



## 15 years of schooling for children

By Dr. Sheetal Swashtika Singh

“Education is the passport to the future, for tomorrow belongs to those who prepare for it today.”

**B**ula! Bayly Welfare and Education Center ensures the availability of such an essential passport for those children of families with difficulties and obstacles in pursuing a bright future.

I come from a family that had a lot of struggling moments and turbulences in life which had hindered my siblings and me from attending Primary School.

Due to my dad being unwell and admitted to hospital for two months, we were neither materialistically nor mentally prepared for that new year of 2002. However, my mother being too optimistic and motivated in life had taken us to school regardless of the situation.

That first day of the school year was the day I had learnt that going to school was not about fancy shoes, new books or a bag, it's about a determined heart and focused mind.



**Dr. Sheetal Swashtika Singh**  
at her graduation

Had my mum kept us from going to school due to lack of resources, we would have had that mentality of giving up in life. She had sought the Lord's help who intervened by setting a plan which was the Suva Bayly Welfare and Education Center.

It was due to the generosity and giving character of the Center that enabled a continuation of our Primary and Secondary School education from year 2002. They

have influenced a lot of lives by providing hope to children through education.

Their desire to make a difference in the lives of children and their education is to an extent that they find ways to create a better environment and competitive mind in all towards excellence including the minds of the parents.

Excellence is not about achieving a greater height or place in life but rather, overcoming barriers and obstacles and shining bright. Parents play an essential role in creating that light too. I am grateful to my dad that despite his sickness and weakness he did not stop seeing dreams.

He had always wanted me to become a Doctor and during Christmas time through several years, used to bring a Doctor's toy set and this is how his dream became my mission in life.

I am thankful to the Bayly Welfare and Education for providing and building a strong foundation which resulted in the successful completion of my Primary and Secondary schooling. Our prayers are that this organization lives many, many more years.

To all the parents, I would like to encourage you to have dreams and motivate your children to strive in life. Above all, I thank the Lord Jesus for bringing me this far in life's journey for I can do all things through Christ who strengthens me.

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Parents and children who attended the Suva annual Prize Giving and Fun Day.

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# Schooling for children

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**Editor's note.** Dr. Sheetal Singh was Chief Guest at the Suva annual Prize Giving and Fun Day in late November 2017 which also marked the 15<sup>th</sup>. year of the Bayly Education programme. On page 1 is her address to the gathering on the day. She was a recipient of the Bayly Education assistance when it became directly involved with the programme in 2002. Prior to that, it was administered through a NGO for several years with total funding provided by the JP Bayly Trust.

Dr. Singh received her Primary and Secondary education at the Bhawani Dayal School in Wainibuku and later entered the Fiji School of Medicine where she completed her medical degree. The School is now known as the College of Medicine, Nursing and Health Sciences and is a part of the Fiji National University. Her study was sponsored by a Doctor and with help from Dr. Wahid Khan, formerly of the Suva Bayly Clinic.

She is now a Medical Officer at the Nausori Health Center while her husband is an Analyst Programmer for Enterprise Administrative Computing of Information Technology Services at the University of the South Pacific. Dr. Singh has a younger sister and a brother who both also received their schooling assistance from the Bayly Education programme.

## Reminiscing the hard times and Sister Betty Slader

Elizabeth Jeet Kaur is now 61 years old. She recently spoke to Manorama Chandra, Manager Central, Bayly Welfare and Education. Below is the full interview she gave.

"In the year 1962 when I was 10 years old (the late) Sister Betty Slader from the Anglican Church came to our home and we were identified as an underprivileged family as we were really poor and didn't have much food in the house. She visited us regularly in a van and delivered food to our door and also went to visit other people to deliver food rations to homes where she saw there was a need. Sr. Slader worked odd hours and was very much dedicated to her mission for the poor and the needy".



**Elizabeth Jeet Kaur**

"Since we were very poor, I received education only up to Class eight and in 1966 at the age of 14, started to work as a house girl at Sister's home. She lived alone and was a very dedicated lady with the

JP Bayly Welfare in Suva. There were no paid staff at the Welfare Center at that time and she was a 'one man army'. Sr. Slader had young people to go with her to the interior as there were not many proper roads in those days and people had to walk for miles".

"She was a nurse by profession and also delivered babies at home. I remember when she came home in the afternoons I would prepare a cup of tea for her and without drinking it she would fall asleep on the couch and then all of a sudden get up, straighten her hair and take off for her mission".

"As she was English and this was the only language



**Sister Betty Slader relaxing at home with one of her pets**

she knew, Sister used youths from the Anglican Church to interpret or translate in Hindi and *i-Taukei* for her. A well known person Michael Vishal Chandra, (former Senior Almoner with the Trust) was her pet boy who accompanied her several times even when she had to go at nights, using a hurricane lantern and a torch to attend to sick people".

"I now reside in a HART home in Makoi, Nasinu and am on the Social Welfare benefit but whenever I am facing difficulties to make my ends meet, I call on the Bayly Welfare in Suva and am never

turned away empty handed although I don't qualify for a full ration.

I am always helped with clothes, shoes, and festive hampers. My thanks to all those who are still behind this good work which started many years ago".

**Editor's note.** Sister Betty Slader was from England and served as a Nurse in the Royal Air Force during the 2<sup>nd</sup>. World War and came to Fiji in the late 1950s as a Nursing Sister attached to the CWM Hospital.

With the Rev. Dr. George Hemming, she was instrumental in the establishment of St. Christopher's Home Orphanage in Nakasi in 1968 and was the first female priest to be ordained in the Diocese of Polynesia of the Anglican Church in 1985.

Dr. Hemming was a co-founder of the Bayly Clinic in 1954 which still operates to this day in Suva, Lautoka and in Labasa, providing free medical consultation services to the 400 families registered with the Bayly Welfare. Sister Slader died in Fiji in April 2006 at the age of 93 years. The Fiji Times published a tribute on the day after her funeral with the headline, "A true Angel of her calling."

## It's the Christmas Season

by Sarojani Michael, Manager Western, Bayly Welfare & Education

I was really touched observing all the Bayly families so excited to see the Christmas Hamper consisting of canned fruit, cakes, sweet biscuits, lamb sausages and Nutri-c juice, displayed on the table. I could also see the children's excited faces and asking each other if it was really for them.

The Christmas decorations made it more exciting, the tree with shiny red balls, silver bells hanging, the lights flickering, snow on the windows and gifts all around. All the children were given a T-shirt which was donated by Makans Drugs & Pharmaceutical Supplies.

They had it on and were really showing off in a Christmas mood, running around and I felt so overjoyed and emotional to see their happiness. This is one day children really look forward to as Christmas is just about receiving gifts, eating and enjoying with families and friends and they get a bit of that when they come to the Bayly Center.

The parents couldn't stop thanking us for all that Bayly Welfare and Education has done for them. Many were in tears saying without Bayly they don't know where they would be right now. My tireless team was on the go, packing and distributing and while seeing everyone so happy they themselves were overjoyed

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with their hands going like machines while packing the goodies. We always have fun!

We feel this is what Christmas is about - happiness and love surrounding us and to see the glint of joy in everyone's eyes makes this occasion so much more special and from the bottom of my heart I would like to thank the JP Bayly Trust, my Volunteers and staff, Committee members and the generous donors who are always there for us.

Hope you had an enjoyable Christmas and a Happy New Year to you all. Thank you and Vinaka.



Children with their parents, Volunteers and staff at the Lautoka Center

## ANZ staff assists at the Labasa Centre

by Satishwar Chand, Bayly Welfare Manager, Northern

Eight staff members of the ANZ Bank in Labasa recently assisted the Bayly Welfare Center in packing food rations, sorting out clothes and books etc. as part of their community work.

It was indeed a pleasing as well as a proud moment for our Center as the group provided a great help that we hardly ever see the commercial sector staff doing these type of work in Labasa.

The team included men and lady staff who took out their valuable time during the evening for the less fortunate members of the community who we serve. They had a great time at the Center and some of them had no idea about the work we were engaged in. Some even did not know our location.

This kind of work was new to them and we could see the smile on their faces. One of the female staff said that she loved helping the poor and was looking forward to more of this type of work in the future. She added that this is what they should be doing and only good deeds go when we leave this World.

Many thanks go to the group and to their Branch Manager Rajesh Mudaliar, who facilitated this project and he will be engaging the group again in the near future. In conclusion the Center Manager thanked them for taking out their time and assisting Bayly Welfare Labasa.



ANZ staff assist with packing rations at the Labasa Welfare Centre

## Shagufta beats all odds to receive an Award

“Continuous sacrifice and hard work will never let you down in any work.” These were the words from Shagufta Nikhat Ali who walked away with the Labasa Bayly Award during the 2017 annual Fun Day.

She achieved a total of 367 marks out of 400 in 4 subjects and plans to join the medical profession.

The youngest child in her family and brought up by her mother, she has seen the hardships and struggles which her mother endured and this encouraged her to work towards her aim.

A form six student of Labasa Sangam College, Shagufta hopes to secure a scholarship in 2018 to serve in her own community with the hope to improve the health sector in Fiji.

“To secure a good future, continuous hard work and dedication is the only way. Education cannot be snatched by anyone and this will lead you to be a better citizen,” she added.

“The Bayly Labasa Welfare Center has been a great help to us in terms of school needs together with food items and clothing. They also assisted my two other sisters who are now in employment and I must thank them for looking after my family”.

“Through the Labasa Manager’s guidance and counseling, I have managed to come up till here. He was always there for me. Ups and downs are part of life but this does not mean you cannot reach your goals. I thank all who supported my family in bad and good times. God bless you all”.



Shagufta Ali with her Award and mother Hasmul Nisha



# Children have fun with Fiji Hotel Workers

by Satishwar Chand, Bayly Welfare Manager, Northern

Christmas gifts came three weeks early to some less privileged children of Labasa when they were invited to be part of the Fiji Hoteliers Annual Volleyball meet at Subrail Park on December 2<sup>nd</sup>. 2017.

The children also performed cultural dances to win the hearts of the members and gifts comprising toys, clothes and cash flowed and the park air was filled with joy, loud cheering and excitement.

The Association was not aware of our work and after being told of what it does, they realized that the Bayly Welfare does not have a solid backing from any institution and they decided to invite us to be part of their event.

We are really proud to be part of the annual event and are looking forward to the same in future. Bayly Welfare is one organization that does not receive any funding from Government and relies on its return on investments, personal, family and corporate donations. There have been couples who have sponsored these less fortunate children towards their education.

The Fiji Hoteliers Association has requested for a proposal from us on education assistance so that it can assist on a yearly basis. Many thanks go to the organizing committee who brought smiles on our students' faces.

Isa, a big thank you to all the hotel workers who donated cartons of goodies, bales of clothes plus the \$200 cash donation. Christmas surely did come early! A big *vinaka vakalevu* to all.



*Children and organizers at the Fiji Hoteliers Annual Volleyball meet in Labasa. In the 2<sup>nd</sup> row from left wearing the Bayly T-shirt, are Chairman of the Welfare Committee Bhupendra Sharma, Manager Northern Satishwar Chand and staff Akata Davi.*



*All in a day's work. The Girl at the counter Tracey Beddoes at the Lautoka Welfare Center.*

During our annual Fun Days, she is always there with me and the Volunteers wrapping gifts, organizing the programme and putting up decorations to make the event a successful one. When called upon to do something she is always there for me, day or night and all I have to give her is a small mix - her energizer (grog) then later I join her. This is done seldom and only after the day's work.

Whenever our recipients walk in Tracey is always there to greet them with a loving smile and the best part is that when our two elderly indo-Fijian recipients call in, Tracey would always like to talk to them in Hindi and ask them, *Kaise Nana, Acha?* She doesn't even know what she is talking about.

She loves to speak to the recipients in Hindi and each month as these two *Nanas* (Grandpas) walk in and don't see Tracey at her desk, they will ask me, "*Beta, Uh Gora Ladki Aaj Nahi Hai?*" (Daughter, is that white girl not in today?)

Tracey is a person who is loved by each and every one at the Lautoka Bayly Welfare Center. I myself have learnt a lot from her and for that I am truly grateful. Thank you Tracey, my Angel.

## A Life dedicated to Service to the Community

by Sarojani Michael, Manager Western, Bayly Welfare & Education

She is a loving and compassionate person who is always at the Bayly Welfare Center welcoming recipients and anyone who enters the premises.

Tracey Beddoes began her career at the Lautoka Bayly Welfare in 1995 as a Volunteer with her mum Mrs. Catherine Beddoes. Whilst volunteering she was appointed a Distribution Clerk and has remained in this position ever since. She faithfully carries out her work with much love, commitment, diligence and dedication, always willing and ready to do that extra work which she is asked of her.

A very creative and artistic person that she is, this is shown during our festive seasons when the decorations go up with all the glitters and the bling, bling! At Welfare Committee meetings Tracey makes a useful contribution to our discussions.

She loves her work and we all agree that she is Mother Teresa in her own little way. In my fifteen years of service with Tracey I have gained a lot of experience working with the less privileged in our society since I was not familiar in this field.

# Fun in the Sun, Lautoka style

by Sarojani Michael, Manager Western, Bayly Welfare & Education

Imagine a day so filled with excitement that you can't wipe the smile off your face? That's exactly what it was like when the Lautoka Welfare Center had its annual prize giving and Fun Day on the 27<sup>th</sup> of November 2017.

We had so much fun. Santa came from far away to be there on that special day. Suited up in all his red, black and white glory, with a bag so full of goodies he could hardly hold up! The children crowded around him

lend out gorgeous red chilled apples, juice boxes, peas, beans and Aqua water. We were all ready to scoff all that down.

More games and activities followed and this year the favorite was, "pass the parcel" and "musical chairs" with the adults joining in and giving us a good laugh.

There were even two clowns who go by the names of Tina Lilo (Treasurer) and Dorell Smith (Volunteer) joining us. They jumped in to join an item with a group of

long time.

Everyone enjoyed the cold drinks and hot Chicken Palau served for lunch with milky ice-blocks for desert, the sticky sweetness licked off fingers with delight!

It was a truly wonderful and a beautiful fun day filled with colors and laughter dotted with surprises and wrapped up with joy. We are so grateful to all those who continue to support us and as a team. Our motto - "We endeavour to show compassion and understanding at all times".



*Cheering Lautoka Fun Day participants in a joyful mood. Waving on the far right is the Welfare Committee Chairperson Stella Smith with the Manager Bayly Welfare & Education, Western Division Sarojani Michael standing beside her.*

waiting for a treat...and boy did he deliver. There were chocolates, biscuits, lollies, savory snacks and toys.

Santa had enough energy to hand out all the children's gifts with the help of the staff, Volunteers and Committee members who were so grateful and happy! It was an excellent day where even the mothers joined in the games and won themselves great prizes.

When refreshment time rolled around the Bayly team and friends all joined in to

young girls and truly believed that they were HULA dancers from Hawaii! They had moves never seen before which was something to watch.

To have a Fun Day we truly believe that this is how you enjoy it and it works if you want to have FUN! And everyone here in the West loves to have fun.

It's just such a special time and makes it even more special if everyone works together and the rewards are so much greater and that feeling of oneness lasts a

## Labasa Welfare Committee

Chairman – Mr. Bhupendra Sharma,  
Deputy Chairman – Mr. Jagdishwar Prasad, Secretary – Mr. Anuj Sharma,  
Treasurer – Mr. Ashok Kumar, Committee members are Mr. Bhim Deo and Mr. Kuver Charan. Manager Northern Satishwar Chand is an ex-officio member.

## Good Governance & Ethical Conduct

The Trust has approved a Code of Conduct & Ethics which provides all volunteers, management and staff, including hourly paid employees and Board members, with standards of conduct and outlines what are considered to be breaches with appropriate remedial actions. It also incorporates the Policies and Procedures of the Trust. The Code sets guidelines to ensure that:-

The Trust operates efficiently and effectively with transparency and accountability where:-

- Everyone is treated fairly and appropriately
- Disciplinary action does not come as a surprise to anyone

- Professional standards of behaviour is displayed at all times by the staff, volunteers and Board members whilst on the Trust's business

It details the Administration of the Code of Conduct & Ethics, Violation of the Code, Ethical Guidelines, Treatment of People (including recipients), Employment Obligations, Human Relations Obligations, Internal Relations Obligations, Post Employment with the Trust, Confidentiality of Information, Communicating to the Media, Conflict of Interest, Binding the Trust, Dishonest or illegal activities, Accountability, Report of Wrongdoings

Amendments and Acceptance.

The document is required to be signed by all it applies to and comes into effect from January 2018.

## Donors can receive a Tax Benefit

If a Fiji registered company makes a donation to us, it is entitled to use this as a legitimate expense to reduce its profit and tax liability. The **Bayly Welfare** is an approved charitable organisation with the Fiji Revenue & Customs Authority for tax purposes.



# Trust takes a Strategic Direction

The JP Bayly Trust now has a 5 year Strategic Plan commencing from 2018 to 2022 and is the first since its inception in 1954.

The draft was discussed at a Workshop in Suva in late November 2017 and amended with suggestions by the Trustees, Management and staff, all of whom will ultimately be involved in its implementation.

The Plan seeks to raise a spirit of excellence within the governance, services and overall operations of the Trust. It outlines the Mission and Vision for which the Trust exists, as believed to be so in the considered opinion of those involved with its formation 63 years ago.

Also included are Strategies to be implemented and Values applied in the conduct of its activities to fulfil the expectations of the Mission and Vision.

The Plan identifies and provides a structured approach and processes of responding to the needs and expectations of its stakeholders within an agreed or reasonable time.

Most of what is contained in the goals and objectives are what were contributed by the General Manager and Managers of the three divisions in Suva, Lautoka and Labasa.

With a provision for an annual review, the process should not only examine and ascertain the effectiveness of the strategies but also the level of achievements in each category as well as the successful delivery on the objectives set.

The review process will also focus towards bringing about innovation and continued improvements in the overall operations of the Trust and more importantly, keeping pace with changing times and stakeholder expectations.

**MISSION** - To provide reasonable and acceptable Medical (Dental and Optical included) and Welfare services and Education to the less privileged people in areas where the Trust operates.

**VISION** - To progressively align these services within its financial capability and that the recipients are treated with care, respect and courtesy.

**STRATEGY** - To extend and improve the Trust's services to better meet the needs of vulnerable members of Society and to maintain financial sustainability in pursuit of the Mission.

**VALUES** - To uphold and apply high principles, ethics and beliefs in its actions as a Welfare entity by the Board and its staff, in the conduct of its overall operations.

It includes Responsibility, Integrity, Working Together and Excellence.

**Stakeholders** identified are Donors, Sponsors, Suppliers, Schools, Tertiary Institutions, Ministry of Education, Social Welfare & Poverty Alleviation, NGOs, Recipients, Welfare Committee Members & Volunteers, Staff and the Board of Trustees.

The Plan will be approved by the Board at its meeting in late January 2018.



*Manorma Chandra, Manager Central of Bayly Welfare Centre receives the packs from Emosi Naiceru of Ecolab Fiji*

We believe that whilst our recipients are blessed with these nice food items the good Lord will bless the donors and their families wherever you may be. Give to others and God will give you blessings in return.

A big thank you to Ecolab and to all our generous donors who have been supporting us over the years.



*Part of those who attended the Workshop in November 2017. From left Joel Sahai (Trustee), Sarojani Michael (Manager, Western Division), Digby Bossley (Chairman of Trustees), Rastika Deo (Accounts Officer), Manorama Chandra (Manager, Central Division), and John Yee (General Manager). Also in attendance were Trustees Malcolm Paterson, Viti Whippy & Satishwar Chand (Manager Northern Division)*

## Ecolab donates food for Xmas

by Manorama Chandra, Manager – Suva Bayly Welfare & Education Center

The multinational firm Ecolab (Fiji) Pty Limited dealing in industrial chemicals, conducted its annual week long food drive to give the Suva Welfare Centre cartons of canned food, noodles, rice, flour, sugar, and many more food items.

These were included in the Christmas food packs that were distributed to the less privileged families registered with the Centre. Donations in kind or in cash are always welcomed and good hearted people and organizations help us to better what we are doing at the Suva Bayly Welfare Center.

