services as a permanent member of the National Disaster Council;
- Supporting communities with disaster preparedness;
- Supporting national pandemic preparedness;
- Promoting humanitarian education and increasing understanding of humanitarian standards, principles and humanitarian law; and
- Acting as first responders when disasters strike.
- Supporting risk reduction and healthy lifestyles in schools and communities.

What is the auxiliary role?

A National Society works in support of its national Government at all levels of society. Enshrined in the laws and policies of the country is the principle that the National Society will operate independently of the national Government in accordance with the seven Fundamental Principles.

The auxiliary role refers to a set of agreed responsibilities and activities defined by a Government and a National Society. They are agreed on the basis of the seven Fundamental Principles of the International Red Cross and Red Crescent Movement and reaffirmed every four years at a global gathering of National Governments and Red Cross National Societies.

WHAT WE DO

Introducing Fiji Red Cross Strategic Plan 2022-2026

The Fiji Red Cross Strategic Plan 2022-2026 summarises our commitment to building a resilient Fiji.

The FRCS Strategic Plan 2022-2026 is being developed in a context in which Fiji is facing challenges on multiple fronts. These challenges of geographic isolation, poverty, ill-health, unemployment, aid dependence and vulnerability to natural disasters and the impacts of climate change are all being exacerbated by the COVID-19 pandemic.

In addition, the nature of what a community is has changed from being predominantly i-Taukei and rural to being increasingly urban and indo-Fijian as well as other ethnicities. Vulnerability has also changed, with the slow but steady decline of the sugar industry, gaps in the health and education sectors, impacts of multiple and frequent disasters, urban-rural shift and mass unemployment as a result of the pandemic.

The Plan builds on our strengths as a volunteer-based community organisation, and uses our international experience to deliver real and lasting change in the Fijian community.

The Plan has 4 strategic goals. These goals commit us to actions which build the resilience of vulnerable people, to effectively meet the physical, economic, mental and environmental challenges they face in life.

Strategic Goal 1: People anticipate, respond to and recover quickly from crises:

Every year, shocks, disaster and hazards such as cyclones, floods, pandemics and landslides, lead to avoidable destruction, injuries and deaths. Information shared at the right time, in an understandable format, by trusted sources, can be the most effective life-saving tool in such events. Indeed, knowledge is empowerment when it comes to preparing for, mitigating against the impact of and responding to shocks and hazards.

Strategic Goal 2: People lead healthy, safe and dignified lives:

Strengthening of resilience in communities will involve members of the community actively participating in detecting and responding to health incidences in their own communities. It will also mean ensuring people build resilience in Health by accessing quality health care and mitigating vulnerabilities.

Strategic Goal 3: People mobilise for more equitable and inclusive communities:

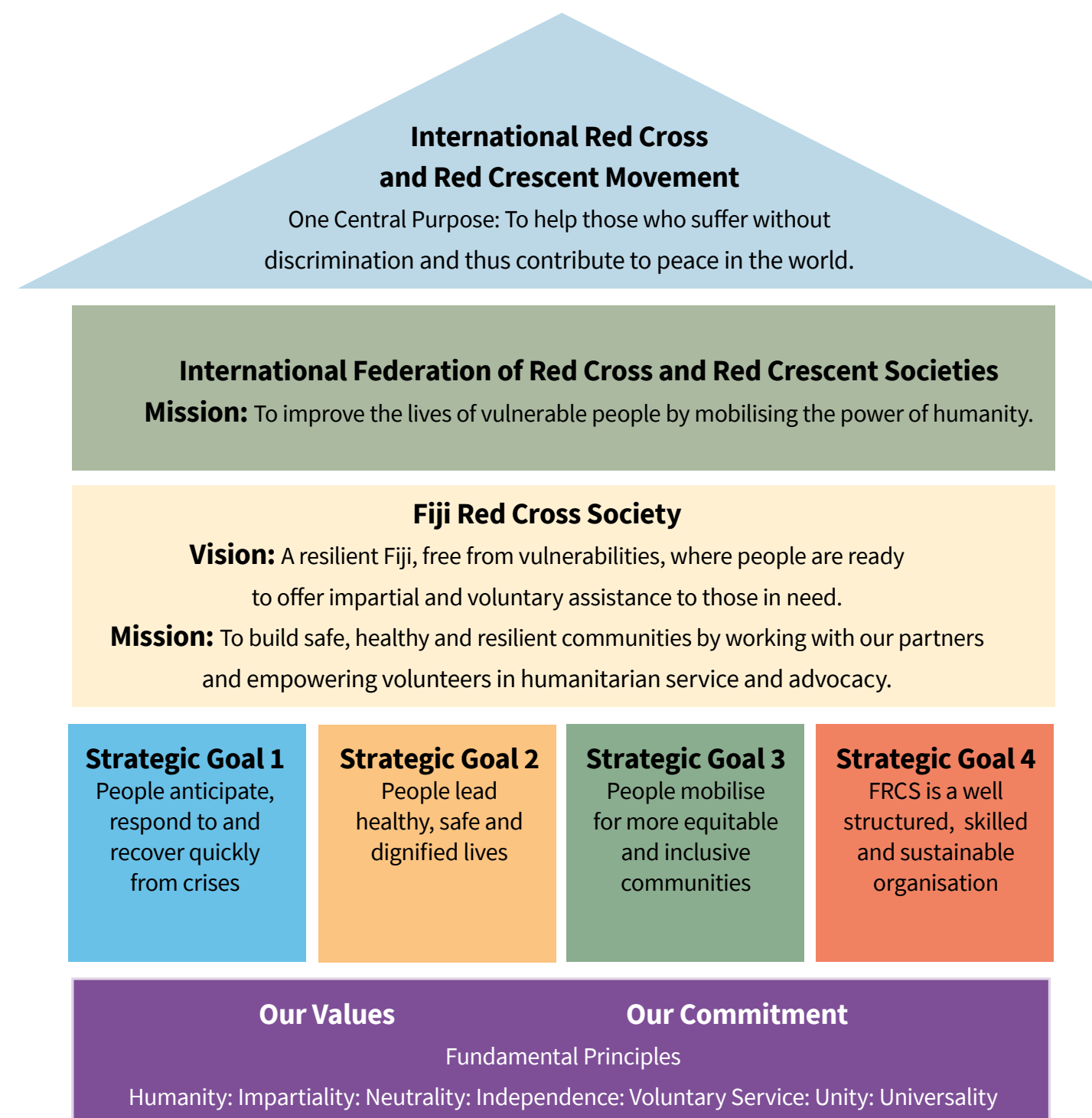
Mobilising people is the foundation of all Red Cross work. We will work with partners and people of all ages, aligning our humanitarian approaches to address the issues that we face, and supporting life-changing action.

Strategic Goal 4: FRCS is a well structured, skilled and sustainable organisation:

To build a well-structured, learning and sustainable organisation with strong branches that support our people and program

Our Strategy House

The Strategy House schematic serves to express the Plan's main elements and their connectivity. The roof of the house represents our Vision and Mission for the future and also illustrates the relationship between the International Red Cross and Red Crescent Movement and Fiji Red Cross Society. The pillars that support the house represent the four Strategic Goals we will pursue over the next five years. Each Strategic Goal shall be attained through achieving 15 key actions which will frame around the four operational priorities of Fiji Red Cross Society over the next 5 years. The foundation of the house embodies our values, our commitment and the seven Fundamental Principles of the Red Cross and Red Crescent Movement on which all our work is built.



Fiji Red Cross Society Strategic Framework 2022 –2026

Fiji Red Cross Society

Vision: A resilient Fiji, free from vulnerabilities, where people are ready to offer impartial and voluntary assistance to those in need.

Mission: To build safe, healthy and resilient communities by working with our partners and empowering volunteers in humanitarian service and advocacy.

Strategic Goal 1

People anticipate, respond to and recover quickly from crises

Strategic Goal 2

People lead healthy, safe and dignified lives

Strategic Goal 3

People mobilise for more equitable and inclusive communities

Strategic Goal 4

FRCS is a well structured, skilled and sustainable organisation

Key Actions for SG1

OUTCOMES

1.1 Disaster Preparedness with Communities

1.2 Prepare for Disasters of the Future

1.3 Disaster Assessment and Relief

1.4 Early Recovery from Disasters

1.5 Psychosocial First Aid

1.6 Restoring Family Links

Key Actions for SG2

OUTCOMES

2.1 Health and Care Program

2.2 First Aid Safety Program

2.3 School Program

2.4 Protection, Gender and Inclusion

Key Actions for SG3

OUTCOMES

3.1 Volunteer Management System

3.2 Youth Program

3.3 Communication and Influence

3.4 Humanitarian Education

Key Actions for SG4

OUTCOMES

4.1 Good Governance and Management

4.2 People, Training and Development

4.3 Branch and Division Network

4.4 Digital Technology and Property Management

4.5 People Financing for the Future: To sustain our organisation FRCS will invest in

FIJI RED CROSS SOCIETY STRATEGIC PLAN

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A collage of five photographs showing Red Cross Society activities. The top photo shows four volunteers in red shirts standing outdoors. The middle-left photo shows a group of people celebrating with a cake, with a banner in the background that says 'FOR EDUC AND SUP'. The middle-right photo shows a person in a yellow vest planting a tree. The bottom-left photo shows a woman in a red shirt with a smiley face on it, sitting in a red chair. The bottom-right photo shows a group of people sitting on the ground outdoors, possibly in a training or community meeting.

FIJI RED CROSS SOCIETY STRATEGIC PLAN

Strategic Goal 1:

People anticipate, respond to and recover quickly from crises

OUTCOMES**1.1 Disaster Preparedness with Communities****1.2 Prepare for Disasters of the Future****1.3 Disaster Assessment and Relief****1.4 Early Recovery from Disasters****1.5 Psychosocial First Aid****1.6 Restoring Family Links****Strategic Goal 1: People anticipate, response to and recover quickly from crises**

As the mandated heart of Fiji's humanitarian community, FRCS will ensure we have the right capacity in place to effectively prepare for, assess and respond to emergencies. FRCS will invest in disaster preparedness and climate adaptation and support the relief and assessment phases of emergencies as well as early recovery, to lay the foundation for communities' long-term recovery from disasters. This is in recognition of the changing and shifting patterns of movement, experienced in Fiji including by extending its reach into urban areas. Our Mission is to build community resilience. This means helping people in communities better prepare, adapt and respond.

In summary, we must work towards building resilient communities through people today so they can better combat the disasters of tomorrow. To focus on our priority and achieve our goal, we will strengthen our Disaster Management and Climate Change program by supporting people and undertaking these key actions:

1.1 Disaster Preparedness with communities:

In the face of Fiji's many challenges, responding to disasters is not enough. We must also help communities to prepare themselves for disasters, understand the changing nature of vulnerability, reduce the impacts of disasters, and better address new and emerging risks. This means supporting communities to lead their own preparedness and include investing in our local networks and volunteers in their frontline roles. As part of the emphasis on reducing risks FRCS will also consider the impacts of climate change, migration and displacement in our communities.

1.2. Prepare for Disaster of the Future:

As auxiliary to Public Authorities in the humanitarian space, we will, within the National Disaster Management Act, focus on a climate resilient Fiji. With the Climate Change Act, we will have a strategic focus on being forward-looking to unpredicted emergencies. Learning lessons from our previous strategy and the changing context, as an organisation, we will prepare for and anticipate events ranging from local emergencies to mega- disasters and repeated disasters. The impacts of climate change including areas such as migration or displacement will be an important part of our work.

1.3 Disaster Assessment and Relief:

During and immediately after a crisis, urgent action is required to save lives. FRCS' mandated role is to respond to disasters as rapidly and effectively as possible, by mobilising resources and ensuring that our network is well coordinated. The first step in any emergency response is to assess the extent and impact of damage and understand the capacity of affected populations in order to meet immediate needs. We will prioritise further investment in the speed and accuracy of this crucial phase as well as the ways that FRCS communicates and coordinates with the humanitarian

Strategic Goal 1:

People anticipate, respond to and recover quickly from crises

OUTCOMES**1.1 Disaster Preparedness with Communities****1.2 Prepare for Disasters of the Future****1.3 Disaster Assessment and Relief****1.4 Early Recovery from Disasters****1.5 Psychosocial First Aid****1.6 Restoring Family Links**

Community. In extending relief, FRCS provides relevant material support, and will prioritise support to the most vulnerable who are identified through assessments. FRCS will develop a clear strategy for response work outlining our approaches, reach, thematic areas of work and partnership models and communicate this to stakeholders.

1.4 Early Recovery from Disasters:

In addition to disaster assessment and relief, time-critical interventions, which lay the foundations for sustainable recovery and a speedy return to longer-term development are also critical. Early Recovery addresses needs that arise during the humanitarian phase of an emergency, using humanitarian mechanisms that align with development principles. It enables people to use the benefits of humanitarian action to seize development opportunities, build resilience, and establish a sustainable process of recovery from crisis. Our early recovery interventions will end at six months after a disaster. We will develop key strategic partnerships to link FRCS' early recovery work to that of Fijian agencies that specialise in long-term recovery.

1.5 Psychosocial First Aid (PFA):

Disasters and health problems often have psychosocial consequences. Emotional wounds may be less visible than the destruction of homes, but it often takes far longer to recover from emotional impact than to overcome material losses. Psychosocial first aid helps individuals and communities to heal the psychological wounds and rebuild social structures after an emergency. It can help people change from passive victims into active survivors.

1.6 Restoring Family Links:

Restoring Family Links (RFL) is a global program of the Red Cross and Red Crescent Movement specifically of the International Committee of the Red Cross (ICRC), that aims to prevent separation and disappearance, look for missing persons, restore and maintain contact between family members and clarify the fate of persons reported missing. It is active all the time, not only during large disasters.

Strategic Goal 2:

People lead safe, healthy and dignified lives

OUTCOMES**2.1 Health and Care Program****2.1.1 Non-Communicable Diseases (NCD)****2.1.2 Community-Based Health and First Aid****2.1.3 Encouraging Blood Donor Mobilization****2.2 First Aid Safety Program****2.2.1 Commercial First Aid****2.2.2 Road Safety****2.2.3 Water Safety****2.3 School Program****2.4 Protection, Gender and Inclusion:****Strategic Goal 2: People lead healthy, safe and dignified lives**

A key area of focus for the Fiji Red Cross is to provide targeted support that will enable people to lead safe, healthy and dignified lives. We provide tools, build skills and support community health surveillance so that people are able to reduce risks in their daily lives. FRCS will emphasise the core services that the Red Cross Movement is known for globally, services for which the Society has developed an excellent reputation in Fiji.

Programmes will include blood donor mobilisation, first aid, road safety, water safety, and community health. Non-communicable diseases (NCDs) will have a particular focus as the main cause of death and disability in Fiji. In order to ensure sustainability these activities will be planned and delivered at the branch level. Strengthened divisional support centres will support branch activities, with technical guidance coordinated through the national office. FRCS will adapt to the changing demographics in Fiji including by extending its reach into growing urban and peri-urban areas. Fiji Red Cross Society works by providing and connecting people to existing services and care, and work alongside vulnerable communities to identify, prevent and address their priority health issues.

To focus on our priority and achieve our goal, we will strengthen four main programmes and its key actions:

2.1 Health and Care Program :

We will support people in addressing:

2.1.1 Non- Communicable Diseases (NCD):

In recognition of the significant impact of NCDs on Fijians' health and the burden they place on the health system, FRCS will build on the success of its existing NCD activities under the community-based health programme and scale up work in this area. Working in conjunction with key stakeholders, the Society will design a long term NCD Strategy and programme, and this will be part of the coordinated national strategy to tackle the NCD crisis in Fiji.

2.1.2 Community-Based Health and First Aid:

Our community-based health and first aid (CBHFA) approach enables volunteers and communities to take charge of their own health and to mobilise to address their health needs. Beyond simply teaching people First Aid, CBHFA addresses needs related to NCDs, urban health risks, and Leptospirosis, Typhoid, Dengue and Diarrhoea(LTDD). CBHFA will be adapted to promote health in non-traditional urban and peri-urban settings. Activities include Trauma First Aid, First Aid in Sports, CPR Refresher, First Aid Awareness and support for home-based care.

2.1.3 Encouraging Blood Donor Mobilization:

Blood transfusion is vital in lifesaving healthcare and improves the health of thousands of people. Club 25 encourages young adults to give voluntary, safe blood donations. Members commit to giving blood regularly and to adopting a healthy lifestyle in order to be low-risk donors. They raise awareness about blood donation and motivate their peers to donate blood. The FRCS Club 25 programme will be scaled up across all divisions.

Strategic Goal 2:

People lead safe, healthy and dignified lives

OUTCOMES**2.1 Health and Care Program****2.1.1 Non-Communicable Diseases (NCD)****2.1.2 Community-Based Health and First Aid****2.1.3 Encouraging Blood Donor Mobilization****2.2 First Aid Safety Program****2.2.1 Commercial First Aid****2.2.2 Road Safety****2.2.3 Water Safety****2.3 School Program****2.4 Protection, Gender and Inclusion:****2.2 First Aid Safety Program:**

We will support people through training.

2.2.1 Commercial First Aid:

The Red Cross Movement is the largest provider of first aid services in the world and FRCS is the most trusted provider of First Aid in Fiji. FRCS will continue to expand its commercial first aid services by establishing and strengthening sub-national delivery of commercial first aid services through divisional support centres. The Society will also continue to develop its online training service delivery. Master Training of Trainer certification will enable FRCS to become a recognised certifier of trainers by the Global Reference First Aid Centre.

2.2.2 Road Safety:

With population growth, deteriorating road infrastructure and larger numbers of vehicles on Fiji's roads each year, road safety is vital to save lives and build safer communities. FRCS will draw from the knowledge, tools and investment of the Global Road Safety Partnership (GRSP), a global initiative hosted by the IFRC, to help address road safety in Fiji.

2.2.3 Water Safety:

Drowning has been identified as one of Fiji's five leading causes of death for those aged one to 29 years. FRCS will incorporate increased public awareness of the dangers that can exist in and around water in efforts to help reduce the number of drownings within Fiji. Basic water safety may include Elementary First Aid at Sea.

2.3 School Program:

An integrated school programme will bring together the best aspects of Fiji Red Cross in a coordinated way of working with the education system. Engaging children is a proven way to teach a culture of safety and risk reduction and ensure that schools are safe from disaster risks and that learners live in a culture of safety. Engagement at school level is often the first opportunity a child has to experience what can be a lifetime of engagement with their Red Cross national society. Humanitarian education; protection, gender and social inclusion; disaster risk management and climate change; healthy lifestyles; road and water safety; and first aid all come together under one programme utilising Red Cross tools and approaches. This work will include expansion of the iconic Junior Red Cross Club, across Fiji.

2.4 Protection, Gender and Inclusion (PGI):

We will mainstream the four principles of dignity, access, participation and safety throughout its action, based on gender, age, disability and other diversity factors. This includes limiting people's exposure to risks of violence and abuse and ensuring that our programmes "do no harm".

A FRCS PGI strategy will guide the mainstreaming of PGI across all departments, programmes and approaches of the FRCS. Working in conjunction with the mainstreaming of youth engagement, this will ensure FRCS has a strong focus on inclusion across all its work. All areas of FRCS operations will report to our governing board on progress against the PGI strategy.

Strategic Goal 3:

People mobilise for more equitable and inclusive communities

OUTCOMES

3.1 Volunteer Management System

3.2 Youth Program

3.3 Communication and Influence

3.4 Humanitarian Education

Strategic Goal 3: People mobilise for more equitable and inclusive communities

Mobilising people is a crucial part of the foundation of all Red Cross work. We will work with partners and people of all ages, aligning our humanitarian approaches to address the issues that face us, and supporting transformative action. We recognise that we must work effectively as part of a broader network to influence people's lives for the better. We will do this by promoting humanitarian values and embodying these values in all that we do as a national society.

In recognition of the changing landscape, FRCS will adapt to the shifting patterns of movement and living and vulnerabilities being experienced in Fiji including by extending its reach into urban areas. To focus on our priority and achieve our goal, we will strengthen four areas and its key actions:

3.1 Volunteer Management System:

Continue investment by Fiji Red Cross Society as an attractive organisation for volunteers and ensuring our Divisional Services and Branch programmes are working together and have the required experience and tools to mobilise, support and retain volunteers.

3.2 Youth Program:

We recognise that youth have a right to participate in the development of our nation and also that an investment in the health and well-being of youth is an investment in the future of Fiji. Youth who are provided with the right opportunities and support, will help to build a more resilient nation.

3.3 Communication and Influence:

We will promote an understanding of the Red Cross auxiliary role by clarifying who we are to all our stakeholders.

3.4 Humanitarian Education:

We enable people through this platform to develop a humanitarian perspective and inspire them to take humanitarian action through voluntary service, bringing the seven Fundamental Principles and values to life.

Strategic Goal 4:

FRCS is a well-structure, skilled and sustainable organisation

OUTCOMES

4.1 Good Governance and Management

4.1.1 Planning, Monitoring, Evaluation and Reporting (PMER)

4.2 People, Training and Development

4.3 Branch and Division Network

4.4 Digital Technology and Property Management

4.5 People Financing for the Future: To sustain our organisation FRCS will invest in

4.5.1 Finance Development

4.5.2 Financial Sustainability

Strategic Goal 4: FRCS is a well-structured, skilled and sustainable organisation

A strong National Society is an organisation that can deliver nationwide, through a network of volunteers, relevant services to vulnerable people, sustained for as long as is needed. Internally FRCS will invest in our systems, structures, capacity and approaches to be able to remain a strong national society. Branch-led planning will drive a refreshed national society structure for planning, budgeting and reporting. This structure will allow FRCS to stay focused on its core services. It will also ensure that our people have the skills necessary to deliver these services by aligning training and capacity-building with the national society planning structure.

The Divisional Support Centre will become the hub of support for branch service delivery. A Society-wide training needs assessment, will inform a national capacity building plan, which will be delivered through the establishment of a new Learning, Education and Training Unit. The FRCS will prioritise our people and invest in an Our People Strategy to structure our support for volunteers and staff. The Society will continue to utilise Red Cross capacity assessment tools and action planning to reflect on and direct our institutional strengthening work at organisational, branch and thematic level in disaster risk management.

To sustain our organisation FRCS will invest in:

4.1 Good Governance and Management:

FRCS will continue to focus on ensuring the National Society is run in a transparent and accountable manner with the highest levels of integrity. The board will oversee the implementation of this strategic plan and in doing so will oversee the compliance monitoring of a dedicated internal audit unit and provide direct oversight of all internal safeguarding processes. In line with the ambitions of the global Red Cross Movement, the national board will set and monitor women in leadership targets.

4.1.1 Planning, Monitoring, Evaluation and Reporting (PMER):

A new Society wide planning, budgeting and reporting approach will be developed that prioritises branch-led planning and implementation. It will draw on core Red Cross tools such as Branch Organisational Capacity Assessment (BOCA), Organisational Capacity Assessment and Certification (OCAC), and Performance for Effective Response (PER) work plans which will drive organisational annual planning and be the basis of annual reflections undertaken prior to operational planning each year.

FRCS will utilise the skills and experience of current or retired professionals who would like to provide time-bound support to the Society in their areas of speciality. A professional volunteer scheme will allow for experienced professionals or organisations to contribute to FRCS in areas in which the Society requires specialised services. These areas will be identified by management as part of the annual planning process.

Strategic Goal 4:

FRCS is a well-structure, skilled and sustainable organisation

OUTCOMES

4.1 Good Governance and Management

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4.2 People, Training and Development

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4.5 People Financing for the Future: To sustain our organisation FRCS will invest in

4.5.1 Finance Development

4.5.2 Financial Sustainability

4.2 People, Training and Development:

Investment in human resource management will enable FRCS to progress with simple and effective performance management processes that are tied to delivery of support or services. We will have a focus on people and culture, and customer service will be an important part of how we engage internally with our people and externally with our stakeholders. To bridge the gap between volunteer experience and formal employment, an internship programme will offer pathways for young people to obtain formal structured experience in the workplace.

The establishment of a Learning, Education and Training Unit will be critical for building the capacity of our staff and volunteers. The Unit's role will be to further professional training under taken internally and externally in FRCS, and a national training strategy will examine the skills needed to deliver the strategic plan and match this with support needed by branches and divisions to deliver services.

4.3 Branch and Division Network:

FRCS will continue the process of decentralisation with a new branch-led planning system that will emphasise the role of branches and divisions in setting service delivery targets against the strategic plan frame work and mobilising support from Divisions and National Office to meet those targets.

Branch development will have an emphasis on sustaining a well-functioning branch structure to attract and retain volunteers needed to meet targets.

As part of two-way accountability and continued efforts to strengthen governance, a branch governance and management strengthening programme will be overseen by the national board and the organisational development component of FRCS management

4.4 Digital Technology and Property Management:

FRCS will continue to upgrade and engage with digital technology stakeholders to ensure we have cutting-edge disaster assessment capacity, the ability to connect FRCS branch and divisional networks remotely, the capacity to provide online service provision, and to ensure that we have an ITC platform that can help meet the Society's strategic goals.

Strategic Goal 4:

FRCS is a well-structure, skilled and sustainable organisation

OUTCOMES

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4.4 Digital Technology and Property Management

4.5 People Financing for the Future: To sustain our organisation FRCS will invest in

4.5.1 Finance Development

4.5.2 Financial Sustainability

FRCS will continue to target innovation in its service delivery, applying learnings from the Red Cross Movement and the use of online approaches that have already begun in FRCS in the delivery of commercial first aid. We will seek to mainstream the use of new technology in delivery approaches across all areas of our organisation. Infrastructure for a new Divisional Support Centre Central/Eastern will be scoped and investment will be made in existing divisions to ensure they have the capacity and infrastructure to function with high levels of autonomy and accountability. FRCS' prepositioned container program will be reviewed for efficiency and to align with changing needs, and a review of FRCS assets and future needs will be undertaken with a view to long-term investment planning.

4.5 People Financing for the Future: To sustain our organisation FRCS will invest in:

4.5.1 Finance Development

We will continue to invest in our finance system, with an aim of reaching OCAC finance certification levels. We will invest in finance capacity at the divisional level to ensure that finance support is close to the point of service delivery in branches and divisions. We will continue to ensure that tools and processes are in place that meet the highest levels of integrity. Investment will therefore be made in FRCS' internal audit capacity and in the oversight function of the board finance committee.

4.5.2 Financial Sustainability

Ensuring diversity and sustainability of funding is a priority for FRCS. Business development will continue to be a priority investment, including domestic fundraising and income generation, through commercial service delivery. Business development will be driven by a long-term business development strategy, supported by dedicated resource mobilisation staff and core resources. Focus will also be on expanding key aspects of FRCS business development approaches into the divisions. This includes the expansion of the FRCS retail shop operations and commercial first aid into the divisions and online both to increase revenue opportunities and to expand services, particularly to corporate clients.

Did you know there are many ways in which you can contribute to your national society?

Fundraising:

The vast majority of our services are funded through donations raised in Fiji. If you an individual or organisation you can either donate directly or support us to fundraise.

Contribute professional skills:

As a volunteer focused organisation we are always seeking people and organisations to contribute their professional skills and experience. This can be ongoing or to fill a time-bound or specific need.



always there

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