

Updates

4 January 2023

In brief

This Bulletin includes brief details in relation to the following:

- Increase in the employer and employee Fiji National Provident Fund (**FNPF**) contributions to 7%, respectively.
- Further extension until 31 March 2023 for the lodgement of the 2022 income tax returns which were initially due for lodgement from October 2022 to February 2023.
- National minimum wage of \$4 per hour effective from 1 January 2023.

In detail

1. Increase in FNPF employer contributions

With effect from 1 January 2023, the amount of mandated FNPF contributions for an employee for a month is the amount equal to 14% of the total wages payable to the employee by the employer for the month.

The employer may recover from the employee an amount equal to 50% of the amount paid as mandated contributions for the month (i.e. 7% employee contribution and 7% employer contribution). The amount may be recovered only by deduction from the employee's wages for the month in respect of which the contributions are paid.

2. Extension for lodgement of 2022 income tax returns

The Fiji Revenue and Customs Service (**FRCS**) has issued a Public Notice advising that the due date for the lodgement of the 2022 income tax returns (i.e. for the financial years ended 31 July 2022 and subsequent periods) which are normally due for lodgement from October 2022 to February 2023 have been extended to 31 March 2023 and no late lodgement penalties will apply.

It should be noted that this extension does not apply to the income tax returns for 2021 (i.e. for the year ended 30 June 2022 and prior periods).

3. National minimum wage rate

The implementation of the fourth and last tranche of minimum wage increase came into effect from 1 January 2023. The new rate for the National Minimum Wages is \$4.00 per hour, while the minimum rates for the 10 sectors are provided in the respective gazette notices.

Regulations	Legal Notice
1. Wages (Building and Civil and Electrical Engineering Trades) (Amendment) Regulations 2022	LN 43 of 2022
2. Wages (Hotel and Catering Trades) (Amendment) Regulations 2022	LN 44 of 2022
3. Wages (Manufacturing Industry) (Amendment) Regulations 2022	LN 45 of 2022
4. Wages (Mining and Quarrying) (Amendment) Regulations 2022	LN 46 of 2022
5. Wages (Printing Trades) (Amendment) Regulations 2022	LN 47 of 2022
6. Wages (Sawmilling and Logging Industry) (Amendment) Regulations 2022	LN 48 of 2022
7. Wages (Security Services) (Amendment) Regulations 2022	LN 49 of 2022
8. Wages (Wholesale and Retail Trades) (Amendment) Regulations 2022	LN 50 of 2022
9. Wages (Garment Industry) (Amendment) Regulations 2022	LN 51 of 2022
10. Wages (Road Transport) (Amendment) Regulations 2022	LN 52 of 2022

Employers should ensure that all workers are remunerated with the right wage rate.

Let's talk

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