



PORTS NEWS



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CEO's Christmas Message

AS we approach the holiday season it is timely to reflect on the progress Fiji Ports Corporation Ltd (FPCL) and subsidiary Fiji Ships & Heavy Industries Limited (FSHIL) have made in 2014.

Record dividend

Once again, Fiji Ports reported a record dividend net profit after tax from core operating activities, representing a 29% increase over the previous year, excluding the impact of the extraordinary item gain of \$6.3 million resulting from the sale of PTL shares to Aitken Spence PLC of Sri Lanka.

There was a 1.6% reduction in FPCL Group expenses and with income growth of 9% for FPCL and 15% for FSHIL, trading remained strong and the properties revenue stream for FPCL is now at the \$2 million mark.

The contribution of 190 FPCL & FSHIL employees to the Group's success was acknowledged with their sharing a \$223,930.26 bonus.

Security

The Suva and Lautoka security plans for the next five years have been approved by

the Maritime Safety Authority, the designated authority and state-of-the art Closed Circuit Television (CCTV) cameras have been installed at both of these international ports of entry.

Technologies

Amongst the technology now in use at FPCL is the AIS identification and tracking system at the Port of Suva that uses satellite technology to automatically identify and locate vessels.

In-house IT advances now see employees using intranet to submit reports, access on-line their employment records and apply for leave check, all on-line. Integrated into this is the Biometric Attendance System that electronically registers each employee's work attendance and the electronic tender system makes it possible for interested parties to submit a proposal via the FPCL website.

Environment

FPCL has continued to advance its Green Energy and Technology Policy and its Environmental Policy with the commencement of the removal of derelicts from Suva Harbour

on a case-by-case basis and the launching of the Dausasamaki patrol boat, charged with safety patrols and the detection of illegal rubbish dumping and oil spill deployment.

FPCL signed a Memorandum of Understanding (MOU) with the Ministry of Fisheries and Forests to enable the monitoring, surveillance and control of fishing vessels suspected or determined to have been engaged in illegal unreported unregulated (IUU) fishing in Fiji's waters.

International Arena

As CEO, I have had the privilege of contributing at the international level at the Port Development Forum in Shanghai, PMTA in Niue, and the international conference for Oceans & Rivers held in Nadi, and local events including the Custom Brokers and Freight Forwarders Association's AGM, the NZ Trade Council and TOPEX conference.

The Corporate Calendar has been crucial to enhancing senior executive management's monitoring and control of some key company aspects throughout the year.

Consultation



Consultation with stakeholders has been an integral part of the way we conduct business. For example, stakeholders have been invited to participate and contribute to the FPCL Groups' Enterprise Risk Management Framework, the annual Strategic Planning Workshop, the Local Wharf Revamping Project and on FPCL Health, Safety and Security Policies.

Thank you

A sincere "Thank you," to the entire FPCL Group team for your commitment and hard work and I would like to acknowledge the support and guidance of our Chairman, the Board of Directors, and the Ministry of Public Enterprises staff.

Merry Christmas, and a safe, prosperous New Year.

Vajira Piyasena

Going green - a national forum theme

AT the 13th Fiji National Transport Consultative Forum, Honourable Pio Tikoduadua, Minister for Infrastructure and Transport, called upon all participants from the maritime, aviation,



Presenters and participants with the Honourable Pio Tikoduadua, Minister for Infrastructure and Transport, (seated, centre), at the 13th Fiji National Transport Consultative Forum.

land transport, fuel and minerals sectors to be forward-looking in decisions

that would sustain the environment for future generations.

The theme of the Forum, 'Green Transport-Our Future' was of particular significance to FPCL and the company's move towards 'going green' with the implementation of its Green Energy & Technology Policy and Environmental Policies.

Strong year of growth for FSHIL

from Lopeti Radravu, Operations Manager, FSHIL.



FSHIL has had a year of strong financial growth.

PART of the strong growth experienced by Fiji Ships & Heavy Industries Ltd (FSHIL) can be attributed to bringing the previously sub-contracted water blasting function in-house with effect from July this year, boosting the

profitability of the company.

While this is an operational outcome, the administrative and financial work involved prior to this transition included an initial analysis and feasibility study, writing proposal papers for approval by the Board of Directors, fulfilling tender and procurement processes and establishing funding lines.

Also helping to maintain FSHIL's financial performance was the fully-booked slipways in the final two months of the year, with 19 vessels scheduled in the month of November

alone. The FSHIL team works two shifts so that the company is a 24/7 service provider.

Amongst the vessels on the slipways in the latter months of 2014 were three regional vessels, one each from Kiribati, Tonga and Vanuatu, respectively. Without penalising other clients, every reasonable effort is made to give priority to such vessels as they may be the only ship, or one of a very few, available for inter-island service in their home nation.

Year's end also saw two major projects under way, with the Spirit of the Pacific from Nadi and another vessel from Tonga, on the slipways for full refurbishment.

Levuka Wharf due for upgrade

from Ronald Sue, Port Engineer, FPCL.

EXPRESSIONS of interest have been called for the consultancy tender to rectify the Levuka Wharf in Fiji's old capital city.

Although the colonial administration moved from Levuka to Suva in 1882, the town (which is now a registered national heritage site) was still a dynamic centre of trade. The original wharf, known as Queens Wharf, was constructed in 1886, consisting of a timber super-structure supported on concrete piles.

With the extension of the main pier in 1924, the

Levuka Kings Wharf was constructed, comprised of an approximately 10 metre concrete deck supported on concrete piles.

A further upgrade in 1980 saw the original timber decking on the old wharf replaced with concrete and an extended length of approximately 180 metres. This provided adequate berthing space for 10 fishing vessels at any one time.

Although concrete and steel were used to upgrade the wharf, the specifications at that time called for a minimum concrete cover of



Though due for an upgrade, the Levuka Wharf remains safe to use.

50 millimetres, whereas the current standard has increased to 75 millimetres.

Since these constructions and upgrade, the type of inter-island ship now includes roll-on roll-off (Ro-ro) vessels as well as the conventional craft. Combined with the different

construction standards of an earlier time, the impact of the Ro-ro vessels causes damage to the wharf decking which was not constructed to cater for these ships.

Safety for the wharf users is ensured by allowing only foot traffic and very light vehicles access to the wharf.

Change celebrated in HR Department

from Jiovilisi Biukoto, HR Manager, FPCL



(Standing, l - r) Mr Aisea Lagi, HR Coordinator and Mr Maikeli Vosaki, HR Support Staff. (Sitting, l - r) Ms Inise Waqivavalagi, FNU Attache and Luisa Rawaqa, HR Training Assistant.

NOT only is the HR Department celebrating the holiday season, but the move to a new office space on the refurbished Level 1 at Muaiwalu House is a fitting end to a year of changes.

No longer are the HR Department personnel spread out on separate floors. The move to Level 1 sees the Department housed in an appropriately furnished

open-plan office space with a spacious cubicle for each staff member.

New positions have been created and filled within the Department, the most recent being the appointment of an HR Assistant. There has also been a focus on establishing an equitable gender balance within the Department.

With the promotion of the Training Officer to Human Capital Services Officer, it was an opportune time to begin the upskilling of the Training Assistant to become a certified Trainer. This process is almost completed.

The Harmonise software has been introduced that has all job descriptions, duties responsibilities and confidentialities as well the performance outcome required of a particular job on line. With 24/7 access, HR personnel can access this

information to share with employees not only at Muaiwalu House, but at the Ports of Lautoka and Suva. It will be possible to carry out an on-line assessment of all performances.

By the end of the year the staff climate survey will be complete, assessing how the company is performing in the opinion of its employees. This is a very private and confidential survey that will provide an index to show how well FPCL serves its employees and what direction and actions the HR Department must take to make the necessary improvements.

Employees are the most important investment a company can make, so how employees view a company is an important indicator as to how well the organisation is doing and how well it will perform in the future.



95% of Fiji's trade is channelled through the nation's ports.

WITH 95% of Fiji's external trade channelled through the nation's ports, the growth in Fiji's economy is reflected in very significant growth in FPCL's business over the past few years. One of the highlights of 2014 is the record dividend of close to \$3.7million, and there are still prospects for further growth.

Finance reports highlights

A leaner group

From a group perspective it has to be understood that the group is now leaner following the sale in 2013 of 51% of Ports Terminal Limited (PTL) shares to Aitken Spence PCL. This has changed the structure of FPCL, the Group has become smaller and recognises only 49% of PTL's profit. From a group reporting perspective, it has to be understood that the group is smaller, making its income generating capacity smaller, simply by virtue of the transactions that took place in 2013.

After the transition of PTL, 2014 was the first full year of operations. Individually, the two entities FPCL and FSHIL are performing very well. Financially, both are very strong and both are documenting growth.

Risk Management

A second highlight for the Finance Department has been the key initiative taken this year to improve the company's overall risk management practice.

The risks faced by a company includes

from Shyman Reddy, Acting CFO, FPCL.

financial or operational or environmental. Risk management involves identifying a potential risk, assessing whether it is a high or low risk, identifying if controls are in place and if not, putting in a mitigation strategy to minimise that risk.

Risk & Compliance Unit

From Ajit Narayan, FPCL Risk & Compliance Analyst.

A Risk & Compliance Unit has been established at FPCL and a risk and compliance analyst with a strong risk management background has been recruited. Workshops and seminars on risk and compliance have been held for FPCL and FSHIL staff.

A risk register for the organisation as a whole and one for each department are being developed. These include a risk management framework, for detailed procedural guidance, on how to manage risks in the respective departments.

Although there is still work in progress in this area, much has already been accomplished.

IT developments throughout 2014

from Geethika Dissanayake, IT Manager, FPCL.

ALIGNED with the strategic goals of the Fiji Ports Corporation Ltd (FPCL), the IT Department aims to improve efficiency and modernise work practices through the effective use of technology.

With the objective of transforming FPCL into an advanced, technologically responsive organisation with enhanced efficiencies and operations, amongst the achievements in 2014 are the upgrades from physical to virtual server. These provide the advantages of reduced hardware, improved disaster recovery, enhanced server provisioning and reduced downtime, thus ensuring improved business continuity.

Biometric scanners

Biometric scanners for speedy, accurate identification have been installed by the Department at FPCL, Fiji Ships & Heavy Industries Ltd (FSHIL) and Ports Terminal Ltd (PTL). The scanners utilise a reduced database memory size and ensure increased accountability by providing a definable trail of activities.

Exolvo Self-Service

The Exolvo Self-Service (ESS) system was installed at FPCL and PTL during the year and installation at FSHIL will be complete



FPCL is modernising and improving efficiency through the effective use of Information Technologies.

by the end of December. As ESS can be accessed on-line with a standard website browser at any time, it provides managers and staff easy access to HR information, making it possible for the individual to update personal information and manage their leave applications.

Security

The implementation of a new firewall has enhanced centralised security with the attendant reduction in scamming and email hacking while filtering dangerous and non-productive email traffic and forwarding only productive traffic. Thus there is lower risk to projects and enhanced network performance.

New services

New service and maintenance contracts are now in place, reducing the cost of maintenance and providing an effective disaster recovery solution for server hardware and data.

New network cabling has been installed on Level 1 at Muaiwalu House to provide networks for the newly installed HR Department on that floor.

Also completed, and of major importance, is the creation of the ICT Audit, to be conducted annually to review the protocol of all hardware in use within the organisation

Ports training update

from Anare Leweniqila, Human Capital Services Officer, FPCL.



First Aid training

First Aid training

CONDUCTED by the Fiji Red Cross Society, First Aid Training has resulted in the 16 FPCL and PTL participants being supplied with the knowledge and skills that will enable them to assist anyone injured at the workplace before seeking medical attention.

LMCC

Twenty-nine supervisors from FPCL, FSHIL and PTL attended the Labour

Management Consultation and Cooperation (LMCC) Training conducted by the Ministry of Labour, Industrial Relations & Employment.

The purpose of the training was to acquaint the participants with the importance of LMCC and be able to comply with the Labour Laws.



Professional Presenting

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The 19 FPCL and FSHIL staff members who attended the Professional Presenting Training conducted by Mr Warwick McCormack of

Learn Fast N.Z. have received coaching to enhance their skills in making public presentations with professionalism and confidence.



OHS Training

Occupational Health & Safety

from *Makereta Taoi, HR Officer, FSHIL.*

In order to remain conversant with the latest developments in OHS, the FSHIL Occupational Health & Safety Committee underwent the refresher training conducted by Ministry of Labour OHS Training Officer with Ms Lajijpa Kadavaki.

Security and safety of prime importance

from *Captain Jeki Vakararawa, Senior Port Facility Security Officer, FPCL.*

AS all port users are required to be compliant with the new FPCL Health, Safety and Security Policies, consultative workshops were conducted in Suva and Lautoka to ensure that all are aware of the new developments, make their submissions and take ownership of these policies and procedures.

The development of these policies and procedures will assist FPCL to operate at a higher level and to meet the demands facing a modern organisation and is pursuant

to FPCL's obligations under the international conventions and the laws of Fiji that govern their operations.

The Ports of Suva and Lautoka continue to be compliant with the International Ships and Ports Security (ISPS) Code following the approval of the Security Plans for Suva and Lautoka Ports for the next five years by the designated authority, the Maritime Safety Authority of Fiji (MSAF).

This ensures that international bulk cargo,

container and cruise vessels and liners continue to visit Fiji's international ports of entry, contributing to the vital 95% of trade that passes through these ports.

With the approval in place, FPCL is embarking on facilitating the European Union standard for the fishing industry and is concerned with the renewal of Ports Users Licenses for 2015 to any person or company that wishes to conduct a commercial operation within the precincts of Fiji's ports.

Staff News

Welcome aboard to:



Ms Vishalni Devi Kumaran, Human Resources Assistant, Human Resources Department and to



Ms Unaisi Irena, Accounts Support Staff, PTL Finance, Lautoka and



Mr Ahamed Nabeel Hyder Ali, Operations Manager, PTL, Suva.



Farewell and best wishes for the future to **Ms Roma Powell,** Operation Clerk, PTL Handling Department, Suva, who has resigned after nine years of service.

FSHIL Xmas picnic - family fun day at Deuba



(From right) FSHIL Works Manager, Mr Rajnesh Kumar and FPCL CEO, Mr Vajira Piyesena join FSHIL staff for lunch at the picnic.



DESPITE the rain that fell in the afternoon, Fiji Ships and Heavy Industries Ltd (FSHIL) staff, management and their families

enjoyed a seaside picnic and fun day at Deuba beach, Pacific Harbour. Swimming, sand castles, volleyball and of course, a magnificent picnic lunch, were enjoyed by children and adults alike.