

Compliance an important anti-terrorist tool

WITH the potential for a terrorist attack an ever-present threat for all security and border control personnel world-wide, 85 representatives from forty countries gathered at the Asia Pacific Centre for Security Studies (APCSS) in Honolulu.

Representing Fiji at the month-long Comprehensive Security Responses to Terrorism Course was Fiji Ports Senior Port Facility Security Officer, Captain Jeke Vakararawa, who said that the programme provided the participants with the necessary



Captain Jeke Vakararawa at the APCSS Conference in Honolulu.

skills to enhance their ability to combat terrorism, while developing networking links with other nations.

Captain Vakararawa said that the major tools Fiji Ports can use to combat terrorist threats is to comply with the new Counter Terrorism Decree and the provisions of the

International Ships and Ports Security (ISPS) Code at all International Sea Ports of Entry.

“Meeting these international security standards has an enormous mitigating effect, making it less likely

that anyone will be able to threaten the security of our borders,” said Captain Vakararawa.

The Asia-Pacific Center for Security Studies is a United States Department of Defense academic institute that addresses regional and global security issues.

Mudaliar leaves strengthened FSHIL



THERE has been steady growth in Fiji Ships & Heavy Industries (FSHIL) over the past two years, with bonuses paid at the end of 2012, staff receiving an increment, and an increased emphasis on training.

General Manager FSHIL Raneel Mudaliar said that there has also been a greater involvement of all levels of staff in decision-making processes, as it is essential that everyone feels they have ownership of the new developments.

Mr Mudaliar, who has announced his resignation, is in the process of finalising the FSHIL Business Continuity Plan. This will cover issues related to risk, and link into the International Standards Organisation (ISO) Quality Management System, Human Resources policies and the Safety Measurement system.

“The drive towards the ISO Management System is so that there is a system in place that allows the company to run flawlessly, with a strong foundation for future development. I am proud to have worked with FSHIL and happy to leave the company in a stronger position,” he said.

Solutions to support economic development

FIJI Ports plays an essential role in Fiji's economic development, handling more than 95% of the country's import/export trade.

General Manager Ports Operations, Eminoni Kurusiga told the Annual General Meeting of the Customs Brokers and Forwarders Council of Fiji that increased trade is reliant upon the two main general purpose ports of Suva and Lautoka, that cater for international imports and exports, and regional and domestic transportation of cargo and passengers. The increasing cargo and transshipment activity, combined with the increasing number of cruise vessel calls, places additional pressure upon a static terminal infrastructure.



Suva Port has increasing cargo and transshipment activity.

“Fiji Ports is committed to implementing solutions, so that impediments are a thing of the past,” said Mr Kurusiga.

Under consideration is the possibility of securing land to form a wharf extension, the storing of only transshipment and export cargoes in the wharf area with the release of imports to the respective container freight stations, and the feasibility of relaxing the cut-off time for receiving

containers at the wharf. A total revision of the equipment fleet is underway, with the possibility of leasing equipment from reputable companies.

Mr Kurusiga said that communication and closer cooperation is already taking place between Fiji Ports and relevant authorities such as Customs and Bio-security in finding solutions that benefit all stakeholders.

ISPS Code audits at Vanua Levu ports



Malau Port was included in the recent audit of International Ports of Entry.

COMPLIANCE with the International Ships and Ports Security (ISPS) code and security risk assessments were the subject of the audit that took place at the Vanua Levu International Ports of Entry; Wairiki, Bua, Malau and Savusavu.

Fiji Ports Safety Officer Lautoka, Emosi Navusolo,

was included in the technical assistance team of trained auditors that included Philip Hill, Maritime Safety Authority of Fiji, Sitalingi Payne, Tonga Ports Authority, and Alobi Bomo, of the Secretariat of the Pacific Community (SPC).

Port facility risk assessments were carried out at Wairiki and the Bua bauxite facilities, and

security infrastructure and types of visiting vessels were assessed at the Fiji Sugar corporation's facility at Malau Port. A visit was also made to the Fiji Gas facility at Malau, which was fully ISPS code compliant.

Advice and assistance was given to the Mobile Oil facility on procedures that need to be included in their Emergency Response Plan in order to meet ISPS code requirements, and an ISPS compliance audit took place at the South West Pacific Energy's facility at Savusavu Port.

Mr Navusolo said that this was his first experience of conducting audits outside of Fiji Ports' facilities, and that it was an "invaluable experience". He said that there would be follow-up visits to the facilities that needed to develop aspects of their security arrangements.

Intense programme ahead



WORK towards achieving the International Standards Organisation (ISO) 9001:2008 Quality Management System continues at Fiji Ships & Heavy Industries (FSHIL).

At a workshop launched by Fiji Ports CEO Vajira Piyasena, fifteen employees attended training conducted by Deepak Lal of the Fiji National University. Participants busily engaged in organising all the schedules that need to be reviewed, a part of an intense programme that will continue well into the year.



Derelict debate

Removing derelicts is a costly undertaking.

AS the removal of sunken or abandoned vessels from the Suva harbour precincts is very costly, the introduction of a refundable bond system to be paid by the owners of vessels, such as fishing vessels, that use the Port's facilities would be one way of ensuring funds were available to deal with what is a recurring problem.

"Such an amendment to the Sea Ports Management Act of 2005 would address the issue of unnecessary expenses being incurred by the company for someone else's negligent actions," said Captain Jeke Vakararawa, Senior Port Facility Security Officer.

He said that any vessel that is abandoned within the port

for a period of 21 days and does not have the minimum manning requirement to operate is classed as derelict, and although the company could remove such vessels, there is the question of the allocation of funds for such an undertaking at company expense.

"There are also legal procedures to be followed, including making the best effort possible to locate the vessel's owner.

"The company is very aware of people's concerns about this issue, particularly coastal communities who depend on the sea for their livelihood. We are doing our best to address the problem of derelict and sunken ships," he said.

Human capital key to company success

"ATTRACTING, developing and retaining the right people is what gives a company its most competitive advantage," said Fiji Ships & Heavy Industries (FSHIL) Human Resources

Officer Makereta Taoi.

She said this was a key message at the Leadership Seminar Workshop on Strategic Human Resources Management that she attended in Nadi with Fiji Ports CEO Vajira Piyasena, Fiji Ports Personnel Officer, Waisake Vueti, and Fiji Ports Training Officer Anare Leweniqila.

International speakers emphasised the prevalent challenges facing HR Management in a rapidly



Fiji Ports Training Officer Anare Leweniqila, Personnel Officer, Waisake Vueti and CEO Vajira Piyasena, and FSHIL Human Resources Officer Makereta Taoi at the Human Resources Management workshop held at the Sofitel in Nadi.

changing environment such as economic and technological change, workforce availability and quality, demographics and diversity, and organisational restructuring.

She said that these need planning at the executive level, with participation by Human Resources personnel who are fully conversant with the company's business and able to put in place best practices that will move the company forward.

Safety and security main focus

SAFETY and security are the main focus for Acting Harbour Master Suva Captain Joji Takape, who is also a member of the Maritime Safety Regulation Review Committee.

“My aim is for Suva to be a fully maritime safety and maritime security compliant port, to compete successfully with overseas ports, as well as meet Fiji Ports’ vision, mission and objectives,” he said. “This is my main plan.”

Captain Takape, who took up the Acting Harbour Master position earlier this year, said that he has recently drawn up a natural disaster contingency plan, which forms part of the

municipality emergency preparedness plan under the District Officer Suva’s areas of responsibilities.

He said that Fiji Ports’ responsibility for security and safety, under the International Ships and Ports Security (ISPS) Code, has recently extended from the high water mark to the wharf gate, and every effort must be made to ensure that the company meets the required standards.

Captain Takape, who comes from Waciwaci Village on the island of Lakeba, Lau, currently holds a Class 2 Pilots licence, and is applying to sit the Class 1 examination mid-year. He hopes to be confirmed as Harbour Master

upon passing this examination.

Since successfully completing his studies, in New Zealand, 2006, as a Master of Foreign-going Vessels, Captain Takape has held positions as a captain, both on local and foreign going ships, as a Government ship surveyor and a Fiji Maritime Authority investigator with the former Fiji Island Maritime Safety Administration (FIMSA) before joining the Fiji Ports Piloting Department in October 2007.



Captain Joji Takape aims for full safety and security compliance at the Port of Suva.

Already highly experienced and well-qualified for his current position, Captain Takape would also like to study for a Masters degree in the Maritime industry.

Plumber’s persistence pays off

PERSISTENCE has paid-off for Shinal Nandan, the first Fiji Ships and Heavy Industries Ltd (FSHIL) apprentice to graduate from the Fiji National University (FNU).

It was only after his second application to join the FSHIL workforce that Mr Nandan was successful in pursuing his early interest in ship repairs as a career choice.

With FSHIL support, he was able enroll for the Trade

Certificate Plumbing and Sheet Metal course, at what was then the National Training Productivity Centre, before it became part of FNU, through the FSHIL apprenticeship scheme.

Mr Nandan, who comes from Labasa, where he did his schooling at Holy Family Secondary, said that he is keen to undertake further studies that could help him in his career at FSHIL.



Shinal Nandan at work.

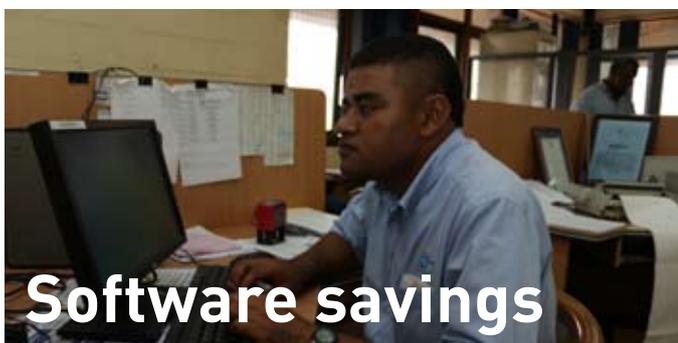
Quality Circles make progress



Organisation promotes productivity.

THREE of the six Quality Circle Teams at Fiji Ships & Heavy Industries Ltd have been given the green light to proceed with the next phase of the problem-solving process.

Having identified issues that need addressing in their departments and successfully presenting these to Management, the Engineering, Finance and Administration teams have been given the approval to go ahead prioritising and finding solutions that will enhance productivity, cost effectiveness and efficiency in the workplace.



Software savings

PTL staff are working to fully utilise existing software.

RATHER than spend large sums of money on a new software package, Ports Terminal Ltd (PTL) is taking the necessary steps to utilise the existing programme to its

fullest extent.

Deepak Singh, Head of the IT Department said that training was underway to ensure that Operations staff make the correct data entries so that

the correct reports can be accessed.

“General Manager Port Operations Eminoni Kurusiga is driving this initiative, and working closely with IT staff who are realigning the software to meet the Operations’ reporting requirements,” said Mr Singh.

He said that correct data entry is becoming a part of people’s job descriptions, and will also become part of their Key Performance Indicators.

“This provides motivation, and encourages people to take ownership of the process,” said Mr Singh.

Regional pilot training



Regional pilots prepare for national assessments. Photo courtesy of SPC.

EIGHT port pilots from Fiji, Samoa, Solomon Islands and Tonga have just completed a week-long

training held in Suva, Fiji. Captain Penitiko Yauvoli, Acting Harbour Master Lautoka, who represented Fiji Ports, along with Suva-based Captain Laisiasa Gonewai, said that the training facilitated by the Secretariat of the Pacific

Community (SPC) had assisted the participants to prepare for their respective national assessments as pilots.

It also provided the pilot examiners with an opportunity to enhance their proficiency in assessing pilots prior to issuing license.

Captain Yauvoli said that the development of standardised regional guidelines by SPC is an efficient way of setting and maintaining standards following the recommendations by the Pacific Maritime Transport Alliance (PMTA) in 2010.

Divers upgrade rescue skills

WHEN a diver is working under water and around the cradle at Fiji Ships & Heavy Industries Ltd (FSHIL) there is always a second diver on standby to keep watch. All precautionary measures are taken, including the appropriate training, so to date, no major problems have been encountered.

Divers must be certified through the Professional Association of Diving Instructors, (PADI) under the



Level 3 Rescue Diving training.

Health and Safety at Work (Diving) Regulations 2006, a safety requirement of the

Ministry of Labour.

Three FSHIL divers underwent training in Level 3 Rescue Diving, to prevent and manage dive emergencies, having already completed their 'Open Water' and 'Advanced' diving courses, as well as First Aid and CPR training with Red Cross.

The training was conducted by Richard Lee Hargrove, PADI instructor and Consultant with Fiji Wide Divers.

Rotuma six train at Ports



SIX men from Oinafa District, Rotuma, spent an intensive two months at the Port of Suva for security and stevedore training.

The six, who have formed the Oinafa Stevedoring Company, will be responsible for the handling of loose cargo at the Port of Rotuma. They will share their new skills and knowledge with others joining the company's workforce back in Rotuma.

Computer skills assessed

COMPUTER competency has become an increasingly important skill necessary for Fiji Ports staff in all departments.

Here, staff attend a computer skills assessment session at Fiji National University (FNU) in order to enroll in FNU classes at the appropriate level.



First visit to Fiji

TOWERING above the Kings Wharf on its first call at the Port of Suva is the Oosterdam, a Holland America company cruise vessel.

Staff News

INDUCTION TRAINING:



Fifteen stevedores have joined Fiji Ports.

RETIREMENT:



Fiji Ports farewells and wishes a happy retirement to **RRW**

Stevevokoro, Vakacegu Fotu, after more than 20 years service with the company.

OBITUARY:

It is with sadness that Fiji Ports acknowledges the



passing away of **Inoke Moto**, **RRW Wharf Attendant**, who gave more than

20 years service to the company. Condolences are extended to his family.

RESIGNATIONS:



Farewell and best wishes to both **Deepak Singh**,

Senior System Administrator IT, who leaves after 10 years with the company, and **Sharila**



Lazarus, Marketing & Customer Relations Officer, who leaves after

after two-and-a-half years of service.