



Honourable Sitiveni Rabuka CF, OBE (Mil), OSt.J, MSD

**Prime Minister and Minister for Foreign Affairs, Climate Change and Environment, Civil Service, Information and Public Enterprises**

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**PARLIAMENTARY QUESTION**

53/2024

Hon. Premila Kumar to ask the Prime Minister and Minister for Foreign Affairs, Climate Change, Environment, Civil Service, Information, Public Enterprises and Veteran Affairs – Can the Prime Minister inform Parliament on –

- (a) the names of Chairpersons and Board Members of all statutory organisations and Government-owned commercial entities;
  - (b) the names of expatriate CEO, Chairpersons and Board Members of all statutory organisations and Government-owned commercial entities; and
  - (c) the selection criteria used to appoint these members.
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**Response from Hon. Prime Minister and Minister for Foreign Affairs, Climate Change, Environment, Civil Service, Information, Public Enterprises and Veteran Affairs**

This response relates only to entities within my portfolio as Minister for Public Enterprises. The Honorable Member is advised to seek information relating to the boards of other statutory entities from the relevant Ministers in accordance with their respective portfolios.

**Sitiveni L Rabuka  
Prime Minister  
2 September 2024**

## ANNEX 1 – Response from Ministry of Public Enterprises

The appointment of effective Board of Directors on Government Companies and Statutory Bodies ('GCs & SBs') plays a critical role as they provide adequate oversight and strategic direction to ensure improved performance and service delivery.

The selection of Board of Directors for GCs & SBs is subject to relevant legislative requirements (these include the Public Enterprises Act 2019, Articles of Association, Shareholder's Agreements and entity specific Acts) and a background assessment of whether the person is deemed fit and proper to undertake the role of a Director.

### [A] THE NAMES OF CHAIRPERSONS AND BOARD MEMBERS OF ALL STATUTORY ORGANISATIONS AND GOVERNMENT-OWNED COMMERCIAL ENTITIES

The Hon. Prime Minister and Minister responsible for Public Enterprises appoints the Board of Directors for a total of 23 Boards [13 Public Enterprises, 9 Statutory Bodies, and Fiji Ports Corporation Pte Limited] under the purview of the Ministry of Public Enterprises. While the Ministry appoints the 23 Boards, it only has oversight over 13 Public Enterprises.

There are currently a total of 136 Board of Directors, which incorporates 30.1% female Directors.

The Board of Directors list for the above GCs & SBs are tabulated below:

Nos	Entity	Board Directors	Appointment
<b>Public Enterprises - Schedule 1 of Public Enterprises Act 2019</b>			
1.	Fiji Airports	Mr. Hasmukh Patel	Chairperson
		Mr. Mark Halabe	Director
		Mr. Jona Sevura	Director
		Mr. Bhavick Kapadia	Director
		Mr. Naushad Ali	Director
		Ms. Emele Sima Duituturaga	Director
		Mr. Arvind Singh	Director
2.	Fiji Broadcasting Corporation Pte Limited	Mr. Isoa Kaloumaira	Chairperson
		Ms. Nirmala Nambiar	Director
		Mr. Mesake Koroï	Director
		Mr. Hemendra Nagin	Director
		Mr. Cecil Browne	Director

<b>Nos</b>	<b>Entity</b>	<b>Board Directors</b>	<b>Appointment</b>
		Ms. Mereoni Duaibe	Director
<b>3.</b>	<b>Fiji Hardwood Corporation Pte Limited</b>	Mr. Ioane Naiveli	Chairperson
		Ms. Faranise Tatila Gavidu	Director
		Mr. Sitiveni Naciriyawa	Director
		Mr. Mitieli Bulanauca	Director
		Mr. Daniel Lobendahn	Director
		Mr. Elia Vesikula	Director
<b>4.</b>	<b>Fiji Public Trustee Corporation Pte Limited</b>	Ms. Liliana Warid	Exec Chairperson
		Mr. Uraia Rasake	Director
		Mr. Isoa Siliasau	Director
		Ms. Lorraine Seeto	Director
		Ms. Joytika Jattan	Director
		Ms. Verenaisi Rakube Takirua	Director
<b>5.</b>	<b>Food Processors (Fiji) Pte Limited</b>	Mr. Raj Sharma	Chairperson
		Mr. Nacanieli Sautuca	Director
		Mr. Ilisoni Leweniqila	Director
		Ms. Anna Morris	Director
		Ms. Annabel Ducia	Director
		Ms. Jimaima Lako	Director
<b>6.</b>	<b>Post Fiji Pte Limited</b>	Mr. Isireli Leweniqila	Chairperson
		Mr. Eroni Maopa	Director
		Mr. Sadasivan Naicker	Director
		Ms. Loraine Tulele	Director
		Mr. Orisi Seruitanoa	Director
		Ms. Radhika Singh Karunaratne	Director
		Mr. Ritesh Singh	Director
		Mr. Mahendra Kumar	Director
		Mr. Seveci Tora	Director
<b>7.</b>	<b>Fiji Rice Pte Limited</b>	Mr Raj Sharma	Chairperson
		Ms. Virisila Tuimanu	Director

<b>Nos</b>	<b>Entity</b>	<b>Board Directors</b>	<b>Appointment</b>
		Mr. Jimione Biumaiwai	Director
		Mr. Atonio Lavekau	Director
		Ms. Priyashni Chand	Director
<b>8.</b>	<b>Unit Trust of Fiji (Management) Limited</b>	Ms. Lavinia Kaumaitotoya	Chairperson
		Ms. Sharon Zoreen Ali	Director
		Mr. Sitiveni Vodo	Director
		Mr. Isikeli Tikoduadua	Director
		Mr. Himmat Lodhia	Director
<b>9.</b>	<b>Yaqara Pastoral Company Pte Limited</b>	Mr. Uraia Waibuta	Chairperson
		Mr. Kavit Kamlesh Karan	Director
		Mr. Esala Nasaroa	Director
		Ms. Elizabeth Jessica Naevo	Director
		Mr. Ben Naidu	Director
<b>10.</b>	<b>Fiji Meat Industry Board</b>	Dr. Kenneth Cokanasiga	Chairperson
		Mr. Eliko Batirokomoro	Director
		Ms. Volau Puamau	Director
		Mr. Amjad Ali	Director
		Mr. Isimeli Bainimara	Director
		Mr. Jai Prakash	Director
<b>11.</b>	<b>Biosecurity Authority of Fiji</b>	Mr. Uraia Waibuta	Chairperson
		Mr. Siddiq Faizal Koya	Director
		Ms. Kalisi Ratuwara	Director
		Mr. Kaliova Ravuiwasa	Director
		Mr. Arvind Singh	Director
<b>12.</b>	<b>Pacific Fishing Company Pte Limited</b>	Mr. Mahmood Khan	Chairperson
		Mr. Mike Terry	Director
		Mr. David Robertson	Director
		Mr. Epeli Maisema	Director
		Ms. Carol Watkins	Director
		Ratu Etonia Seru	Director

Nos	Entity	Board Directors	Appointment
		Ms. Lydia Eliana Lazel	Director
		Mr. Maciu Lagibalavu	Director
13	Fiji Coconut Millers Pte Limited	Ms. Mereia Fong	Chairperson
		Mr. Wame Baravilala	Director
		Ms. Swastika Narayan	Director
		Mr. Kitone Radrodro	Director

Nos	Entity	Board Directors	Appointment
<b>Public Enterprises Act - Schedule 3</b>			
1.	Civil Aviation Authority of Fiji	Mr. Eliko Kaumaitotoya	Chairperson
		Mr. Ashneel Chand	Director
		Mr. Mikaele Leawere	Director
		Mr. George Tudreu	Director
		Ms. Marigold Moody	Director
		Mr. Peceli Baleikorocau	Director
		Mr. James Sowane	Director
2.	Fiji Roads Authority	Mr Atunaisa Nayago	Chairperson
		Mr. Lui Naisara	Director
		Mr. Niko Buke Waqadau	Director
		Mr. Bhupendra Solanki	Director
		Mr. Alipate Naiorosui	Director
3.	Housing Authority	Ms. Sereana Qoro	Chairperson
		Ms. Maraia Ubitau	Director
		Ms. Prem Lata Narayan	Director
		Ms. Florence Takinana	Director
		Mr. Isikeli Navuda	Director
4.	Public Rental Board	Mr. Isikeli Navuda	Chairperson
		Ms. Asenaca Nawaqalevu	Director
		Ms. Daiana Buresova	Director

<b>Nos</b>	<b>Entity</b>	<b>Board Directors</b>	<b>Appointment</b>
		Ms. Lanieta Rokotuiwakaya	Director
		Ms. Ana Naivou	Director
<b>5.</b>	<b>Investment Fiji</b>	Ms. Jenny Seeto	Chairperson
		Ms. Shandiya Gounder	Director
		Ms. Tanya Waqanika	Director
		Mr. Mark Halabe	Director
		Mr. Solomone Nata	Director
		Mr. Josaia Sadole	Director
		Mr. Esala Masitabua	Director
<b>6.</b>	<b>Land Transport Authority</b>	Mr. Inosi Kuridrani	Chairperson
		Mr. Sekove Tuilakepa	Director
		Mr. Lui Naisara	Director
		Mr. Rajendra Prasad	Director
		Mr. Etuate Koroï	Director
		Mr. Kiran Khatri	Director
<b>7.</b>	<b>Maritime Safety Authority of Fiji</b>	Mr. Josateki Tagi	Chairperson
		Ms. Nancy V Tikoisuva	Director
		Mr. Savenaca Cavalevu	Director
		Ms. Faranisese Kinivuwai	Director
		Mr. Laisiasa Gonewai	Director
<b>8.</b>	<b>Tourism Fiji</b>	Mr. Andre Viljoen	Chairperson
		Mr. Josaia Rayawa	Director
		Ms. Salaseini Daunabuna	Director
		Mr. Uraia Rasake	Director
		Ms. Ilisapeci Matatolu	Director
		Ms. Fantasha Lockington	Director
		Mr. Pavan Haer	Director
		Mr. Eroni Paumau	Director
<b>9.</b>	<b>Water Authority of Fiji</b>	Mr. Savenaca Seniloli	Chairperson
		Ms. Mele Rakai	Director

Nos	Entity	Board Directors	Appointment
		Mr. Amit Singh	Director
		Mr. Vula Vakacegu	Director
		Mr. Atunaisa Nadakuitavuki	Director
		Mr. Graham Dooley	Director

Appointment of other Boards as per Shareholders Agreement:

Nos	Entity	Board of Directors	Appointment
<b>Appointment as per Shareholders Agreement</b>			
1.	<b>Fiji Ports Corporation Pte Ltd</b>	Mr. Pita Wise	Chairperson
		Mr. Emosi Varea	Director
		Mr. Vijay Maharaj	Director
		Mr. Waqa Bauleka	Director

**[B] THE NAMES OF EXPATRIATE CEO, CHAIRPERSONS AND BOARD MEMBERS OF ALL STATUTORY ORGANISATIONS AND GOVERNMENT-OWNED COMMERCIAL ENTITIES**

1. The Tier 1 positions in Public Enterprises are appointed by the respective Board of Directors. The Boards may even opt to outsource the recruitment process to independent firms. The Government **does not interfere** in the appointment process of executive management. Additionally salaries for these top tier positions are independently considered and determined by the Higher Salaries Commission and these proposed salaries are based on Job Evaluation Reports.
2. The Government steers clear of any Tier 1 appointments, or any appointments made in any of our Public Enterprises. Government is empowering competent professionals to provide strategic oversight and make informed decisions to strengthen governance structures and pave the way for efficient and successful Public Enterprises and statutory bodies.

For Public Enterprises, currently the only expatriate CEO appointed is the CEO for Biosecurity Authority of Fiji (BAF) **[Mr. Michael Bartlett]**. Mr. Bartlett was appointed due to his extensive experience across all competencies required by BAF, he also had extensive experience in agriculture and biosecurity.

3. None of the Boards appointed by the Ministry have an expatriate Chairperson. However, there is an expatriate Board Director engaged with Water Authority of Fiji [**Mr. Graham Dooley**]. It should be noted that Mr. Dooley is appointed on the **same terms and conditions as the local Directors**.

## **[C] THE SELECTION CRITERIA USED TO APPOINT THESE MEMBERS**

### **1.0 Appointment Process and Appointing Authority**

- 1.1 Under the Public Enterprises Act 2019, entities are divided into at least 2 categories:
- **Schedule 1** are those entities that have been designated in the gazette as Public Enterprises under the Public Enterprises Act 2019 which should operate as a company; and
  - **Schedule 3** lists entities that are considered as Statutory Bodies, of which the responsibility for operational oversight rests with the respective line Minister but the Board is appointed by the Minister for Public Enterprises.
- 1.2 Despite the powers given to the Minister for Public Enterprises and the Prime Minister under the PE Act 2019, it is best to consult with the respective line Ministers for Board appointments for entities under Schedule 3.
- 1.3 In addition, there are also a number of Board Memberships under other Ministerial portfolios that are required to be appointed by the relevant Minister. These include: Energy Fiji Ltd, Fiji Airways, Fiji Development Bank, FNPF, RBF, Air Terminal Services (Fiji) Ltd, Walesi Ltd, FRCS, Consumer Council of Fiji, Fiji Investment Corporation Ltd, Fijian Competition and Consumer Commission, Film Fiji, REALB, i-Taukei Fund Trust Board, Agriculture Marketing Authority, Fiji Dairy Cooperative Ltd, NFA, Fiji National Sports Commission, Fiji Sports Council, Fiji Pine Ltd, Telecommunications Authority of Fiji and Fiji Sugar Corporation.

### **2.0 Appointment of Board of Directors for Public Enterprises & Statutory Bodies**

- 2.1 In relation to the Public Enterprises, the Board of Directors of the 13 Public Enterprises are appointed under the provisions of the Public Enterprises Act 2019.
- 2.2 Under the Public Enterprises Act 2019: A person is eligible for appointment to a board if he or she is eligible under the Companies Act 2015 to be appointed as a director of a company.

A person is not eligible for appointment if—

- (a) the person is a Minister or a member of Parliament;
- (b) subject to section 68(2), the person is a civil servant in the ministry or department in the civil service with direct regulatory or operational responsibility for the principal business of the public enterprise;



- (c) the person ceases to be eligible under the Companies Act 2015 for appointment as a director of a company;
- (d) the person is convicted of an offence punishable by a term of not less than 12 months;
- (e) the person is convicted of an offence involving dishonesty; or
- (f) in any jurisdiction, the person is banned from acting as a director of a body corporate.

2.3 Section 32 (1) states that the Minister responsible for Public Enterprises must appoint a Director to be the Chairperson of the Board. Section 32(2) states that the Board must appoint a Director to be the Deputy Chairperson of the Board.

2.4 Similarly, the relevant guiding Acts of the 9 Statutory Bodies listed in Schedule 3 of the Public Enterprises Act 2019 specifies the criteria for the appointment of the Board of Directors of these Statutory Bodies.

2.5 Additionally, there is a guideline in place for a merit based appointment process for Board Directors which is also implemented across all Ministries.

### **3.0 Guideline of Merit Based Selection and Appointment Process for Board Directors**

3.1 To ensure that the appointment of Board of Directors follows a transparent process, Government has implemented a “Guideline for Merit Based Selection and Appointment Process for Board Directors” (**‘Guideline’**). This Guideline was shared with all Ministries on 27 of February 2023 with the intention for it to be used as a benchmark in their respective Board appointment processes.

3.2 The Guideline incorporates a transparent Board appointment and reappointment process. These requirements include but are not limited to:

- i. All Boards shall meet the minimum number of Directors at all times as stipulated in the relevant legislation;
- ii. When a vacancy arises on the Board of GCs & SBs, or a current member’s term is about to expire, the appointing agency shall identify:
  - the skills, knowledge and experience currently represented on the board; and
  - the skills, knowledge and experience required to fill the “skills gap” on the board.
- iii. advertising of Expressions of Interests;
- iv. consultation with the Hon. Prime Minister, relevant Minister and Permanent Secretary;
- v. The Minister in consultation with the Prime Minister (subject to Coalition Government agreement) may recommend nominees for consideration by the appointing agency.

- 3.3 The Guideline promotes diversity and encourages more female participation to promote gender equality on Boards of Government Companies & Statutory Bodies. The Ministry continues to encourage female participation to promote gender equality on Boards and has set a target to achieve 30% females on Boards of GCs & SBs in the near future.
- 3.4 In line with the Merit Based Guideline, the Government through the Ministry of Public Enterprises had advertised an Expression of Interest ('EOI') in January 2023 inviting qualified and reputable individuals to serve on Boards of Government Companies & Statutory Bodies.
- 3.5 Over 2,000 EOIs were received from talented and dedicated individuals with a diverse mix of skills and experience from various sectors.
- 3.6 The appointments of Board of Directors in GCs & SBs also includes successful applicants from the EOIs received based on the prerequisites provided in the Guideline and the relevant guiding legislations. These appointments are uploaded on the Fiji Government digital directory once the Directors have provided their consent to serve and declared their interests under the Companies Act 2015, and received the details of their appointment formally.
- 3.7 In line with the Merit Based Guideline, preliminary due diligence and necessary credibility check is also conducted on the Board of Directors prior to appointment to ensure that they meet the requirements outlined in the applicable GCs & SBs guiding legislations and constitution of the company or body. These include the Public Enterprises Act 2019, Articles of Association, Shareholder's Agreements and entity specific Acts.
- 3.8 Accordingly, the appointments of Chairpersons and Board Directors are based on merit and their ability to provide strategic leadership and contribute towards the enhancement of GCs & SBs performance which will translate into improved shareholders return and efficient service delivery to all Fijians.

#### **4.0 Effectiveness of Board Directors**

- 4.1 There are a number of key initiatives that the Ministry takes to ensure effectiveness of Board, which includes but is not limited to:
  - a) The Ministry facilitates trainings for current and new Directors. A recent Corporate Governance Workshop was organised by Ministry of Public Enterprises with the assistance of PSDI under ADB, which was held at Holiday Inn on 7 May 2024. A total of 100 participants including Board of Directors, members of the Executive Management and Company Secretaries registered for this workshop. It is important that we continue

upskilling our Directors to equip them with the tools to navigate through Fiji's vibrant business environment.

- b) The Ministry and relevant entity is also carrying out the appropriate Board Inductions for newly appointed Directors to ensure that these Directors are well versed with their respective entities and the responsibilities expected of them during their tenure.
- c) The Ministry is currently reviewing the 2009 Policy on Remuneration and benefits for Directors of Government Commercial Companies and Commercial Statutory Authorities. This Policy is outdated and requires considerable changes to attract the best Directors. The Ministry is also looking at possibly expanding the Policy to become a uniform Policy for all Government Boards across different Ministries.

### **Additional Information**

#### **Public Enterprises: Tier 1 Position - CEO/General Managers**

<b>Nos</b>	<b>Entity</b>	<b>Name</b>	<b>Title</b>
1.	Fiji Airports Limited	Mr Mesake Nawari	CEO
2.	Fiji Broadcasting Corporation Pte Limited	Mr. Tarun Patel	CEO
3.	Fiji Hardwood Corporation Pte Limited	Mr. Semi Dranibaka	GM
4.	Fiji Public Trustee Corporation Pte Limited	Mr. Tevita Kuruvakadua	CEO
5.	Food Processors (Fiji) Pte Limited	Mr. Raneel Mudaliar	CEO
6.	Post Fiji Pte Limited	Mr. Isaac Mow	CEO
7.	Fiji Rice Pte Limited	Ms. Joytishma Chand	Acting CEO
8.	Unit Trust of Fiji	Mr. Vilash Chand	CEO
9.	Yaqara Pastoral Company Pte Limited	Mr. Ulaiasi Cagilevu	CEO
10.	Fiji Meat Industry Board	Mr. Mosese Nasalo	CEO
11.	Biosecurity Authority of Fiji	Mr. Michael Bartlett	CEO
12.	Pacific Fishing Company Pte Limited	Mr Saiyad Raiyum	CEO
13.	Fiji Coconut Millers Pte Limited	Mr. Michael Lal	GM

#### **Statutory Bodies - Tier 1 Position - CEO/General Managers**

<b>Nos.</b>	<b>Entity</b>	<b>Name</b>	<b>Title</b>
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1.	Housing Authority	Mr. Ritesh Singh	CEO
2.	Public Rental Board	Mr. Timoci Naleba	GM
3.	Water Authority of Fiji	Dr. Amit Chanan	Expatriate CEO
4.	Maritime Safety Authority of Fiji	Mr. Joeli Cawaki	CEO
5.	Civil Aviation Authority of Fiji	Ms. Theresa O'Boyle-Levestam	CE
6.	Fiji Roads Authority	Mr. Atunaisa Nayago	Executive Chair
7.	Investment Fiji	Mr. Kamal Chetty	CEO
8.	Land Transport Authority	Mr. Irimaia Rokosawa	Acting CEO
9.	Tourism Fiji	Mr. Brent Hill	CEO