



2023

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Annual *Report*

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Contact us:

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Address: 22 Gorrie Street, Suva, Fiji

Postal address: P O Box 569 Suva

Telephone: +679 3314 133 | **Email:** info@redcross.com.fj | **Website:** fijiredcross.org

Fundamental Principles



Humanity

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



Impartiality

The Movement makes no discrimination as to nationality, race, religious beliefs, class or political opinions. 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

The Movement is a voluntary relief movement not prompted in any manner by desire for gain.



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.



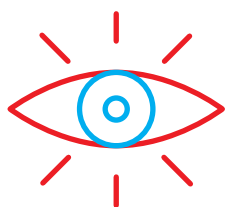
Universality

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



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.



Our Values

- Professionalism, Transparency and Accountability;
- Team work 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.

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Strategic Goals

Strategic Goal 1

People anticipate, respond to, and recover quickly from crises

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Strategic Goal 2

People lead healthy, safe and dignified lives

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Strategic Goal 3

People mobilise for more equitable and inclusive communities

38



Strategic Goal 4

The Fiji Red Cross Society is a well-structured, skilled, and sustainable organization

43





A MESSAGE
FROM OUR

NATIONAL PRESIDENT



2023 was a year for us to not only reflect on what was, but also embrace the challenge of change and press the re-set button required for the Fiji Red Cross Society (FRCS) to re-energize, re-structure and re-align, on a course to deliver on the Society's Strategic Plan 2022-2026 and take the National Society into a new season.

The role of governance together with its management team is to ensure, we deliver our mandate of helping to build a resilient Fiji. And with the leadership of the Director General, the Society's seeing the transformation that is needed for FRCS's new season of growth. Changes are being implemented on many levels, impacting where it counts. From volunteers and branch operations, to addressing staff welfare and engagement, assessing and improving core programs, securing new partners and funding opportunities, transitioning to digital platforms to increase efficiency, participating and contributing to national and international conversations that influence change for the better.

These changes are driven by good leadership and at this juncture, I would like to express my sincere appreciation to members of our governing arms – the National Board and the Finance, Audit and Risk Commission. Their commitment and contribution through their respective professional and expansive private, public-sector experience and network, were of tremendous value as we navigated change in 2023. And just as importantly, it's their shared commitment to good governance and its core values, that is essential to the effective oversight of the Fiji Red Cross.

National Board

At our National Council in June 2023, Board members Dineshwar Sharma, Temo Susau, and Youth Commission Chair, Akuila Tuinasau, stepped down upon completion of their terms on the National Board. We acknowledge with appreciation their contribution to the Board, as we worked to drive change for the betterment of our volunteers and branches throughout Fiji.

I am delighted to welcome two new Board members, Rishita Devi of Tavua Branch and Taniela Nayasi of Savusavu Branch. Both have been volunteers for over a decade and were past presidents of their respective branches. They each bring significant experience and will add value to the governance network.

In November 2023, accompanied by the Director General

and our Youth Commission Chair, we attended the 11th Asia Pacific Regional Conference in Hanoi, Vietnam. This sub-regional conference brings together National Societies in the Asia Pacific region once every 2yrs. FRCS participated in various workshops and presented and led discussions on a variety of topics such as becoming disaster ready, becoming a sustainable national society and advancing women in leadership in Asia Pacific and the like. FRCS is looked to for leadership within the sub-region and we will continue to provide this through the Pacific Presidents Network and at Secretary General level, ensuring the Pacific perspective and voice is heard within the Movement.

Highlights for the National Society

Discussions began 5yrs ago and I am happy to report that we have delivered on the organizational review and job evaluation exercise, a commitment to making the Society fit for purpose and optimally staffed and structured to deliver on its strategic outcomes. This process has not been without its challenges, and I acknowledge and appreciate the insights and tremendous effort put in by governance and management to deliver this change in 2023. The National Society also acknowledges the friendship and support of our donor partners in the Movement, whose commitment to FRCS was unwavering and steadfast as we boldly drove that change.

Bridging the digital divide, particularly among communities and branches, is a priority the National Board is committed to. The launch of the Volunteer Digital Portal is a significant step towards this goal. And we envision further digitally enabled humanitarian services like cash assistance, data-driven early warning systems, digitally monitoring and connecting communities to health services, improving information sharing and first aid response.

Youth and the development of programs that build their capacity through training, mentoring, recognition and exchange programs, are a priority for us. This is woven into the value system we promote of honesty, integrity, commitment and resourcefulness. Volunteers across the society, with the appropriate support, will become home-grown leaders in their communities and with training and support, we envision that those youth who are employed develop skills that make them promotable and those who are unemployed, develop knowledge and skills to become employable. Building sustainable leadership in the Society starts with youth and we commit to strengthening their governance network as branch executives, and the leadership pathway through the FRCS Youth Commission to the National Board. FRCS youth contribution both at home and abroad is to be commended and moving forward, we must be intentional and consistent, in how we support them.

Strategic governance has been at the forefront of our initiatives this year. We have made significant strides in drafting and seeking stakeholder input of the Red Cross Law. This critical legislation is essential to our mission, ensuring that we can operate with the legal protections and framework, necessary to deliver humanitarian aid effectively. Our advocacy efforts have been well placed and persistent, and we are optimistic of a Red Cross Law being passed in 2024. Special thank you to Pacific colleagues in the IFRC, Meiapo Faasau and Finau Heuifanga Leveni, whose encompassing support of our Red Cross law journey, has been invaluable.

On behalf of the National Board, I thank the Executives and Volunteers of our 16 Branches, who have entrusted us to lead the National Society at this time, the changes we are seeing are a result of your commitment and support, *vinaka vakalevu*. To the Management and Staff at the National office, my heartfelt appreciation and thanks for delivering on a successful 2023 and embracing the winds of change. And to our Movement Partners, our friends and supporters of the Fiji Red Cross, my sincere thanks for standing alongside us in 2023.

Vinaka vakalevu, Thank you and Dhanyavaad.

Sala Toganivalu Lesuma
National President



A MESSAGE FROM OUR **DIRECTOR GENERAL**



2023 has been an extraordinary year for the Fiji Red Cross Society, as we celebrated our 50th anniversary under the theme “In Humanity We Serve.” This milestone year provided us with the perfect opportunity to implement the strategic initiatives we envisioned, all made possible by the unwavering support of our National Board, the dedication of our volunteers, the extensive network of the Red Cross Movement, and the commitment from all our Partners.

Our central focus has always been the well-being of those who tirelessly serve others. As we began this year, we recognized the importance of creating an organizational structure and system that empowers our people to achieve the ambitious goals outlined in our 5-year Strategic Plan (2022-2026). The unique nature of the Red Cross, which relies heavily on volunteers, necessitates a robust framework to support their invaluable contributions. These volunteers, who selflessly give their time and resources, are the backbone of our organization.

To address the evolving needs of our communities and enhance operational efficiency, we initiated a transformation that began with a restructuring process. Developed through extensive consultations with staff, volunteers, and partners, and guided by the expertise of AVI Pacific People, this initiative aimed to optimize our organizational framework based on our strategic deliverables. Our approach is people-centric, designed to support growth and to strengthen our most critical asset—the dedicated individuals who carry out our mission.

Our transformational restructure is about more than just modifying our structure; it’s about creating an environment that nurtures and develops our people, providing them with the tools and support they need. By empowering our volunteers and staff, we enhance the capacity of the

communities we serve and, ultimately, our nation. This initiative underscores our commitment to the long-term sustainability and effectiveness of our National Society.

A significant part of our digital transformation was the implementation of a new HR system, which enhances our ability to manage our human resources effectively. This system ensures that our staff and volunteers are supported and equipped to deliver their best. Additionally, we launched the Volunteer Digital Portal, a major milestone in our digital journey. This portal enhances our ability to engage with volunteers, streamline processes, and provide a seamless, paperless onboarding experience.

This development has significantly improved information sharing and decision-making, addressing challenges faced by many of our branches in the last Branch Operational Capacity Assessment.

We have also prioritized strengthening partnerships and collaborations with key stakeholders. Notably, we made significant progress in developing the Red Cross Law, a crucial step in fortifying our legal status as an organization. Our strategic engagements with the Government and our partners have been instrumental in aligning our efforts towards common goals.

Our participation in the National Disaster Awareness Week (NDAW) in October was particularly impactful, providing valuable insights and reinforcing our collaborative efforts with the National Disaster Management Office (NDMO). Our response to Tropical Cyclone Mal exemplified our ability to mobilize resources rapidly, securing Disaster Relief Emergency Fund (DREF) funding within 24 hours and delivering critical assistance to over 7,500 affected individuals.

Moreover, the enhancement of the Community-Based Surveillance (CBS) program, funded by the Australia Red Cross, demonstrates our commitment to leveraging technology to improve data collection and community health initiatives.

As we look ahead, we reaffirm our dedication to upholding the core values and principles of the Red Cross Movement. The challenges we face require a steadfast commitment to innovation, collaboration, and excellence in service delivery. Our transformational restructure is a testament to our proactive approach in addressing these challenges and positioning the FRCS for sustained success and growth.

While 2023 has been a year of innovation and extended reach, we recognize that our mission is far from complete. Much work remains to support communities affected by climate change, disasters, and health crises. While we cannot solve all their problems, our strategic initiatives bring us closer to making a substantial impact. The journey ahead is promising, and I am confident in the FRCS's ability to navigate the future with resilience and determination.

Thank you for your unwavering support and dedication.

Ragigia Dawai
Director General





ANNUAL OVERVIEW

This annual report provides a comprehensive overview of the Fiji Red Cross Society and its operations, based on its mandate to support public authorities. Readers will learn about the governance structures that ensure the Fiji Red Cross Society operates effectively, detailing the seamless collaboration of each component. The sections will highlight how the Fiji Red Cross Society activities align with the Fiji Red Cross Society Strategic Plan 2022-2026, showcasing a strategic approach to humanitarian work. It will also reveal the dynamic partnerships the Fiji Red Cross Society engages in across various areas, such as emergency response, community health investments, and innovative financing mechanisms to secure future funding to highlight the vital role the Fiji Red Cross Society plays in fostering resilience and providing humanitarian support in communities across Fiji.



ABOUT THE Fiji Red Cross Society

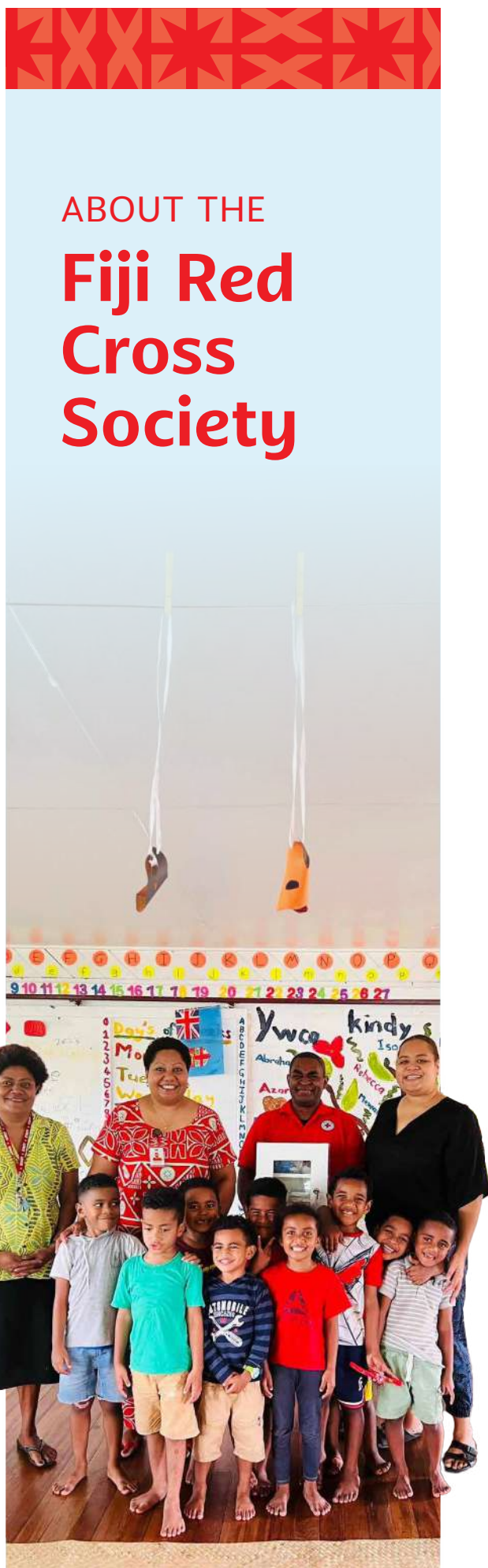
The Fiji Red Cross Society originated as a Branch of the British Red Cross in the early 1950s. Official recognition as the sole Red Cross entity within this territory was granted in 1972, making it the 118th member country of the Red Cross Red Crescent Movement. Comprising over 800 volunteers across 16 Branches in Fiji, the Fiji Red Cross Society operates with a dedicated support team of paid staff at the National Office, led by the Director General.

The Fiji Red Cross Society's aims to bolster Branch capacities and systems, ensuring they function as strong, independent, trusted, and accountable local actors, effectively addressing growing humanitarian challenges. As part of the International Federation of Red Cross and Red Crescent Societies (IFRC), the Fiji Red Cross Society facilitates localized action with global reach and impact. Governed by the seven Fundamental Principles of the Red Cross, the Fiji Red Cross Society remains non-governmental, apolitical, non-racial, and non-sectarian.

In its auxiliary role, the Fiji Red Cross Society supports public authorities in the humanitarian sector while maintaining independence. This role is fulfilled by:

- Meeting obligations under the revised Disaster Risk Management (DRM) Act, including collaboration with divisional governments on its implementation.
- Supporting national health and youth strategy implementation.
- Assisting in national health and disaster campaigns.
- Clearly communicating disaster management reach and capacity to stakeholders.
- Providing humanitarian advisory support and services as a permanent member of the National Disaster Council.
- Assisting communities with disaster preparedness.
- Supporting national pandemic preparedness.
- Promoting humanitarian education and increasing understanding of humanitarian standards, principles, and law.
- Supporting risk reduction and healthy lifestyle initiatives in schools and communities.
- Acting as first responders during disasters.

The Fiji Red Cross Society operates autonomously within Fiji, providing an essential framework for its activities. Volunteers, the foundation of the Fiji Red Cross Society, conduct humanitarian activities in alignment with national



legislation and the seven Fundamental Principles. These 800 volunteers deliver local humanitarian action through 16 Branches before, during, and after disasters or crises.

The Fiji Red Cross Society collaborates with public authorities to prevent disasters, promote health, and mitigate human suffering. Governance and management structures ensure local knowledge drives global support for local action. The Fiji Red Cross Society structure is designed to promote Branch ownership and encourage participation in well-coordinated approaches encompassing planning, resource mobilization, skill sharing, advocacy, and operational responses.

Governance, as defined by the Fiji Red Cross Society, aligns with the IFRC's definition, combining processes and structures implemented by governing bodies to inform, direct, manage, and monitor organizational strategy. This mechanism ensures accountability and compliance with legal controls.

The National Council, the highest governing body of the Fiji Red Cross Society, meets annually and includes representatives from the Fiji Red Cross Society Branches.

The National Board, led by the National President, governs the organization. Management, under the Director General and the Senior Management Team, involves planning, organizing, coordinating, and controlling resources, processes, and personnel to achieve the Fiji Red Cross Society's goals and objectives. This approach prioritizes the execution of strategies, establishing the Fiji Red Cross Society as an influential voice in humanitarian agendas and supporting the Fiji Red Cross Society Branches.



HOW THE FIJI RED CROSS SOCIETY IS GOVERNED

The Fiji Red Cross Society National President is the National Society's leader elected by members at the National Council meeting and is responsible for guiding the Fiji Red Cross Society, ensuring that it implements the decisions made the National Board and exercises its functions as defined in the Constitution. The National President leads the Governance of the Fiji Red Cross Society and is responsible for ensuring that the National Society pursues its general objective and exercises its functions as defined in the Constitution. The National President acts under the authority of the National Council and of the National Board to guide the Fiji Red Cross Society's affairs including the activities of the Director General in conformity with the decisions of the National Council and the National Board. The Director General provides Strategic advice and support to the National President in the execution of duties and is supported by the Senior Management Team. The National Board is made up of a National President, Treasurer and members including representatives from Branches. Under the National Board are sub-committees; the Finance Audit and Risk Commission (FARC) and the Youth Commission.

PATRON



His Excellency
Ratu Wiliame Maivalili Katonivere

HONORARY MEMBERS



Adi Davila
Toganivalu



Dr. Robin
Yarrow



Nitin
Ghandi



Paul
Jaduram



Ratu Epeli
Nailatikau



Sashi
Singh



William
Wylie Clark

NATIONAL BOARD



President
Sala Toganivalu
Lesuma



Treasurer
Digby
Bossley



*Youth Commission
Delegate*
Sonika Narayan



Board Member
Christine
Deo-Reddy



Board Member
Eldon
Eastgate



Board Member
Risita
Devi



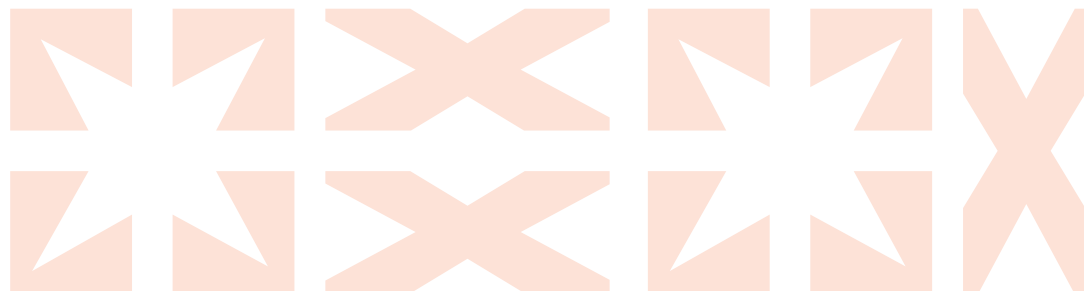
Board Member
Shayne
Sorby



Board Member
Taniela
Nayasi



*Director General
(Ex-officio)*
Ragigia
Dawai



FINANCE, AUDIT AND RISK COMMISSION

The Finance, Audit and Risk Commission is responsible for providing financial advice and oversight to the Fiji Red Cross Society. It is comprised of a chair and representatives with the necessary expertise in these areas. One member of the FARC is required to be independent of the Red Cross Movement. The Commission also advises the National Board on managing the Fiji Red Cross Society's financial and non-financial risks and monitors and assesses the delivery of the Fiji Red Cross Society's internal audit processes. It reviews area of risk, any significant cases of fraud and corruption, irregularities and legal claims that could have a significant financial, reputational, or other impact on the Fiji Red Cross Society. This commission advises the Director General and brings any allegations of the Breaches of Integrity to the National Board.



Chairman
**Digby
Bossley**



Member
**Esira
Kini**



Member
**Finau
Soqo**

YOUTH COMMISSION

The Youth Commission advises the National Board and Director General on all matters relating to young people. It promotes the implementation of the Fiji Red Cross Society's Youth policy and ensures young voices from across Branches and communities are heard and considered. It is expected to study matters of policy development in the area of Youth; to review and suggest revisions to the Youth Strategy and policy to the National Board or to the National Council for adoption and to seek youth opinions on the implementation of relevant policies and to ensure that those opinions are communicated to the National Board.



Youth Commission Chair
**Sonika
Narayan**



Vice Chairperson
**Fonohea
Rokoguniwai**



Secretary
**Matia
Niumalele**



Member
Savaira Dali



Member
**Vatiseva
Lewaratu**

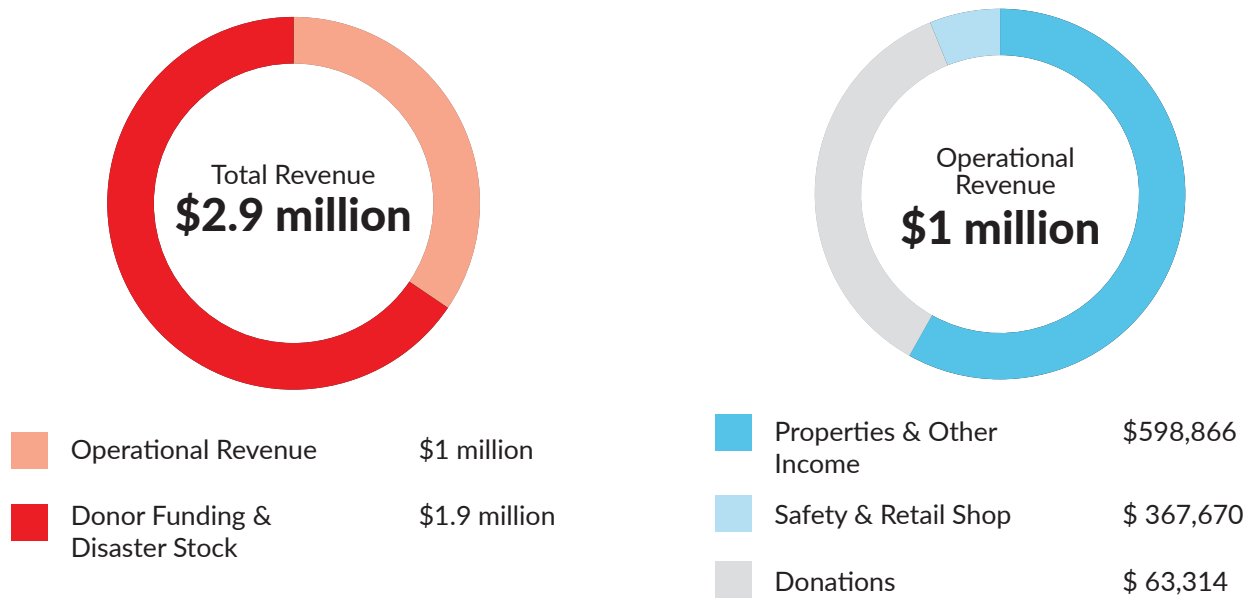
Branch LOCATIONS



Financial Overview

The financial statements of the Fiji Red Cross Society incorporate both the core income generating operations and operations funded by our partners.

During the fiscal year, the Society generated \$2.9 million in total revenue. This includes \$1.9 million funding provided by our partners to our operations into our communities. The Society achieved a surplus of \$25,990 compared to a surplus of \$146,956 in 2022; decline of \$120,967.



Operational Revenue Source

The Society generated \$1 million revenue from its business division compared to \$0.96 million in 2022.

Revenue from Course Fees and Sale of Inventory remained steady with a minor increase in 2023, the steady revenue was supported by the remarkable growth in revenue derived from course fees with an increase of \$81,511 compared to last year while revenue from Sale of Inventory alone declined by \$74,183 compared to last year. However, we appreciate the loyalty and trust of our clients, service provided by our training instructors and sales executives which have been instrumental in generating revenue for the Society.

Revenue from Properties and Other Income also remained steady with a minor increase in 2023. \$230,605 was sourced from Properties and Investment income, apart from the rental income at the National Office, the properties in Lautoka and Ba generated revenue of \$21,793. We genuinely appreciate the invaluable time and effort contributed by our dedicated volunteers in Lautoka and Ba and their assistance in generating revenue.

Revenue from investments held in the form of Term Deposits decreased by 26 per cent. The interest rates in the market has not improved post pandemic, in 2023 the Society received \$56,221 compared to \$77,655 in 2022.

A standout achievement in 2023 was the remarkable growth in revenue from donations, an increase of \$51,383 compared to last year. Promoting Fiji Red Cross through different social media platforms played a huge role in rousing interest in the work we do, and along with stakeholder engagement with our corporate partners has contributed to the increase in donations. Donations remain a vital source of funding for our work and contribute to our mission.

The Society has been made investments into digitalization projects in 2023, one of them being, implementation of the e-payment gateway which is aimed to enhance the donor experience and enable donors from around the world to make donations directly through the website.

Disaster Relief & Stock Replenishment and Donor Funding

Grant Revenue totalled \$1.9 million compared to \$2.3 million in 2022.

The Society performed disaster response activities caused by TC Mal, reaching 6,100 beneficiaries through volunteer engagement from the Yasawa and Mamanuca.

Australian Red Cross continued its funding support during the year, funding activities related to the delivery of the strategic plan. The Community Based Surveillance (CBS) continued throughout 2023, empowering members of the community to actively participate in detecting, reporting, responding to and monitoring health events.

The Society engaged in several high-level meeting linked to our program objectives. These meetings encompassed a wide spectrum, ranging from interactions with Government Ministers and global UN agencies to engagements with other prominent humanitarian organizations.

The Society also received funding of near \$114,000 for special projects related to implementation and digitalization of the Volunteer Management System and the Human Resource Management System.

Administrative and Other Expense

During the year, the Society incurred a total expenditure of \$2.9 million on Administrative and Other Expenses compared to \$3.4 million in 2022.

Direct cost for project activities was 43% of our spend which included community awareness activities, disaster risk management activities, health and hygiene and other expenses related to aiding.

Personnel expenses related to salaries and regulatory contribution increased when compared to the previous year, mostly resulting from new recruitments and changes in overall regulatory contributions.

Other expenditures that form part of the overall administrative cost are related to Finance, IT and other utility expenses which are critical for everyday operation.

Statement of Financial Position

Society's Funds represented by Net Assets as of 31st December 2023 were \$4.32 million compared to \$4.29 million in 2022.

Cash and Cash Equivalents were \$0.6 million compared to \$0.8 million in 2022 due movement in project advances from donors.

Term Deposits were \$3.69 million compared to \$3.68 million in 2022 due to interest earned during the year.

Total Liabilities decreased by 17 per cent due to decrease in trade payables and project advances.

Net Assets increased by \$25,990 due to the improvements in the overall operational activities.



EXECUTIVE SUMMARY



Throughout the year, extensive engagement was maintained by the Fiji Red Cross Society in efforts to assist communities in anticipating, preventing, mitigating, responding to, and recovering from increasing disasters, health crises, risks, and vulnerabilities.

In 2023, a significant portion of the Fiji Red Cross Society's efforts were directed towards building resilience within communities. The observation made by the Fiji Red Cross Society indicates that Climate Change is exacerbating the challenges faced by communities in recovering from disasters. Consequently, the necessity for the team to be prepared to respond to future disasters with requisite resources and expertise is emphasized.

The formulation of a robust humanitarian response plan by the Fiji Red Cross Society is imperative in meeting this requirement. Collaborative efforts were undertaken by the Fiji Red Cross Society with its Branches to strategize high-impact prevention measures and long-term resilience initiatives at the community level, addressing areas of critical need.

Throughout these endeavors, the needs of the communities and the priorities of the Branches, recognized as pivotal local actors, were accorded top priority at each stage of planning and execution. Simultaneously, concerted efforts were made to enhance the capacity of the team at the National Office through various capacity-building initiatives.

Strategic Priorities

01 Disaster and Crises Management

Considerable efforts were directed towards Disaster and Crises Management in alignment with the strategic objectives outlined in the **Fiji Red Cross Society Strategic Plan 2022 – 2026**. Capacity-building initiatives for leading teams were prioritized, with workshops and training sessions conducted to enhance preparedness and response capabilities. Collaborative endeavors were undertaken to strengthen partnerships with key stakeholders, including the National Disaster Management Office and donor funders such as DFAAT, MFAAT, and USAID. Emphasis was placed on fostering partnerships with local actors, particularly Branches and communities, acknowledging their invaluable insights into disaster anticipation, prevention, response, and recovery strategies tailored to their respective contexts.

The Fiji Red Cross Society remained steadfast in ensuring the localization of initiatives, leveraging local expertise and resources while maintaining a national perspective when necessary. Notably, collaborative efforts were made with the National Disaster Management Office and other humanitarian organizations in conducting the inaugural National Disaster simulation exercise during the National Disaster Awareness week from the 17th to 19th of October 2023.

Additionally, in response to the aftermath of Tropical Cyclone Mal, resources and volunteers were mobilized by the Fiji Red Cross Society, facilitated by support from the IFRC through the DREF, to provide assistance to severely affected communities in the Western Division. Cross-divisional collaboration facilitated the swift deployment of teams for Initial Damage Assessments (IDAs) and response efforts. Over 45 prepositioned containers around the country were ready to respond, with all containers audited for expiry checks and ensuring they were in good condition by November 1, ready for the new cyclone season.

02 Health and Wellbeing Promotion

Health and Wellbeing emerged as a pivotal cross-cutting area of focus for the Fiji Red Cross Society in 2023, with continued efforts aimed at enhancing community health and wellbeing. Initiatives were undertaken to promote early and anticipatory actions in addressing hazards related to climate-sensitive diseases, including Leptospirosis, Typhoid, Dengue fever, and Diarrhea. Furthermore, active support was provided to initiatives led by the National Blood Services to raise awareness on blood donation and recruit voluntary donors from Branches and communities.

03 Advocacy and Partnerships

The Fiji Red Cross Society actively engaged in high-level advocacy and representation efforts, with notable contributions at international conferences such as the 8th International Humanitarian Conference in Singapore. Throughout the year, instrumental support was received from National Societies within the Asia Pacific region and the Pacific, facilitated by the Pacific Leaders meeting hosted by Fiji. Cross-partnerships were forged, leading to collaborative opportunities with National Societies in the Asia region. Notably, the Philippines Red Cross funded a peer-to-peer exchange program, facilitating the visit of their Youth ambassador to the Fiji Red Cross Society, providing invaluable support to the Youth program, which constitutes over 70% of the Fiji Red Cross Society volunteers.

04 Digital Innovation and Organizational Restructuring

In embracing digital transformation, the Fiji Red Cross Society launched its volunteer portal, offering individuals the convenience of registering as volunteers online. Additionally, a transformative restructuring of the organization commenced to address operational challenges and enhance efficiency. This restructuring involves the development of key areas and roles, alongside streamlining operations at both national and branch levels.

**STRATEGIC
PRIORITY 01**

Disaster and Crises Management

People anticipate, respond to, and
recover quickly from crises

OUTCOME 1.1

Disaster Preparedness with Communities

Context

In the face of Fiji's numerous challenges, it is insufficient for the Fiji Red Cross Society to merely respond to disasters. The Fiji Red Cross Society must also assist communities in preparing for disasters, comprehending the evolving nature of vulnerability, mitigating disaster impacts, and better addressing new and emerging risks. This necessitates supporting communities to lead their own preparedness efforts, which includes investing in the Fiji Red Cross Society's local networks and volunteers in their frontline roles. Emphasizing risk reduction, the Fiji Red Cross Society will also consider the impacts of climate change, migration, and displacement on communities.



Approach

Disasters are becoming more frequent and severe due to climate change. As a result, the Fiji Red Cross Society is likely to be called upon more frequently to respond to such events in the future, highlighting the necessity for adequate resources and expertise.

With climate change making it increasingly difficult for communities to recover from disasters, it is imperative that the Fiji Red Cross Society collaborates with communities to build resilience against its impacts. This includes empowering communities to access climate-smart technology, develop early warning systems, and diversify livelihoods.

In 2023, the Fiji Red Cross Society observed an increase in floods throughout Fiji, attributed to heavy rainfall, which also showed increased intensity and complexity. This pattern was further evidenced by Tropical Cyclone Mal, which brought excessive rain and strong winds.

The Fiji Red Cross Society recognizes that while many hazards are natural, and some are inevitable, timely and people-centered preparedness through local action can manage these risks and prevent them from becoming disasters. **Through its network of 16 branches, more than 250 communities, and partner stakeholders, the Fiji Red Cross Society will work towards managing these risks to prevent them from becoming disasters.**

The Fiji Red Cross Society fostered a scale-up of branch-led anticipatory and preparedness actions to better support communities in responding to disasters.

In 2023, the Fiji Red Cross Society increased warehouse and stock inventory training across 16 branches in three divisions. **By November 1, 2023, stock inventory and warehouse training had been successfully completed in all 3 divisions.** 34 volunteers at the branch governance level received training in logistics and warehouse processes and procedures. Comprehensive warehouse training was conducted in Rotuma with a population of 2000, where 27 volunteers were trained to manage and distribute non-food items effectively during disaster response operations. A 20-foot container was procured for the Sigatoka Branch in the Nadroga/Navosa province,

serving a population of approximately 58,000. The 40-foot container in Levuka was relocated from the Levuka wharf to the Lomaiviti Provincial Council property. Storage racks and equipment were procured for the disaster warehouse at the national office, solar lights were procured for branches, and 400 dignity kits and other relief items were distributed to various locations across Fiji.

The efforts of the Fiji Red Cross Society in strengthening resources and empowering branches proved effective when Tropical Cyclone Mal impacted Fiji. The Fiji Red Cross Society teams swiftly responded, reaching 37 villages, 1,356 households, and over 6,100 people in the Yasawa and Mamanuca groups. The Fiji Red Cross Society prioritizes support for the most vulnerable through careful assessments and targeted assistance. The response to TC Mal also showed the risks and vulnerabilities communities face due to a changing climate.

The changing climate will impact all communities, but some are more vulnerable due to greater exposure, higher susceptibility to disasters, and lower adaptation capacities. To better prepare communities for disasters, it is crucial that the Fiji Red Cross Society understands the impact of climate change and the importance of mitigation and adaptation. Strengthening the resilience of these communities will enable them to effectively prepare for and recover from the impacts of climate change.

In 2023, support was provided to the community resilience plan of Namalata in Kadavu to raise an existing footpath and build an additional one to facilitate easy access for all, especially during disasters.

In October 2023, the Fiji Red Cross Society, in partnership with the META Foundation, launched the **“Save the Fish, Clean the Drain” campaign**. This innovative initiative aimed at disaster preparedness focused on local action and emphasized the inclusivity of Branches and communities in its implementation. The campaign not only raised awareness about environmental conservation but also fostered a culture of proactive disaster risk reduction. Branches across Fiji actively participated, mobilizing volunteers and engaging local communities to clean drains and waterways, thereby mitigating flood risks and promoting environmental stewardship.

Through the META Foundation grant of USD \$25,000, the Save the fish, clean the drain campaign reached more than 50% of Fiji’s population and directly impacted more than 50 communities in all 4 Divisions around Fiji.

Through this initiative, the Fiji Red Cross Society continues to demonstrate its commitment to innovation approaches that are highly collaborative and participatory, prioritizing humanitarian needs and community aspirations through human centered solutions.

Achievements and Successes



Stock inventory for all branches successfully completed.



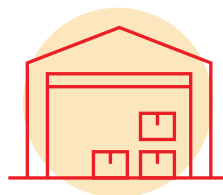
Thirty-four branch volunteers at the governance level **successfully trained** in logistics and warehouse processes and procedures.



Agreement reached on having branches **conduct stock inventory**.



Consultation completed on the proposed **Stock Update Database**.



Five warehouse focal points identified per branch.

OUTCOME 1.2

Prepare for Disasters of the Future

Context

As an auxiliary to the Public Authorities in the humanitarian space, the Fiji Red Cross Society will, within the National Disaster Management Act, focus on creating a climate-resilient Fiji. Under the Climate Change Act, the Fiji Red Cross Society will strategically focus on anticipating unpredicted emergencies. By learning lessons from the Fiji Red Cross Society's previous strategy and considering the evolving context, the organization 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 and displacement, will form an important part of the Fiji Red Cross Society's work.

Approach

In the future, humanitarian challenges are set to further intensify. Natural disasters and health crises, compounded by population growth, climate change and rapid urbanization, are putting more lives at stake and prolonging suffering. These humanitarian stressors compromise human development gains, including poverty reduction and economic growth, throughout the world. Alongside growing needs, the cost of humanitarian aid has more than tripled in the last 10 years, while many traditional assistance mechanisms are proving to be ill-suited and inefficient in responding to the changing socio-economic contexts.

The Fiji Red Cross Society encourages continuous innovation to optimize performance, reinvent or offer new services to meet emerging needs, and build new value with its partners. Our approach to innovation is principled, ensuring that the process does not undermine humanitarian values.

The global vision of the Red Cross is a world where everyone gets what they need in a crisis.

Aligned with this vision, the Fiji Red Cross Society through its network of Branches, trains community members in Emergency Response empowering them with knowledge and skills to understand various crises and to respond effectively.

In 2023, a total of 150 participants from communities across the three divisions were engaged in the Community Emergency Response Training (CERT). This training represented one of the many initiatives by the Fiji Red Cross Society in the area of disaster preparedness.

The CERT program was featured at the Disaster Risk Reduction (DRR) workshop, organized by the National Disaster Management Office (NDMO) and the Fiji Council of Social Services (FCOSS) in 2023. The workshop focused on the dissemination of action plans related to disaster policy, with the aim of ensuring that the efforts of each organization were complementary, thereby reducing overlap and enhancing both efficiency and effectiveness.



In June 2022, the Council of Delegates endorsed a resolution,



Strengthening anticipatory action in the Red Cross Movement: Our way forward,



calling for increased engagement in anticipatory action to ensure that more people, more countries, and more hazards are covered by this life-saving approach.

The Fiji Red Cross Society participated in a two-day workshop organized by the National Disaster Management Office (NDMO) in collaboration with the United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA) and the United Nations Office of Disaster Risk Reduction (UNDRR). The focus of the workshop was on Anticipatory Action (AA) for tropical cyclones in Fiji. An anticipatory action framework is a formal mechanism that enables humanitarian organizations to collectively anticipate and mitigate the impact of predictable shocks.

In October 2023, the NDMO held its annual National Disaster Awareness Week (NDAW) on a larger scale, featuring participation from over 20 agencies. This

event included the first-ever nation-wide simulation exercise, which strengthened the government's preparedness to respond to earthquakes and tsunamis, and enhanced the readiness of the National Emergency Response Teams (NERT) in supporting national and sub-national government needs.

National Disaster Awareness Week (NDAW)

The Fiji Red Cross Society demonstrated a strong commitment to ensuring that both staff and volunteers benefited from this event.

Thirty volunteers from 16 branches participated, along with representatives from 6 Pacific National Societies and their respective NDMO counterparts, who were brought in with the assistance of the International Federation of Red Cross and Red Crescent Societies (IFRC) to observe the Fiji Red Cross Society response mechanisms and the nation-wide response simulation exercise. This collaboration showcased the existing capacities of local actors and their contributions to crisis response.

A key partner for the Fiji Red Cross Society globally in the disaster preparedness space is the United Nations Disaster Risk Reduction (UNDRR).

The Fiji Red Cross Society had the privilege of hosting Mami Mizutori, the Assistant Secretary-General and Special Representative of the Secretary-General for Disaster Risk Reduction. During her visit, the Fiji Red Cross Society presented its Disaster Risk Reduction (DRR) work with the Taiperia community in Navua and shared its disaster response mechanisms.

Taiperia is an informal settlement in Navua with a population of about 75 people. These mechanisms are continuously tested and refined to adapt to the evolving nature of natural disasters, incorporating best practices from sister National Societies, the IFRC, and government counterparts.

OUTCOME 1.3

Disaster Assessment and Relief

Context

During and immediately after a crisis, urgent action is required to save lives. As mandated, the Fiji Red Cross Society responds to disasters as rapidly and effectively as possible by mobilizing resources and ensuring coordinated efforts across its network. The first step in any emergency response is to assess the extent and impact of damage and understand the capacity of affected populations to meet immediate needs. The Fiji Red Cross Society prioritizes further investment in the speed and accuracy of this crucial phase and improves communication and coordination with the humanitarian community. In extending relief, the Fiji Red Cross Society provides relevant material support and prioritizes assistance to the most vulnerable identified through assessments. A clear strategy for response work, outlining approaches, reach, thematic areas of work, partnership models, and communication to stakeholders, will be developed by the Fiji Red Cross Society.



Approach

In October 2023, Tropical Cyclone Mal approached the Fiji Group, bringing heavy rain and damaging winds. While the direct impact of rain and winds was minimal, the indirect effects impacted about 7,500 people.

Within 24 hours of TC Mal passing, the Fiji Red Cross Society successfully applied for the Disaster Relief Emergency Fund (DREF). A team comprising 21 volunteers and seven staff members responded to the affected communities in the Yasawa and Mamanuca groups.

Through this DREF operation, the Fiji Red Cross Society implemented activities including rapid assessment, First Aid, psychosocial support, and immediate relief to affected households addressing shelter and WASH (Water, Sanitation, and Hygiene) needs.

Coverage



Villages

37



Total Households

1,356



Total Population

6,116



Total Male

3,140



Total Male with Disabilities

36



Total Female

2,979



Total Females with Disabilities

30

In 2023, the Fiji Red Cross Society also revived its assistance to **households that had lost their homes to a fire**, directly aiding a significant number of individuals affected by house fires. Assistance provided to fire victims included blankets, shelter tool kits, hygiene kits, dignity kits, solar lights, tarpaulins, kitchen sets, and jerry cans.

The island of Cikobia in the Northern Division experienced a drought due to an extended dry spell. When a crisis occurred, causing water to stop during school exams, Cikobia sought public assistance through social media.

The Fiji Red Cross Society Divisional office, along with two volunteers from the Labasa Branch, transported

100 twenty-litre gallons of water to Cikobia Island, which is about 12 hours from Fiji's second biggest island, Vanua Levu, to provide immediate relief while the Government arranged water delivery by the Water Authority of Fiji (WAF).

The team conducted house to-house messaging on Long-Term Drinking Water Disinfection and distributed water to the 18 occupied homes on the island, benefiting 103 people. Additionally, the team capitalized on the event and conducted disaster preparedness trainings and First Aid awareness to the four villages.



OUTCOME 1.4

Early Recovery from Disasters

Context

In addition to disaster assessment and relief, time-critical interventions that lay the foundations for sustainable recovery and a swift return to long-term development are essential. Early recovery addresses needs that emerge during the humanitarian phase of an emergency, utilizing humanitarian mechanisms that align with development principles. This approach enables individuals to leverage the benefits of humanitarian action to seize development opportunities, build resilience, and establish a sustainable recovery process from crises. The Fiji Red Cross Society early recovery interventions are designed to conclude six months after a disaster. Strategic partnerships will be developed by the Fiji Red Cross Society to connect its early recovery efforts with those of Fijian agencies specializing in long-term recovery.



Approach

In 2023, the Fiji Red Cross Society continued to leverage its position within the world's largest humanitarian organization by enhancing its collaborations with external partners and organizations. This strategic approach is essential to ensure that the Fiji Red Cross Society's efforts in early disaster recovery are complementary, minimize overlap, and maximize overall efficiency and effectiveness. Despite its global reach, the Fiji Red Cross Society recognizes the necessity of maintaining robust communication and cooperation with a diverse array of humanitarian actors and actively participates in established and respected coordination mechanisms.

The Fiji Red Cross Society has always emphasized the importance of working closely with rural communities through its Divisional and Branch network, especially in preparedness and response. Effective cooperation with the Divisional Commissioners from the Ministry of Rural and Maritime is crucial for achieving these goals.

In 2023, the Director General, Manager Programs, and Resilience Coordinator/Central Eastern Divisional Manager made a courtesy visit to the Ministry of Rural and Maritime to meet with the Permanent Secretary, Divisional Commissioners, and the Director of the NDMO. This visit reinforced the significant partnership formed during National Disaster Awareness Week and underscored the Fiji Red Cross Society's commitment to maintaining effective coordination with these partners, crucial for early disaster recovery initiatives.

On September 8th, 2023, the Fiji Red Cross Society met with the head of the United Nations Office for the Coordination of Humanitarian Affairs (UNOCHA). The meeting, attended by the Director General and Manager Programs, focused on better understanding UNOCHA's work in anticipatory action. This engagement is vital for the Fiji Red Cross Society to align its early recovery strategies with global best practices in anticipatory action, ensuring a proactive and well-coordinated response to impending disasters.

In September 2023, the Fiji Red Cross Society participated in discussions focusing on migration related to climate change. The meeting aimed to explore the fundamental principles of human rights and the intersections between

human rights, migration mobility, and climate change. The Fiji Red Cross Society's participation in these discussions enhances its understanding of migration issues, which is critical for developing comprehensive early recovery strategies that address the root causes of displacement due to climate change.

The Fiji Red Cross Society met with Gabrielle Emery, Head of the Pacific Subregional Office of the United Nations Office for Disaster Risk Reduction (UNDRR). This engagement reflects the Fiji Red Cross Society's ongoing efforts to align its disaster risk reduction and early recovery strategies with international standards and practices.

The Fiji Red Cross Society was part of the Fiji National Education Summit at the Sheraton Resort in September. The Summit aimed to transform Fiji's education system to enhance learning outcomes and the wellbeing of all Fijians, particularly the younger generation. The summit highlighted poor basic education data and called for collective efforts to improve Fiji's education system. **The Fiji Red Cross Society's involvement in the summit aligns with its commitment to early recovery by emphasizing the importance of education in building resilient communities.** A key outcome was the need to review the Fiji Education Act 1966.

Hosted by the Ministry of Health and supported by KOICA and WHO, a multi-sectoral conference on strengthening health response to climate change featured high-level panelists, including permanent secretaries and government ministers from various ministries. **A key outcome was the collective commitment to present a proposal to the Government to streamline and simplify processes for accessing climate change funds.** This conference is pivotal for the Fiji Red Cross Society's early recovery efforts as it underscores the importance of a multisectoral approach in responding to health impacts of climate change.

The Fiji Red Cross Society met with Nick Harvey, Senior Humanitarian Adviser for the Indo-Pacific,

and Lily Ho-Parker, the Oceania Humanitarian and Development Lead from the UK Foreign, Commonwealth, and Development Office. The visit aimed to gain a better understanding of the systems, capacities, and challenges related to disaster preparedness and response in the Pacific region and within Fiji. This understanding is crucial for informing UK engagement and support, enhancing the Fiji Red Cross Society's early recovery capabilities.

In 2023, the Fiji Red Cross Society made significant strides toward reviving and passing the Red Cross Law. This legislative initiative is critical for ensuring that the Fiji Red Cross Society has the legal framework necessary to operate effectively and formalizes the roles and responsibilities of the Fiji Red Cross Society in disaster response and recovery, ensuring that it can mobilize resources and coordinate efforts efficiently.

Branch development remains a cornerstone of the Fiji Red Cross Society's strategy for early disaster recovery.

The Fiji Red Cross Society focused on enhancing the capacity of its branches to serve as effective local actors in disaster response. This included the implementation of a branch-led planning system that emphasizes the role of branches and divisions in setting service delivery targets and mobilizing support from the National Office. By empowering branches, the Fiji Red Cross Society ensures that early recovery efforts are community-driven and locally relevant.

Throughout 2023, the Fiji Red Cross Society demonstrated its commitment to strengthening early recovery from disasters through strategic governance, enhanced partnerships, and focused branch development. By aligning with global standards, engaging with diverse stakeholders, and investing in legislative and operational frameworks, the Fiji Red Cross Society continues to build a resilient and responsive organization capable of meeting the challenges of an evolving humanitarian landscape.

Psychological First Aid

Context

During and immediately after a crisis, urgent action is required to save lives. As mandated, the Fiji Red Cross Society responds to disasters as rapidly and effectively as possible by mobilizing resources and ensuring coordinated efforts across its network. The first step in any emergency response is to assess the extent and impact of damage and understand the capacity of affected populations to meet immediate needs. The Fiji Red Cross Society prioritizes further investment in the speed and accuracy of this crucial phase and improves communication and coordination with the humanitarian community. In extending relief, the Fiji Red Cross Society provides relevant material support and prioritizes assistance to the most vulnerable identified through assessments. A clear strategy for response work, outlining approaches, reach, thematic areas of work, partnership models, and communication to stakeholders, will be developed by the Fiji Red Cross Society.



Approach

In 2023, a focus was placed on capacity building for Health program leads within the Fiji Red Cross Society. Participation in the Mental Health and Psychosocial Support in National Emergencies (MHPSSiNE) regional training held in Japan was a significant step in this initiative. The training was attended by the Fiji Red Cross Society Health Coordinator, Salote Maramaciriri.

The primary objectives of this training were to:

- Empower National Societies to effectively address the mental health and psychosocial needs of communities during national emergencies.
- Equip the Fiji Red Cross Society staff with the knowledge and skills required to plan and implement MHPSS interventions in diverse emergency situations.
- Foster collaboration and knowledge exchange among National Societies in the Asia-Pacific region.

Impact

The participation of the Fiji Red Cross Society in the MHPSSiNE training will greatly impact the Fiji Red Cross Society through:

Improved Capacity: The knowledge and skills gained from the training will enhance the Fiji Red Cross Society's ability to provide effective mental health and psychosocial support during national emergencies.

Enhanced Response: With a deeper understanding of MHPSS interventions, the Fiji Red Cross Society will be better equipped to address the specific needs of affected individuals and communities.

Collaboration Opportunities: The established network of professionals from various National Societies provides a platform for ongoing exchanges of expertise, which can further strengthen the Fiji Red Cross Society's MHPSS response capabilities.

Restoring Family Links

Context

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.



Approach

In 2023, scenario-based cases of Restoring Family Links (RFL) were explored by the Fiji Red Cross Society, supported by the International Committee of the Red Cross (ICRC), aiming to mitigate the impact of separation and disappearance during emergencies. This initiative emphasized the Red Cross and Red Crescent Movement's Fundamental Principle of Universality, emphasizing the commitment to connecting families and locating missing persons, integrating the global network into local efforts for maximum efficacy.

RFL, a global program under the Red Cross and Red Crescent Movement led by the ICRC, aims to prevent separation and disappearance of individuals, search for missing persons, and maintain contact between family members. In Fiji, the Fiji Red Cross Society actively implemented the RFL program with significant support from the ICRC, tailoring its approach to address the specific needs arising from both natural and man-made disasters.

Scenario-based training exercises were conducted to prepare for diverse disaster situations, enhancing practical skills to handle real-life RFL cases efficiently. Mobile technology and social media platforms were leveraged to provide accessible means for reporting missing persons and seeking assistance, addressing communication challenges in remote islands. Close collaboration with government agencies, local NGOs, and regional Red Cross Societies enhanced the effectiveness of RFL services across the Pacific islands.

The principle of Universality guided the inclusivity and non-discrimination in providing RFL services to everyone affected by separation or disappearance, regardless of nationality, race, religion, or political affiliation. The Fiji Red Cross Society often handled cross-border cases, reconnecting families separated by migration, disasters, or conflict, demonstrating the Movement's commitment to universality.

The ongoing commitment of the Fiji Red Cross Society, supported by the ICRC, reflects the essence of the Red Cross and Red Crescent Movement, bringing hope and stability to those in need and reinforcing global solidarity.

**STRATEGIC
PRIORITY 02**

Health and Wellbeing Promotion

People lead healthy, safe and
dignified lives

Health and Care Program

Context

Targeted support to enable people to lead safe, healthy, and dignified lives has been a key focus of the Fiji Red Cross Society. Tools are provided, skills are built, and community health surveillance is supported to empower individuals in reducing risks in their daily lives. Emphasis is placed on the core services for which the Red Cross Movement is globally recognized, solidifying the Fiji Red Cross Society's excellent reputation in Fiji. A service-oriented approach is adopted to support all branches in delivering the Fiji Red Cross Society's collective commitment, ensuring everyone, everywhere has access to the health services they require.



Approach

A central component of the Fiji Red Cross Society's Health programme includes community health and voluntary blood recruitment, with a particular focus on non-communicable diseases (NCDs) as the primary cause of death and disability in Fiji. Activities are planned and delivered at the branch level to ensure sustainability. In 2023, the Fiji Red Cross Society led several innovative approaches to enhance and protect community health and wellbeing.

The Fiji Red Cross Society's **Blood program** supported the National Blood Services in recruiting voluntary non-remunerated blood donations.

During the World Blood Donor Week celebrations in 2023, 283 pints of blood were successfully collected by the Fiji Red Cross Society Divisions, with the highest number of donations from the Western Division. It was noted that over 75% of donors were male.

The signing of a Memorandum of Understanding (MOU) with the Ministry of Health on the Blood Donor Program underscored the commitment and alignment with the Fiji Red Cross Society strategic priorities. Support was received from several corporate and private organizations, including the Sai Prema Foundation Hospital, which contributed 20 pints of blood during a donation drive in Nausori in July.

Westpac Banking Corporation has maintained a longstanding relationship with the Fiji Red Cross Society, particularly in blood donation. Blood drives organized with the Fiji Red Cross Society for Westpac's Suva and Lautoka branches resulted in the collection of 23 pints in Lautoka and 16 pints in Suva. A total of 117 individuals registered, with 39 able to donate, highlighting the complexities and challenges of blood donation.

Partnerships were also established with hotels and resorts. In July, a blood drive at the Radisson and Sheraton Hotels resulted in 24 donations.

Community-Based Surveillance (CBS) involves the systematic detection and reporting of public health events by community members. Efforts to ensure better preparedness for potential health disasters have been significantly strengthened by the Fiji Red Cross Society, with the CBS initiative playing a crucial role. This initiative, which has been highlighted by the Ministry of Health as critical, shows the commitment to enhancing surveillance and response capabilities.

By focusing on CBS, the Fiji Red Cross Society aims to establish a robust framework that can effectively mitigate the impact of future health emergencies.

In 2023, refresher training sessions were conducted in the Western and Northern divisions, engaging 182 Community Health Workers (CHWs) and Zone Nurses.

NYSS, a custom software platform tailored to the Red Cross Red Crescent Movement's needs for CBS, allows real-time detection, reporting, aggregation, and analysis of community health risks. This enables early warning and response to disease outbreaks.

In November 2023, a high-level meeting was held between the Fiji Red Cross Society, the Australian Red Cross CBS team, and senior officials from the Ministry of Health and Medical Services. Discussions focused on strategies and operational details of the CBS program.

Community-based first aid has been identified as a critical component of the Fiji Red Cross Society Strategic Plan. This initiative is integral to the broader International Federation of Red Cross and Red Crescent Societies (IFRC) 2030 strategy, which emphasizes the **empowerment of communities through widespread first aid knowledge**. The goal is to ensure that communities are well-prepared to respond to emergencies, thereby enhancing overall community resilience and safety. This strategy aims to provide every household with at least one individual trained in first aid, ensuring immediate and effective response to emergencies at the community level. By **fostering a culture of preparedness and self-reliance, the initiative seeks to mitigate the impact of emergencies and reduce dependency on external aid**.

In 2023, 796 individuals from across Fiji were trained in Community Based First Aid. This training provided participants with skills and knowledge to effectively respond to emergencies within their communities and covered aspects of first aid, including basic life support and cardiopulmonary resuscitation (CPR), management of wounds and bleeding, treatment of burns and scalds, handling of fractures and sprains, and responding to medical emergencies such as heart attacks and strokes. This targeted approach was designed to address specific regional needs and ensure equitable access to first aid education across the country. The widespread training has empowered individuals with the confidence and capability to act swiftly and effectively in emergency situations. This empowerment is expected to lead to reduced morbidity and mortality rates during emergencies, increased community cohesion and mutual support, and enhanced overall community resilience.

Future efforts will focus on increasing the number of trained individuals to ensure broader coverage, enhancing the training curriculum to include emerging health challenges, and strengthening partnerships with local organizations and stakeholders to support the sustainability of the initiative.

First aid and CPR continues to be a cornerstone of the Fiji Red Cross Society Strategic Plan, playing a vital role in empowering communities and enhancing resilience. The achievements of 2023, marked by the training of 796 individuals and the expansion of activities in key regions, reflect a significant step towards the long-term goal of ensuring that every household has access to essential first aid knowledge.

As the Fiji Red Cross Society moves forward, the commitment to this initiative will remain unwavering, with ongoing efforts to build safer, more resilient communities throughout Fiji. This effort is intricately linked to the Health and Care program, which aims to improve overall health outcomes and strengthen community health systems, reinforcing the integral role that first aid knowledge plays in public health and community well-being.

School Program

Context

An integrated school programme has been designed to amalgamate the best aspects of the Fiji Red Cross Society into a coordinated effort within the education system. Engaging children has been proven to instill a culture of safety and risk reduction, ensuring schools remain safe from disaster risks and fostering a lifelong culture of safety among learners. Engagement at the school level often represents a child's first interaction with the Red Cross National Society, potentially leading to a lifetime of involvement.



This comprehensive programme will encompass humanitarian education; protection, gender, and social inclusion; disaster risk management and climate change; healthy lifestyles; road and water safety; and first aid, all utilizing Red Cross tools and methodologies. Expansion of the iconic Junior Red Cross Club across Fiji is included in this initiative.

Approach

Significant progress has been achieved in establishing Memorandums of Understanding (MOUs) with key stakeholders. These partnerships have facilitated collaborative initiatives, such as the successful coordination of the International Youth Day event with UN Volunteers and other humanitarian organisations.

In 2023, numerous initiatives were led by the Youth Program to revitalize the Fiji Red Cross Society Youth networks at the branch level. Youth comprise more than 70% of the Fiji Red Cross Society volunteers. The Youth Program's participation in open days and exhibitions organized by external actors aimed to enhance the program's visibility and engage more young people.

The Fiji Red Cross Society Youth Program also participated in the USP Open Day in 2023 and conducted several meetings with the USPSA Federal Secretariat team, further strengthening the network and outreach efforts.



Protection, Gender, and Inclusion (PGI)

Context

The Fiji Red Cross Society is committed to integrating the four principles of dignity, access, participation, and safety across all its actions. This integration is based on gender, age, disability, and other diversity factors. Efforts include minimizing people's exposure to risks of violence and abuse and ensuring that programmes adhere to the "do no harm" principle. A comprehensive PGI (Protection, Gender, and Inclusion) strategy will guide this integration across all departments, programmes, and approaches, ensuring a strong focus on inclusion throughout the Fiji Red Cross Society operations. Progress against the PGI strategy will be reported to the governing board by all operational areas.



Approach

The Fiji Red Cross Society acknowledges the substantial evidence indicating that all forms of violence are exacerbated by crises, conflicts, and disasters. There is deep concern regarding the global prevalence of sexual and gender-based violence (SGBV), violence against children, and the exploitation, denial of rights, or trafficking of vulnerable individuals, including those displaced or in transit. Recognizing the need for comprehensive measures, the Fiji Red Cross Society is dedicated to safeguarding against the violence that tragically occurs within the humanitarian system.

The Fiji Red Cross Society commits to preventing, mitigating, and responding to violence, discrimination, and exclusion by enhancing institutional capacity through programmes and operations, and through advocacy, partnerships, and collaboration. Integral to these efforts is the Fiji Red Cross Society work around Gender, Equality, and Social Inclusion (GESI), which ensures that the diverse needs and perspectives of all individuals are considered and addressed.

In May 2023, the Fiji Red Cross Society trained 350 people across the Central and Northern divisions, including Levuka, Savusavu, Naila, Vunidawa, Tamavua, Korovou, and Navua, Child Protection Emergencies. This training, supported by UNICEF, reinforced the organization's dedication to safeguarding vulnerable populations during crises.

In August 2023, Hannaleena Polkki, IFRC APRO Regional Thematic Lead for PGI and Safeguarding, visited Fiji to hold discussions with volunteers based in rural areas. Through Fiji Red Cross Society she was able to hold a talanoa session with volunteers from the Suva Branch that were based in Vunidawa, Naitasiri to gather information around PGI in their villages.

The Fiji Red Cross Society also engaged in a stakeholder consultation facilitated by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ), focusing on the cultural and gender impacts of climate change-induced relocation in Fiji. The discussions aimed to understand the social effects of relocation on communities, emphasizing how culture and tradition are influenced by this process.

The Fiji Red Cross Society hosted the Australian Red Cross (ARC), to a visit to Wailotua village in the northern part of Fiji's Tailevu province. **The community based volunteers of Wailotua village demonstrated an evacuation drill highlighting the active involvement of women in operating the Emergency Operation Center.** This example of inclusivity is particularly notable within the village's patriarchal system, demonstrating a commendable model of gender equality and community participation in emergency preparedness.

Furthermore, in November 2023, the Fiji Red Cross Society participated in a **training on cross-cutting**

approaches and preconditions for disability-inclusive development at the Fiji National Disability Complex. Co-hosted by the United Nations Partnership on the Rights of Persons with Disabilities and the Disability Forum, this training emphasized the recognition of persons with disabilities as an integral part of society's diversity.

Participation in this training reflects the Fiji Red Cross Society's unwavering commitment to preventing, mitigating, and responding to violence, discrimination, and exclusion.



**STRATEGIC
PRIORITY 03**

Advocacy and Partnerships

People mobilise for more equitable and
inclusive communities

Volunteer Management System

Context

Continue investment by the 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

Approach

The Fiji Red Cross Society launched the digitisation of its Volunteer Management System in December, after consultation with 170 volunteers across 3 divisions.

The Volunteer portal will now allow people to register online and will allow Fiji Red Cross Society to share relevant information with registered volunteers.

It will also provide better understanding of volunteer needs and trends that will strengthen the Volunteer program.

This is a huge development for the Fiji Red Cross Society and will be instrumental in collecting data that will guide the direction of the Volunteer program. Future plans are in place to develop an app for volunteer registration.

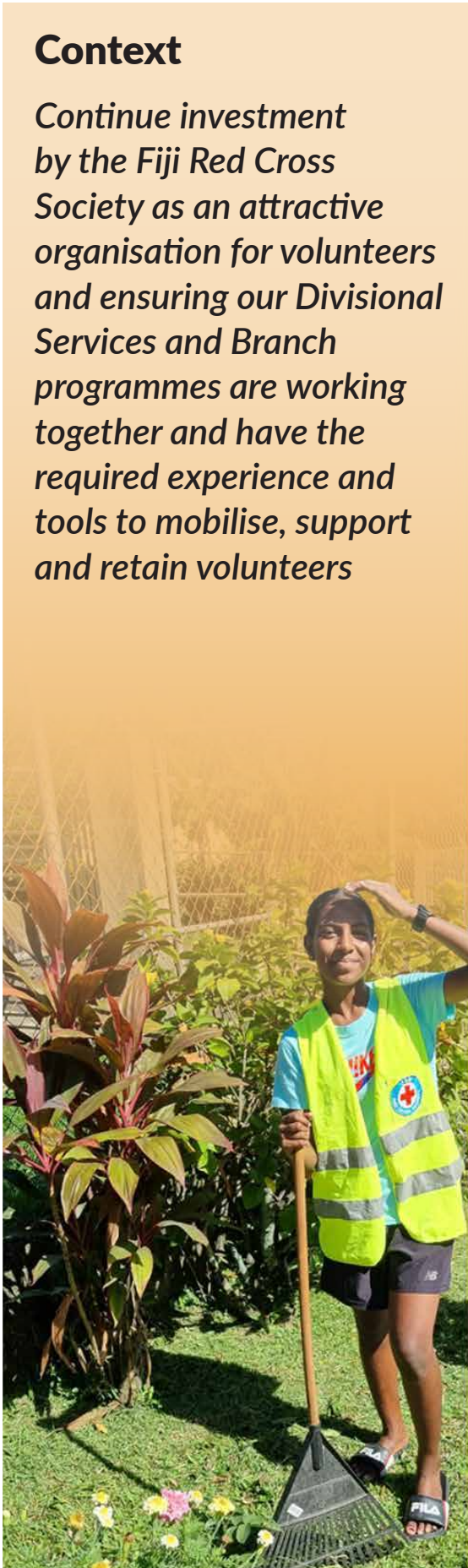
The key element of the Volunteer Management Program are volunteers. It is crucial that volunteers leading Branches or Branch executives receive proper support and training in their leadership roles.

In 2023 Branch Executive Inductions were held in the Western Division and Rotuma island in 2023. The main objective of this session was to equip Branch executives with the necessary knowledge, skills, and understanding of the movement and the Fiji Red Cross Society's structure and framework.

The induction successfully empowered and informed Branch members about their roles and responsibilities further strengthening their capacity as Branch leaders.

The induction team also held awareness sessions with Youth and Government representatives on Rotuma island.

This engagement with stakeholders provided Fiji Red Cross Society with useful information regarding Rotuma island's traditional structure and population demographics.



OUTCOME 3.2

Youth Program

Context

The Fiji Red Cross Society recognizes the pivotal role of youth in national development and the critical importance of investing in their health and well-being as a future investment in Fiji's resilience. By providing youth with the right opportunities and support, a stronger and more resilient nation will be built.



Approach

Youth constitute more than three-quarters of the Fiji Red Cross Society volunteers and are represented at the governance level by the Youth Commission and at the branch leadership level through their nominated youth representatives. Meaningful youth engagement is identified as a strategic vehicle for transforming institutional cultures, directly enhancing the operational capacity of the Red Cross Red Crescent to fulfill its humanitarian mission.

The **National Youth Forum** is held annually before the National Youth Council meeting and serves as a crucial platform for young voices to articulate concerns and contribute innovative ideas to the Fiji Red Cross Society's planning and growth.

In June 2023, the Forum convened 31 youth delegates from 16 branches, including Rotuma Branch. The engaging discussions covered financial literacy, drug abuse, employment opportunities, self-esteem, and innovative engagement methods. Partner stakeholders included the Ministry of Youth and Sports, Westpac Bank, Fiji Drua, Drugs Free World, and the PALM Scheme by way of the Ministry of Employment. Support was provided by IFRC and the Philippines Red Cross, with Catherine Osana, National Youth Council Officer and Youth Coordinator at the Philippines Red Cross, serving as the Chief Guest.

The Youth made a commitment to be the change that they wanted to see in their communities.

To help Youth navigate through a changing world the IFRC has a knowledge sharing initiative called the YABC - Youth as Agents of Behavioural Change, that promotes a culture of non-violence and peace. It empowers youth to take up ethical leadership roles, inspiring positive transformations in mindsets, attitudes, and behaviours within themselves and their communities. Built on youth empowerment, operating from inner peace, and community outreach, YABC is a cornerstone of the Fiji Red Cross Society's youth engagement strategy.

The **YABC Trainers of Trainers (TOT)** was held in April 2023. Youth leaders and representatives from 15 branches gathered in Nadi for the YABC Trainers of Trainers workshop. Facilitated by IFRC and Jaryl Ong of the Malaysian Red Crescent, the workshop included participants from Samoa, Cook Islands, and Vanuatu.

YABC Refresher Course

A YABC refresher course was held in September at the Fiji Red Cross Society National Office, attended by youth commissioners, branch youth officers, and representatives. Key outcomes included the development of a YABC implementation program, enabling engagement with different youth audiences, including street dwellers.

YABC with Street Dwellers

In collaboration with Aruka and the Ministry of Women through the social welfare department, a three-day program in Suva engaged over 10 street dwellers aged 9 to 28. The program focused on dropping biases, empathy, social inclusion, active listening, and the Red Cross Movement's seven fundamental principles.

Y-ADAPT Training

YABC with Street Dwellers In collaboration with ARUKA and the Ministry of Women through the Social Welfare Department, a three-day program in Suva engaged over 10 street dwellers aged 9 to 28. The program focused on dropping biases, empathy, social inclusion, active listening, and the Red Cross Movement's seven fundamental principles.

Peer to Peer Exchange

Youth representatives engaged in peer to peer knowledge sharing, fostering collaborative

leadership and sharing insights and experiences. The Fiji Red Cross Society co-facilitated YABC activities in Samoa and provided assistance in Resource development and activities on how the Youth can be financially sustainable.

International Youth Day

Observed annually on August 12, International Youth Day recognizes the efforts of the world's youth in enhancing global society. In 2023, the Fiji Red Cross Society aligned with the theme "Green Skills for Youth: Towards a Sustainable World" and celebrated at the Fiji National University and the University of the South Pacific. The Fiji Red Cross Society played a significant role in coordinating these events, resulting in 400 new youth registrations as the Fiji Red Cross Society volunteers from the two universities.

Stakeholder Engagement

Stakeholder Engagement the Fiji Red Cross Society engaged in governance level discussions with the Ministry of Youth and Sports. Dialogues between the Director General and the Honourable Minister of Youth and Sports have fostered a better understanding of Society's strategic priorities within the youth space, paving the way for enhanced collaboration.



Humanitarian Education

Context

The Fiji Red Cross Society enables 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.



Approach

Through the Fiji Red Cross Society' work in communities especially during a crises or disaster, data is shared from the experiences of people. This invaluable information helps strengthen the Fiji Red Cross Society' approach in Humanitarian education to ensure no one is left behind.

The Fiji Red Cross Society volunteers are the most exposed to this information as they are first responders to any disaster or crises.

They also have the most opportunity to then inspire those around them to take humanitarian action.

The Fiji Red Cross Society' lead participation in the World Humanitarian Day celebrations in November, 2023 recognised the work of the Movement in inspiring people to take humanitarian action through voluntary service.

This event was in collaboration with the United Nations and the National Disaster Management Organisation and saw participation from more than 20 stakeholders from within the Humanitarian space.

On May 8th, World Red Cross Day was celebrated by the Fiji Red Cross Society, honoring the birth of its founder, Henry Dunant.

This event holds significant importance for humanitarian education, as it raises awareness about the principles and activities of the Red Cross movement.

The event featured the Fiji Red Cross Society Honorary Member Mr. Wylie Clark as the Chief Guest. Proceedings commenced with a march through Suva City and culminated in an exhibition showcasing the diverse services provided by the Fiji Red Cross Society, including emergency response, health services, and community support initiatives.

By engaging the public and demonstrating these services, the event highlighted the critical role of humanitarian efforts in fostering resilience and saving lives. The celebration, held at the Fiji Red Cross Society National Office, was attended by more than 100 people.



STRATEGIC PRIORITY 04

Digital Innovation and Organisational Restructuring

The Fiji Red Cross Society is a well-structured, skilled, and sustainable organization

Good Governance and Management

Context

The Fiji Red Cross Society remains dedicated to ensuring that the National Society operates with the utmost transparency, accountability, and integrity. The National Board is tasked with overseeing the implementation of the strategic plan, monitoring compliance through a dedicated internal audit unit, and providing direct oversight of all internal safeguarding processes. In alignment with the global Red Cross Movement's ambitions, the National Board will establish and monitor targets for women in leadership positions.



Approach

The Fiji Red Cross Society relies on Governance for strategic vision, decision-making, and the embodiment of the highest standards of integrity and humanitarian values.

In 2023, the Fiji Red Cross Society recognized the need to **restructure the organization** to better address the needs of vulnerable communities and achieve the Strategic Priorities outlined in the Fiji Red Cross Society Strategic Plan 2022-26. Recruitment service consultants, Australian Volunteers International (AVI) Pacific People were contracted to guide the restructuring process holding consultations with staff, volunteers, Movement partners, clients, and stakeholders regarding the current state of the organization and recommended improvements.

Following approval from the National Board, the first phase of the transformational restructure was implemented. This transformational restructure aims to streamline operations, enhancing coordination at all levels of the Fiji Red Cross Society.

Branch levels are a crucial component of the Fiji Red Cross Society as most of the implementation of the Society's work is done by Branches.

Between February and March of 2023, the Director General made her first visit to all 16 Branches for their **Branch Annual General Meetings (AGM)**.

Discussions were led by Branch Executives on the management of Branches and how the National Office could better support Branches.

These efforts demonstrate the Fiji Red Cross Society's commitment to maintaining the highest standards of Governance and operational excellence.

Planning, Monitoring, Evaluation and Reporting (PMER)

Context

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.



The Fiji Red Cross Society will utilise the skills and experience of current or retired professionals who can 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 the Fiji Red Cross Society in areas in which the Society requires specialised services. These areas will be identified by management as part of the annual planning process.

Approach

While working towards engaging a team to draft the Society's Monitoring and Evaluation (ME) Framework against its Strategic Plan, the Society conducted numerous review and planning meetings to ensure effective monitoring of its work. Under the leadership of the Director General, the Society collaborated with individual sectors to create workplans that clearly form the 2024 One Budget Plan (OBP). This approach has fostered ownership of the plan among staff, enhancing program delivery. The plans and updates were also presented to the Australian Red Cross team and the IFRC.

With a more collaborative approach to the One Budget plan, activities were rolled out in a timely manner, allowing for the successful planning and execution of events such as the National Council Meeting, and the provision of timely board reports.



People, Training and Development

Context

Investment in human resource management will enable the Fiji Red Cross Society to progress with simple and effective performance management processes that are tied to delivery of support or services. We will 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 undertaken internally and externally in the Fiji Red Cross Society, 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.



Approach

The year 2023 marked numerous significant milestones for the Fiji Red Cross Society, underscoring a steadfast commitment to a people-centered, people-first approach. Coordinators and management participated in a one-day leadership training with Ana Laqeretabua of Salt Inc., initiating a series of leadership development opportunities for the Fiji Red Cross Society team.

A volunteer rewarding system was established for the first time, recognizing volunteers at Branch, Divisional, and National levels. These awards, based on nominations and a voting system, honoured the invaluable contributions volunteers make to their communities and their dedication to developing their branches.

In celebration of the **Fiji Red Cross Society's 50th Anniversary**, a morning tea was hosted at the State House, where these awards were presented by the Patron, H.E. Ratu Wiliame Katonivere.

The Fiji Red Cross Society team attended a one day training on Leadership with Ana Laqereqeretabua of Salt Inc. This training was to help the team understand the different types of leadership and how to build themselves as leaders in their own areas.

In 2023, there was a renewed emphasis on staff development within the Fiji Red Cross Society as staff were provided travel for training and attend key conferences.

The Resilience Coordinator attended the 8th Humanitarian Conference in Singapore, where valuable insights were gained from the Singapore Red Cross team. Subsequently, the Coordinator spent three months with the Marshall Islands Red Cross, providing peer-to-peer support in training Enhanced Vulnerability Capacity Assessment facilitators.

Additionally, the Divisional Manager North provided support to the Papua New Guinea Red Cross as the lead facilitator for their Emergency Response training, while the Divisional Manager West participated in a leadership conference in Malaysia. The Program Office Central Eastern attended a disaster response training in Kuala Lumpur.

Fiji Red Cross Society participated in the **Red Cross Pacific Finance Managers training** in Samoa which was facilitated by the Australian Red Cross. Fiji was appointed as the Chair of the Red Cross Pacific Finance Managers Network.

Furthermore, the Fiji Red Cross Society National President, Director General, and Youth Chair represented Fiji at the Asia Pacific Regional Conference in Vietnam.

These exchanges also align with our commitment to provide capacity building and support to Pacific National Societies.

Under the Director General's **people first approach** quarterly staff awards were introduced to recognize and motivate employees, and Town Halls were initiated to keep staff informed and empowered with essential information.

These initiatives reflect the **Fiji Red Cross Society's commitment to fostering a culture of inclusivity, capacity building, and people development.** Through comprehensive programs and operations, and by strengthening advocacy, partnerships, and collaboration, the Fiji Red Cross Society continues to champion gender equality, social inclusion, and community resilience in all its endeavours.



Branch and Division Network

Context

The Fiji Red Cross Society will advance the process of decentralization through the implementation of a new branch-led planning system. This initiative will emphasize the pivotal role of branches and divisions in setting service delivery targets aligned with the strategic plan framework. Additionally, it will mobilize support from Divisions and the National Office to meet these targets. A significant focus will be placed on branch development, with an emphasis on sustaining a well-functioning branch structure capable of attracting and retaining the volunteers necessary to achieve these targets. To ensure two-way accountability and reinforce governance, a branch governance and management strengthening program will be overseen by the National Board and the organizational development component of the Fiji Red Cross Society management.



Approach

The Fiji Red Cross Society is dedicated to supporting and developing branches as robust and effective local entities. This commitment involves both the development and implementation of technical services that directly contribute to these transformative changes. Numerous aspects of the Fiji Red Cross Society' operations actively support branch development in key areas, particularly in enhancing branch leadership.

In May 2023, an induction program was conducted for branch executives in the Western Division, followed by a similar induction for the revitalized Rotuma Branch. The Branch had initially collapsed and was defunct for more than 5 years and work around reviving the Branch began in 2016 during Tropical Cyclone Winston. After a lapse of 6 years, the Rotuma Branch was activated in 2023 with commitments around Branch development from the people of Rotuma, stakeholders and the Fiji Red Cross Society. So far, FJD\$50,000 has been invested in trainings and support visits to the island. To initiate this commitment, a team from the Fiji Red Cross Society National Office visited the Rotuma Branch for the volunteer induction. These interactive sessions were designed to help branch executives understand their roles and responsibilities, the organizational structure, the Fiji Red Cross Society Constitution, and the application of the 7 Fundamental Principles as a guiding tool in decision-making.

Outcomes and Future Directions

The implementation of the decentralized, branch-led planning system is anticipated to enhance the overall efficiency and effectiveness of service delivery across all branches and divisions. By fostering a robust governance structure at the branch level, The Fiji Red Cross Society aims to ensure sustained volunteer engagement and the successful achievement of service delivery targets. The ongoing branch governance and management strengthening program will further reinforce these efforts, ensuring that all branches operate with the highest standards of governance and accountability.

In 2023, Resource Mobilisation with Human Resources and Finance, provided a robust training on the processes of Finance and how to become financially sustainable.

Resource Mobilisation was also instrumental in securing funding for different aspects of Branch development. One such grant, was through the Asco Foundation. The grant provided technological equipment to Branches valued at FJ\$35,072.00 and each Branch received a digital projector, a printer, a laptop, a blue tooth Speaker and a modem.

In 2023, monthly updates on the work of the Fiji Red Cross Society in communities and its strategic direction were provided by the Director General and Divisional Managers to the Fiji Red Cross Society Patron, H.E. Ratu Wiliame Katonivere.

The Fiji Red Cross Society remains committed to continuous improvement and adaptation, ensuring that all organizational components align with the overarching strategic plan. This dedication to governance excellence and branch development demonstrate the Fiji Red Cross Society's mission to provide effective humanitarian services.



Finance Development

Context

The Fiji Red Cross Society will continue to strategically invest in its financial systems, with the objective of achieving OCAC finance certification levels. Investments will be directed towards enhancing finance capacity at the divisional level to ensure financial support is readily available at the point of service delivery in branches and divisions. Emphasis will be placed on maintaining high-integrity tools and processes. Additionally, substantial investments will be made to strengthen the Fiji Red Cross Society's internal audit capacity and the oversight functions of the Board Finance Committee.



Approach

In 2023, significant strides were made in financial literacy development, a critical area for the Fiji Red Cross Society staff and volunteers. In collaboration with ANZ Bank, the Fiji Red Cross Society organized participation in the ANZ **Money Minded Program**, a one-day financial literacy training session. Funded by the Australian Red Cross, this initiative aimed to prepare branch executives for financial management responsibilities. The training sessions were conducted across three divisions on August 4th, 10th, and 17th, with participants from all 16 branches. The primary objectives were to equip participants with budgeting skills and the ability to achieve financial goals using the 5 SMART practices, ensuring comprehensive financial competency across the organization.

Additionally, **First Aid standby services** were identified as a revenue-generating opportunity for branches. In 2023, the Fiji Red Cross Society's Safety Department conducted First Aid Training sessions for volunteers from the Suva, Tavua, and Levuka branches, renewing their First Aid certificates for an additional two years. A total of 42 volunteers were trained, funded by the Resilience Project through OFDA funding.

Key outcomes and commitments for the year included substantial investments in financial systems and capacity building.

The Fiji Red Cross Society achieved high standards with the Organisational Capacity Assessment Certification (OCAC) Finance Certification and enhanced support at branch levels through improved divisional finance capacity. Integrity and oversight were strengthened with the implementation of robust tools, increased internal audit capacity, and a more robust Board Finance Committee oversight.

The successful partnership with ANZ Bank and funding from the Australian Red Cross facilitated comprehensive financial literacy training for staff and volunteers across all divisions. This broad participation involved branch executives and staff members, promoting financial literacy throughout the organization.

In the area of **First Aid training**, the focus on revenue generation through standby services was emphasized, with the training and renewal of First Aid certificates for 42 volunteers supported by the Resilience Project through OFDA funding.

The Fiji Red Cross Society remains dedicated to continuous improvement in financial management and service delivery. Ensuring that all processes and systems support the organization's strategic objectives is a priority. Ongoing investments in digital transformation, financial systems, and capacity building will continue to foster a resilient and effective organization committed to humanitarian excellence.



Pacific Leaders Meeting

In February 2023, the Fiji Red Cross Society hosted the Pacific Leaders Meeting at the Holiday Inn in Suva, welcoming sister National Societies from across the Pacific. The gathering brought together Red Cross leaders from 14 Pacific countries, including Australia and New Zealand, with the valuable contribution and partnership of the IFRC and ICRC. This meeting served as a platform for leaders to discuss challenges encountered within their respective national societies and fostered opportunities for peer-to-peer support. In addition, the meeting served as a platform for an urgent call for collective action to reduce the impact of climate change and disasters.

2023 Pacific Leaders Meeting



Fiji Red Cross Society marks 50 years of existence



Scan to watch!

World Red Cross Day 2023



Scan to watch!



Financial Review

Fiji Red Cross Society

Financial Statements

For the year ended 31 December 2023

Fiji Red Cross Society

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Fiji Red Cross Society
Statement by the National Board
For the year ended 31 December 2023

On behalf of the National Board of Fiji Red Cross Society ('the Society'), we state that in our opinion the accompanying financial statements of the Society, set out on pages 5 to 17 are drawn up so as to present fairly the state of affairs of the Society as at 31 December 2023 and the results of the Society, its statement of income, statement of changes in funds, statement of financial position and the results of the cash flow of the Society for the year then ended.

Society members

The names of the Society's members in office during the year and up to the date of this report are:

Society members	Appointed	Term Ended
Sala Toganivalu Lesuma (President)	1st June 2019	
Digby Bossley (Treasurer)	30th November 2020	
Akuila Tuinasau (Youth Delegate)	27th November 2022	10th June 2023
Sonika Narayan (Youth Delegate)	10th June 2023	
Dineshwar Sharma	1st June 2019	10th June 2023
Temo Sasau	1st June 2019	10th June 2023
Christine Deo Reddy	24th October 2020	
Shayne Sorby	24th October 2020	
Eldon Eastgate	27th November 2021	
Rishita Devi	10th June 2023	
Taniela Nayasi	10th June 2023	
Ragigia Dawai - Director General, Ex-Officio	14th November 2022	

FARC Members

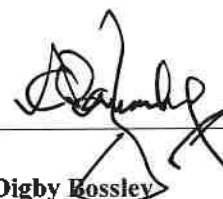
Digby Bossley (Chairman)	30th November 2020
Esira Kini	21st August 2020
Finau Soqo	18th November 2022

Dated at Suva this 20th day of June 2024.

Signed in accordance with a resolution of the National Board.



Sala Toganivalu Lesuma



Digby Bossley



Independent Auditor's Report

To the Members of Fiji Red Cross Society

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Fiji Red Cross Society ("the Society") which comprise the statement of financial position as at 31 December 2023, the statements of income and accumulated funds, and cash flows for the year then ended, and notes, comprising material accounting policies and other explanatory information as set out in notes 1 to 24.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Society as at 31 December 2023, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium -sized entities (IFRS for SMEs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with International Ethics Standards Board for Accountants International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) the ethical requirements that are relevant to our audit of the financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the statement by the National Board and detailed statements of income and expenditure but does not include the financial statements and our auditors' report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Independent Auditor's Report

To the Members of Fiji Red Cross Society

Report on the Audit of the Financial Statements

Opinion

We have audited the accompanying financial statements of Fiji Red Cross Society ("the Society") which comprise the statement of financial position as at 31 December 2023, the statements of income and accumulated funds, and cash flows for the year then ended, and notes, comprising material accounting policies and other explanatory information as set out in notes 1 to 24.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Society as at 31 December 2023, and of its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards for Small and Medium -sized entities (IFRS for SMEs).

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (ISAs). Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Society in accordance with International Ethics Standards Board for Accountants International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code) the ethical requirements that are relevant to our audit of the financial statements and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Information

Management is responsible for the other information. The other information comprises the information included in the statement by the National Board and detailed statements of income and expenditure but does not include the financial statements and our auditors' report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.



Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation of financial statements that give a true and fair view in accordance with International Financial Reporting Standards for Small and Medium - sized entities, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Society's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Society or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Society's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance but is not a guarantee that an audit conducted in accordance with International Standards on Auditing (ISAs) will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Society's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness the management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Society's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditors' report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditors' report. However, future events or conditions may cause the Society to cease to continue as a going concern.

Auditors' Responsibilities for the Audit of the Financial Statements (continued)

- Evaluate the overall presentation, structure, and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

KPMG

KPMG

Chartered Accountants



Steve Nutley

Partner

Suva, Fiji

20 June, 2024

Fiji Red Cross Society
Statement of income
For the year ended 31 December 2023

	Note	2023 \$	2022 \$
Revenue	2	2,598,643	3,192,131
Cost of sales		(22,349)	(34,723)
Gross Profit		<u>2,576,294</u>	<u>3,157,408</u>
Other income	3	344,500	310,818
Administrative expenses	4	(53,827)	(35,856)
Other expenses	6	(2,897,198)	(3,363,069)
Results from operating activities		<u>(30,231)</u>	<u>69,301</u>
Finance income	7	<u>56,221</u>	<u>77,655</u>
Surplus before tax		<u>25,990</u>	<u>146,956</u>
Income tax expense	1(i)	-	-
Surplus for the year		<u>25,990</u>	<u>146,956</u>

The statement of income is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 9 to 17.

Fiji Red Cross Society
Statement of changes in funds
For the year ended 31 December 2023

	2023	2022
	\$	\$
General fund		
Balance at the beginning of the year	703,522	556,566
Surplus of income over expenditure	25,990	146,956
Balance at the end of the year	<u>729,512</u>	<u>703,522</u>
Disaster relief fund		
Balance at the beginning of the year	<u>3,453,058</u>	<u>3,453,058</u>
Balance at the end of the year	<u>3,453,058</u>	<u>3,453,058</u>
Capital reserve		
Balance at the beginning of the year	<u>139,999</u>	<u>139,999</u>
Balance at the end of the year	<u>139,999</u>	<u>139,999</u>

The statement of changes in funds is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 9 to 17.

Fiji Red Cross Society
Statement of financial position
As at 31 December 2023

	Notes	2023 \$	2022 \$
Current assets			
Cash and cash equivalents	8	627,799	867,338
Term deposits	9	2,419,066	495,817
Trade receivables	10	65,509	77,259
Inventories	11	219,749	242,243
Other assets	12	13,463	7,520
Other receivables	13	132,213	119,233
Total current assets		3,477,799	1,809,410
Non-current assets			
Term deposits	9	1,280,070	3,185,793
Property, plant and equipment	14	584,634	535,638
Total non-current assets		1,864,704	3,721,431
Total assets		5,342,503	5,530,841
Current liabilities			
Trade and other payables	15	89,248	93,163
Project advances	16	749,549	986,226
Deferred income - donated assets	17	31,944	20,066
Employee entitlements	18	31,273	31,273
Total current liabilities		902,014	1,130,728
Non current liabilities			
Deferred income - donated assets	17	117,920	103,534
Total non-current liabilities		117,920	103,534
Total liabilities		1,019,934	1,234,262
Net assets		4,322,569	4,296,579
Society's funds			
General fund		729,512	703,522
Disaster relief fund		3,453,058	3,453,058
Capital reserve	19	139,999	139,999
		4,322,569	4,296,579

The statement of financial position is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 9 to 17.

Fiji Red Cross Society
Statement of cash flows
For the year ended 31 December 2023

	Note	2023	2022
		\$	\$
Cash flows from operating activities			
Cash receipts from donors and customers		2,744,479	2,478,825
Cash payments to suppliers and employees		(2,907,313)	(3,378,687)
Interest received		43,379	125,463
Net cash used in operating activities		<u>(119,455)</u>	<u>(774,399)</u>
Cash flows from investing activities			
Net investments in term deposits		(17,526)	(58,717)
Payments for property plant and equipment acquired	14	<u>(102,558)</u>	<u>(98,288)</u>
Net cash used in investing activities		<u>(120,084)</u>	<u>(157,005)</u>
Net decrease in cash and cash equivalents		(239,539)	(931,404)
Cash and cash equivalents at beginning of year		<u>867,338</u>	<u>1,798,742</u>
Cash and cash equivalents at end of year		<u>627,799</u>	<u>867,338</u>

The statement of cash flows is to be read in conjunction with the notes to and forming part of the financial statements set out on pages 9 to 17.

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

1 Summary of significant accounting policies

General information

Fiji Red Cross Society ("the Society") is a Society domiciled in Fiji. The financial statements were authorised for issue by the National Board on 20th June, 2024.

Set out below is a summary of the significant accounting policies adopted by the Society in the preparation of the financial statements.

(a) Basis of preparation and accounting policies

The financial statements have been prepared in accordance with the International Financial Reporting Standard for Small and Medium-sized Entities (IFRS for SMEs) as issued by the International Accounting Standards Board. The financial statements are presented in Fiji Dollars, which is the Society's functional currency and have been rounded to the nearest dollar.

The financial statements have been prepared on the basis of historical costs and do not take into account changing money values or current valuations of non-current assets.

The accounting policies have been consistently applied and are consistent with those of the previous year.

(b) Cash and cash equivalents

Cash and cash equivalents comprises of cash on hand and at bank.

(c) Foreign currency transactions

Foreign currency transactions are translated to Fiji dollars at the rates of exchange ruling at the date of transactions. Amounts receivable and payable by the Society at balance date in foreign currencies are converted to Fiji dollars at the rates of exchange ruling at that date.

Foreign exchange differences arising on translation are recognised in profit or loss.

(d) Trade and other receivables

Trade and other receivables are stated at their amortised cost less allowance for impairment losses. The collectability of debts is assessed at balance date and allowance is made for any impairment.

(e) Term deposits

Term deposits with financial institutions are measured at amortised cost. Interest income is recognised in profit or loss using the effective interest method.

(f) Inventories

The Society holds inventories of donated items from various organisations as well as purchased inventories. Purchased inventories, which comprise medical welfare and safety inventories, are recorded at the lower of cost and net realisable value. Cost has been assigned to inventory quantities on hand at balance date using the weighted average cost method.

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

1 Summary of significant accounting policies (continued)

(g) Property, plant and equipment

(i) Acquisition

Property, plant and equipment are measured at cost less accumulated depreciation and impairment losses.

(ii) Depreciation

Property, plant and equipment are depreciated over their estimated useful lives. The straight line method of depreciation is used and depreciation rates have been applied as follows:

Buildings	2.5% - 10%
Furniture, fittings and equipment	10% - 33.33%
Motor Vehicles	20%
Freehold land is not depreciated.	

(iii) Impairment of assets

At each reporting date, property, plant and equipment is reviewed to determine whether there is any indication that the assets have suffered an impairment loss. If there is an indication of possible impairment, the recoverable amount of any affected asset (or group of related assets) is estimated and compared with its carrying amount. If estimated recoverable amount is lower, the carrying amount is reduced to its estimated recoverable amount, and an impairment loss is recognised immediately in profit or loss.

(h) Trade and other payables

Trade and other payables are stated at amortised cost.

(i) Income tax

In accordance with Part 7 sub-section 2 of the Income Tax (Exempt Income) Regulations 2016, the Society is exempt from income tax.

(j) Deferred income

Deferred income represents grants and the value of assets donated or acquired as a condition of donated funds and affiliation fees received in advance. Donated assets are capitalised and deferred income recorded for the same amount. The deferred income is initially amortised over the expected useful life of the asset and reviewed on completion of the project to determine whether any remaining deferred income should be released. Grants and affiliation fees are recognised as income as described in Note 1(l) below.

(k) Employee entitlements

The obligation for employee entitlements relating to amounts expected to be paid to employees for annual leave is measured as the leave earned but unpaid as at balance date.

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

1 Summary of significant accounting policies (continued)

(l) Income recognition

Revenue from sale of goods comprises revenue earned from the sale of first aid kits, medical equipment and ambulatory equipment. Sales revenue is recognised when collectability is probable and on delivery of the goods to the customer. Course fees are recognised as the related courses are provided. Grant revenue comprises amounts received and receivable from various donor organisations and is initially deferred in Project advances and recognised in income in the period in which related expenses are incurred. Rental income is recognised on a straight line basis over the lease term.

Income from donations is generally recognised when received. When there are conditions attached to the donation, the income is recognised as the conditions are met.

(m) Project advances

Project advances represents grants received or receivable. A grant that does not impose specified future performance conditions on the Society is recognized in profit or loss when the grant proceeds are receivable. A grant that imposes specified performance conditions on the Society is recognized in profit or loss only when the performance conditions are met. Public donations are recognized in profit or loss unless they relate to specific disasters for which a related performance condition is either explicitly or implicitly implied, in which case the donations are considered to be treated in the same way as grants with specific performance conditions. Grants received before the revenue recognition criteria are satisfied are recognized as a liability. Grants are measured at the fair value of the asset received or receivable.

(n) Comparative information

Comparative information has been restated where necessary to achieve consistency in disclosure with current financial year amounts.

	2023	2022
	\$	\$
2 Revenue		
Amortization of deferred income	23,761	43,723
Course fees	309,971	228,460
Grant Revenue	1,406,868	2,306,760
Rental income	174,384	163,790
Sale of inventory	57,699	131,882
Donation - Disaster relief and stock replenishment	562,346	305,285
General donations	63,614	12,231
	<u>2,598,643</u>	<u>3,192,131</u>
3 Other income		
Admin reimbursements	169,407	155,222
Travel reimbursements	160,074	152,806
Gain on sale	10,100	-
Sundry income	4,919	2,790
	<u>344,500</u>	<u>310,818</u>

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

	2023	2022
4 Administrative expenses	\$	\$
Auditors' remuneration - audit fees	9,217	8,490
Printing, postage and stationery	41,391	24,029
Rates	3,219	3,337
	<u>53,827</u>	<u>35,856</u>
5 Personnel expenses		
Salaries and wages	786,452	671,891
FNPF contribution	53,686	36,162
	<u>840,138</u>	<u>708,053</u>
6 Other expenses		
Advertising and staff recruitment	8,568	1,709
Bank fees	2,296	1,988
Cleaning	11,115	8,552
Depreciation expense	53,482	63,930
Electricity and water	24,968	24,585
Grant expenses	1,081,596	1,683,099
Donation-Disaster relief and stock replenishment	187,683	242,217
Insurance	24,273	26,548
Personnel expenses (refer note 5)	840,138	708,053
Repairs and maintenance	12,897	18,349
Telephone, facsimile and internet	52,589	48,238
Training and travel	39,939	58,855
Vehicle running expenses	177,274	208,768
Other expenses	380,380	268,178
	<u>2,897,198</u>	<u>3,363,069</u>
7 Finance income		
Interest income	<u>56,221</u>	<u>77,655</u>
8 Cash and cash equivalents		
Cash at bank	625,279	865,018
Cash on hand	2,520	2,320
	<u>627,799</u>	<u>867,338</u>
9 Term deposits		
Current	2,419,066	495,817
Non-current	1,280,070	3,185,793
	<u>3,699,136</u>	<u>3,681,610</u>

Term deposits are for a period of up to 37 months with maturity ranging from February 2024 to January 2027 and are invested at rates between 0.30% to 3.50% (2022: 0.30% to 3.50%) per annum.

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

	2023	2022
10 Trade receivables	\$	\$
Trade receivables	66,031	77,781
Less: allowance for impairment	<u>(522)</u>	<u>(522)</u>
	<u>65,509</u>	<u>77,259</u>
11 Inventories		
Inventories	271,112	251,764
Less: allowance for obsolescence	<u>(51,363)</u>	<u>(9,521)</u>
	<u>219,749</u>	<u>242,243</u>
12 Other assets		
Prepayments	<u>13,463</u>	<u>7,520</u>
13 Other receivables		
Bond deposits	4,949	4,949
Interest receivable	102,521	89,679
VAT receivable	24,693	24,555
Other receivables	<u>50</u>	<u>50</u>
	<u>132,213</u>	<u>119,233</u>

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

14 Property, plant and equipment

	Land & buildings	Motor vehicles	Furniture, fittings & equipment	Total
	\$	\$	\$	\$
<i>Cost</i>				
Balance at 1 January 2022	1,290,106	425,352	1,409,876	3,125,334
Acquisitions	82,588	-	15,700	98,288
Balance at 31 December 2022	1,372,694	425,352	1,425,576	3,223,622
Acquisitions	102,558	-	-	102,558
Disposal	-	(10,973)	-	(10,973)
Balance at 31 December 2023	1,475,252	414,379	1,425,576	3,315,207
<i>Accumulated depreciation</i>				
Balance at 1 January 2022	912,636	378,365	1,333,053	2,624,054
Depreciation	9,896	24,517	29,517	63,930
Balance at 31 December 2022	922,532	402,882	1,362,570	2,687,984
Depreciation	10,154	7,344	36,064	53,562
Disposal	-	(10,973)	-	(10,973)
Balance at 31 December 2023	932,686	399,253	1,398,634	2,730,573
<i>Carrying amount</i>				
At 1 January 2022	377,470	46,987	76,823	501,280
At 31 December 2022	450,162	22,470	63,006	535,638
At 31 December 2023	542,566	15,126	26,942	584,634

15 Trade and other payables

	2023	2022
	\$	\$
Trade creditors	60,339	65,087
Accruals	6,057	7,814
Other creditors	22,852	20,262
	<u>89,248</u>	<u>93,163</u>

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

	2023	2022
16 Project advances	\$	\$
Disaster relief stock and re-stocking	560,134	787,022
Coca cola foundation	164,578	164,578
Others	24,837	34,626
	<u>749,549</u>	<u>986,226</u>
17 Deferred income - donated assets		
<i>Cost</i>		
Donated assets as at beginning of year	1,301,066	1,301,066
Additions	50,027	-
Donated assets as at end of year	<u>1,351,093</u>	<u>1,301,066</u>
<i>Accumulated amortisation</i>		
Amortisation as at beginning of year	(1,177,466)	(1,133,746)
Amortisation	(23,763)	(43,720)
Amortisation as at end of year	<u>(1,201,229)</u>	<u>(1,177,466)</u>
<i>Carrying amount</i>		
As at 1 January	<u>123,600</u>	<u>123,600</u>
As at 31 December	<u>149,864</u>	<u>123,600</u>
Current	31,944	20,066
Non current	<u>117,920</u>	<u>103,534</u>
	<u>149,864</u>	<u>123,600</u>
18 Employee entitlements		
Annual leave	<u>31,273</u>	<u>31,273</u>
19 Capital reserve		
Capital reserve	<u>139,999</u>	<u>139,999</u>

The capital reserve arose from the sale of building in Rodwell Road, Suva a number of years ago.

20 Contingent liabilities and commitments

Commitments and contingent liabilities amounted to \$Nil (2022: \$Nil)

21 Related parties

(a) Transactions with related parties

The Society actively solicits support and assistance from their volunteers and acquires goods and services from commercial enterprises of which some members of the National Board of the Fiji Red Cross Society are servants or may have a beneficial interest. The Society believes the extent of these transactions are not material in relation to the financial statements and that the terms and conditions of these transactions have been to the advantage of the Society.

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

21 Related parties (continued)

(b) Key management personnel

During the year the following persons were identified as key management personnel with the greatest authority and responsibility for the planning, directing and controlling the activities of the Society.

National Board Members

Name

Sala Toganivalu Lesuma (President)	Eldon Eastgate
Digby Bosley (Treasurer)	Rishita Devi
Sonika Narayan (Youth Commission Delegate)	Taniela Nayasi
Christine Deo Reddy	Ragiga Dawai- Director General, Ex-Officio
Shayne Sorby	

Finance Commission Members

Name

Digby Bossley
 Esira Kini
 Finau Soqo

National Management Team

Name

Title

Ragigia Dawai	Director General
Romit Maharaj	Financial Controller & Operations Manager
Margaret Liebregts	Manager Programmes (appointed 8/05/23)
Lutea Teonea	People, Culture & Administration Manager (appointed 15/12/2023)
Luisa Ulamila Turaga	Communication and Marketing Manager (appointed 15/12/2023)
Patiliai Leqanidruaivalu	Divisional Manager - West
Mitieli Duvuloco	Divisional Manager - North
Nete Logavatu	Resilience Coordinator
Marisela Margaret Rose Archibald	Resource Mobilisation Coordinator
Michelle Kumar	Accountant (appointed 1/02/2023)
Mohammed Riaz	Safety Coordinator (appointed 3/02/2023)
Maciu Nokelevu	Disaster Coordinator (resigned 29/05/2023)
Lavenia Laweimoala	Youth Coordinator (appointed 5/06/23)
Sneh Kumar	Human Resources Coordinator (resigned 31/07/2023)

The aggregate compensation of key management personnel comprises of short term benefits only and is set out below:

	2023	2022
	\$	\$
Short term benefits	<u>444,992</u>	<u>361,255</u>

Fiji Red Cross Society
Notes to and forming part of the financial statements
For the year ended 31 December 2023

22 Principal activities

The principal activities of the Society during the financial year were providing humanitarian and community services.

23 Registered Office

The Society's registered office and head office is located at 21 and 22 Gorrie Street, Suva.

24 Significant events after the year

There has not arisen in the interval between the end of the financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Members, to affect significantly the operations of the Society, the results of those operations, or the state of the affairs of the Society, in subsequent financial years.



Disclaimer

The additional financial data presented on pages 19 to 29 is in accordance with the books and records of Fiji Red Cross Society, which have been subjected to the auditing procedures applied in our audit of the Society for the year ended 31 December 2023. It will be appreciated that our audit procedures did not cover all details of the additional financial information. Accordingly, we do not express an opinion on this financial information and no warranty of accuracy or reliability is given.

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

20 June, 2024
Suva, Fiji

KPMG
KPMG
Chartered Accountants

Fiji Red Cross Society
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Income		
Organisational development fund	20,007	28,466
Divisional service centre fund	21,793	4,165
Branches & Dissemination	77,083	79,642
Disaster relief fund	1,522,697	2,255,387
Marketing & Events	68,344	27,259
Youth programme	102,140	1,999
Safety & Retail Shop	344,963	360,494
Health and care	178,933	178,916
Child Protection in Emergencies	43,984	54,439
General Fund	596,730	589,810
	<u>2,976,674</u>	<u>3,580,577</u>
Expenditure		
Organisational development fund	20,007	28,466
Divisional service centre fund	38,134	29,131
Branches & Dissemination	77,083	79,642
Disaster relief fund	1,522,697	2,255,387
Marketing & Events	28,049	27,259
Youth programme	102,140	1,999
Safety & Retail Shop	233,279	170,513
Health and care	178,933	178,916
Child Protection in Emergencies	43,984	54,439
General Fund	706,379	607,869
	<u>2,950,685</u>	<u>3,433,621</u>
Surplus income over expenditure	<u>25,989</u>	<u>146,956</u>

The Summary statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Organisational development fund
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
Income	\$	\$
Disaster Response	20,007	28,466
	<u>20,007</u>	<u>28,466</u>
Expenditure		
National Council	15,815	24,439
Disaster Response	4,192	4,027
	<u>20,007</u>	<u>28,466</u>
Surplus income over expenditure	<u>-</u>	<u>-</u>

The Organisational Development Fund statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Divisional service centre fund
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Income		
Other income	21,793	4,165
	<u>21,793</u>	<u>4,165</u>
Expenditure		
Electricity and water		78
Catering	333	204
Cleaning	2,126	1,363
FNPF	1,785	1,530
Salaries and wages	25,504	25,504
Stationery	234	102
Communication & Travel	366	250
Small equipment	139	-
Venue Hire	-	100
Repair & Maintenance	1,877	-
Volunteer Allowance	555	-
Commission	5,215	-
	<u>38,134</u>	<u>29,131</u>
Deficit income over expenditure	<u>(16,341)</u>	<u>(24,966)</u>

The Divisional Service Centre Fund statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Branches & Dissemination
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Income		
ICRC - IHL Grant	77,083	79,642
	<u>77,083</u>	<u>79,642</u>
Expenditure		
Bank Fees	60	60
IHL Grant expenses	42,373	50,125
Salaries and wages	24,442	25,504
FNPF	1,711	1,530
Mileage	5,138	2,130
Website	-	293
Administration fees	3,359	-
	<u>77,083</u>	<u>79,642</u>
Surplus income over expenditure	<u>-</u>	<u>-</u>

The Branches and Dissemination statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Disaster relief fund
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
Income		\$
Grant		
- Australian Red Cross Portfolio	618,919	372,535
- Office of Foreign Disaster Assistance [OFDA]	198,949	492,635
- Disaster Preparedness and Management	450,123	276,818
- Covid 19 - DREF Funding	-	553,759
- Embassy of China in Fiji - TC Yasa	-	75,127
- TC Yasa Fijian Community Association - Pagopago	-	25,686
Funding		
- TC Cody	-	279,800
- Coca Cola Foundation	-	40,509
- NZRC - Disaster Response	-	4,073
- IFRC - Coco Cola Grant	-	80,203
- Doris Leys Advance	-	44,242
- Estate of Joyce Heraman	-	10,000
Donation		
- Disaster Relief Response	-	-
TC Mal DREF	95,639	-
IFRC - Volunteer Digitization	74,324	-
IFRC - Capacity Building	45,796	-
META	35,092	-
Suva Branch Income	3,637	-
Social Committee	218	-
	<u>1,522,697</u>	<u>2,255,387</u>
Expenditure		
Administration fees	166,047	155,223
Australian Red Cross Portfolio	396,161	223,876
OFDA Program	79,448	332,955
FNPF	19,845	18,549
Salaries and wages	326,366	309,151
Disaster response expense	188,523	238,190
NZRC - Disaster Response	-	4,073
COVID 19 - DREF Funding	-	391,283
Republic of China Funding - TC Yasa		59,179
Fijian Association of Pagopago & the People of American Samoa		19,687
Coca Cola Foundation		20,000
TC Cody	-	231,879
Estate of Joyce Heraman	-	10,000
Doris Leys	-	44,242
IFRC Grant - Coco Cola Grant	23,185	78,213
Mileage	86,886	118,887
GESI	6,137	-
IFRC - Resource Mobilization	23,582	-
TC Mal DREF	78,778	-
IFRC - Volunteer Digitization	49,501	-
IFRC - Capacity Building	45,796	-
META Expense	27,282	-
Suva Branch Expense	5,160	-
	<u>1,522,697</u>	<u>2,255,387</u>
Surplus income over expenditure	<u>-</u>	<u>-</u>

The Disaster Relief Fund statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Marketing & Events
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Income		
Corporate donation	60,507	5,627
General donation	3,107	6,603
IFRC - Resource Mobilisation	-	13,196
Other income	4,730	1,833
	<u>68,344</u>	<u>27,259</u>
Expenditure		
Salary & Wages	(1,498)	23,340
FNPF	1,498	1,400
Project activity	2,595	1,515
Project support costs	2,828	429
Other expenses	22,626	575
	<u>28,049</u>	<u>27,259</u>
Surplus income over expenditure	<u>40,295</u>	<u>-</u>

The Marketing and Events Fund statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Youth programme
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
Income	\$	\$
IFRC Grant	29,331	1,999
ICRC Grant	5,000	-
Disaster Preparedness and Management	67,809	-
	<u>102,140</u>	<u>1,999</u>
Expenditure		
Project Activity	14,891	1,999
IFRC Youth Grant	40,335	-
International Volunteers Day	43,342	-
Mileage	3,572	-
	<u>102,140</u>	<u>1,999</u>
Surplus income over expenditure	<u>-</u>	<u>-</u>

The Youth Programme statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Safety & Retail Shop
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Sales	57,699	131,856
Opening stock	242,243	194,993
Purchases	22,688	81,427
	<u>264,931</u>	<u>276,420</u>
Closing stock	(249,979)	(242,243)
	<u>14,952</u>	<u>34,177</u>
Gross profit from trading	42,747	97,679
Other Income		
Course fees	287,000	228,460
Other income	15,217	178
	<u>302,217</u>	<u>228,638</u>
Expenditure		
First aid resource materials	1,558	3,478
Advertising	6,645	-
Perdiem -Staff	27,972	22,799
General	36,794	925
Freight charges	-	5,400
FNPF	6,900	3,761
Salaries and wages	95,466	62,679
Stock obsolescence	-	-
Printing, postage and stationery	26,810	21,861
Volunteer allowance	2,490	1,730
Travel and accomodation	19,918	8,665
Mileage	6,384	1,271
Subscriptions	-	403
Safety equipment	1,772	900
Catering	570	2,464
	<u>233,279</u>	<u>136,336</u>
Deficit income over expenditure	<u>111,684</u>	<u>189,981</u>

The Safety and Retail Shop Trading Account statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Health and care
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Income		
Grant - ARC Health	<u>178,933</u>	<u>178,916</u>
	<u>178,933</u>	<u>178,916</u>
Expenditure		
Project activity and support costs	163,234	166,994
Mileage	12,132	11,922
Salary & Wages	3,334	-
FNPF	<u>233</u>	<u>-</u>
	<u>178,933</u>	<u>178,916</u>
Surplus income over expenditure	<u>-</u>	<u>-</u>

The Health and Care Trading Account statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
Child Protection in Emergencies
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
Income	\$	\$
UNICEF - Child Protection in Emergencies	43,984	54,439
	<u>43,984</u>	<u>54,439</u>
Expenditure		
Project activity	42,116	46,651
Mileage	1,868	7,788
	<u>43,984</u>	<u>54,439</u>
Surplus income over expenditure	<u>-</u>	<u>-</u>

The Child Protection in Emergencies statement of income is to be read in conjunction with the disclaimer set out on page 18.

Fiji Red Cross Society
General Fund
Statement of Detailed Income and Expenditure - summary
For the year ended 31 December 2023

	2023	2022
	\$	\$
Income		
Amortisation of deferred income	23,761	43,723
Mileage Reimbursement	120,243	142,373
General reimbursements	209,237	165,656
Interest received	56,221	77,655
Rental income	152,591	159,510
Other Income	34,677	893
	<u>596,730</u>	<u>589,810</u>
Expenditure		
Audit/Accounting Fees	9,217	8,490
Cleaning	8,936	7,189
Depreciation	53,482	63,930
Electricity and water	24,968	24,507
FNPF	21,714	9,391
Generator expenses	2,534	-
General	7,842	15,298
Insurance	24,273	26,548
Bank fees	2,234	1,928
National Board and Council meetings	30,596	4,696
Pension	440	480
Printing, postage and stationery	7,451	2,067
Advertising, staff recruitment and training	4,119	6,561
Subscription	12,711	7,820
Telephone, facsimile and internet	52,209	48,238
Training, travel and accommodation	35,224	56,912
Staff amenities	22,101	8,026
Rent, rates and leases	3,219	3,337
Repairs and maintenance	68,001	18,349
Office Equipment	1,849	-
Salaries and wages	312,839	225,712
Volunteer allowances	420	-
Vehicle running expenses	-	66,335
Staff medical	-	2,019
Website	-	36
	<u>706,379</u>	<u>607,869</u>
Deficit income over expenditure	<u>(109,649)</u>	<u>(18,059)</u>

The General Fund statement of income is to be read in conjunction with the disclaimer set out on page 18.

