

WAVU NEWS

The official Fiji Ports Corporation Limited Newsletter



Staff rewarded with Bonus Payout

A total of 218 employees of Fiji Ports Corporation Limited (FPCL) and its subsidiary company, Fiji Ships and Heavy Industries received their bonuses for the 2017 financial year in November.

One hundred and thirty eight FPCL staff shared \$201,524.00 while 80 FSHIL employees received \$48,303 based on assessment of individual KPIs in line with a company's Performance Management System framework.



Excited FPCL and FSHIL staff after the bonus announcement.

The financial performance of the Fiji Ports Group for 2017 again signified the organization's commitment to yielding a solid financial return,

while continuing to provide services that benefit the people of Fiji as well as servicing the wider regional maritime community.

FPCL Board Chairman who is also the Permanent Secretary for Industry, Trade and Tourism, Mr Shaheen Ali made the announcement on behalf of our line Minister, Mr Aiyaz Sayed-Khaiyum.

The dividend declared for 2017 was a 440 percent increase from the dividend declared in 2012.

CEO's Christmas & New Year's message

The Festive Season is a time of birth, wonder, sharing, and celebration with our loved ones. As we prepare for this busy and joyous holiday season, it is a time to reflect on the year that has passed.

I am pretty sure that we have, in our work environment, as well as in our personal capacities, experienced much in 2018, both good and bad.

Yet as the year draws to a close we are able to pat ourselves on the back at having to overcome challenges, achieve our goals and continue to learn throughout the year for a better tomorrow.

Job Evaluation Exercise

The company undertook a comprehensive Job Evaluation Exercise (JEE) resulting in upgrading of salary for its employees to the 80% upper quartile market value.

Driven by the Management and fully supported by the Board, this was the first pay rise for the workers after 10 years.

A total of 113 workers were paid out as part of this exercise retroactive and pro-dated to January 2017.

Record Dividend

The financial performance of the Fiji Ports Group for 2017 again signified the organization's commitment to yielding a solid financial return, while continuing to provide services that benefit the people of Fiji as well as servicing the wider regional maritime community.

Fiji Ports recorded a strong shareholders dividend from operating profits of \$16,082,198. The dividend declared is a 440 percent increase from the dividend declared in 2012.

A total of 138 FPCL staff shared \$201,524.00 in bonus payout while 80 FSHIL employees received \$48,303 based on assessment of individual KPIs in line with a company's Performance Management System framework.

Infrastructure Upgrade

Major repair works were undertaken on our ports in our continuous quest to maintain our ageing infrastructure.

Immediate repairs were made at Port Mua-i-Walu 1 resulting in

the lifting of the weight restriction that was in place. Other major projects include the removal and replacement of the broken link spans situated at the Kings Wharf in Suva.

Green Port Pacific Initiative

Environment-friendly strategies continue to be implemented as we aspire to become a Green Port in the Pacific.

In support of the Pacific Community's (SPC) Green Pacific Port Initiative, FSHIL created a corporate garden that saw its stakeholders contributing plants towards it.

The company also implemented control measures and management of Ships' Bio fouling to minimize the transfer of invasive aquatic species and its waste water environment system.

FPCL held two clean-up campaigns in the harbour and at the Port surrounding areas to also commemorate World Ocean/ Environment Day and World Maritime Day.



Port plants were also placed at Port Mua-i-Walu 2 and LED lighting upgrade throughout FPCL office buildings was done in 2017 to replace compact fluorescent or tube lights.

ISO Accreditation

It was a proud moment for our subsidiary company FSHIL when they were awarded the ISO 9001:2015 certification in July.

This prestigious certification was granted for meeting or exceeding rigorous international standards in quality management for provision of services related to ship repair works, ship repair services, slipway facilities and heavy industry services.

The ISO 9001:2015 certification and audit process was conducted by Sri Lanka Standard Institution in February.

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Thank You

Christmas means many different things to many different people and I have a sense that some of the values of Christmas are identical to some of the values of the people

who call FPCL their second home.

It has been a privilege for me to have met, lived with and worked with people for the past 7 years whose lives are steeped in a tradition involving caring and sharing amongst family and friends, supporting each other through good times and bad, reflecting on the past and enjoying

the lessons learnt through hardship and joy.

These values are special and Christmas highlights how lucky we really are to be here and a part of the Fiji Ports family all throughout the year.

To the staff, thank you for your commitment and dedication. I

take this opportunity to thank our Chairman, the Board of Directors and the Ministry of Public Enterprises for their support and guidance.

Wishing you a very Merry Christmas and a prosperous New Year!

Vajira Piyasena
CEO

Maritime industry supports Pinktober charity drive



PCL management and representatives from the Maritime Industry join the Chief Guest in cutting the Pinktober Cake.

Stakeholders in the Maritime Industry converged at Mua-i-Walu House in October to raise funds for the Fiji Cancer

Society.

The Pinktober Charity Event was organised by the Fiji Ports Corporation Limited (FPCL)

and its subsidiary company, Fiji Ships and Heavy Industries Limited (FSHIL), marking an end to the Pinktober Campaign in joining the nation's fight against cancer.

The "Morning Tea" was organised with the aim of raising money for cancer victims and to raise awareness on cancer, which is one of the major contributing factors to our annual mortality rate in Fiji.

The event was also part of

FPCL and FSHIL's social corporate responsibilities; however, they thankful to Carpenters Shipping Limited, South Sea Towage Limited, Fiji Ports Terminal Limited, Swire Shipping Limited and Industrial & Marine Engineering Ltd (IMEL) for their generous support.

The event was held simultaneously with the Port of Lautoka, hosting their inaugural morning tea.

Tongan vessel undergoes FSHIL makeover

Captain Viliami Mafi did not regret choosing Fiji to have his vessel dry docked.

In fact, he said the decision by his management to bring the m.v Tongiaki to slip with the Fiji Ships and Heavy Industries Limited (FSHIL) was the best decision taken.

The Catamaran underwent a total overhaul in September including a unique paint job that was beyond the expectation of the owners.

"The job was great and I am so happy about the outcome," Captain Mafi said.

He also praised the teamwork and the effort by the FSHIL workers.

"It was easy to get along with the supervisor. The painters and workers were

very helpful and listen to whatever, we the customer wanted."

Due to the unfavourable weather condition, the Catamaran was forced to slip for an extra two weeks.

"The weather was not on our side. The work was behind schedule as the new paint job needed the sun but this aluminium built boat turned out pretty well and we are thankful to the team from FSHIL for a job well done," Captain Mafi added.

FSHIL Operations Manager, Lopeti Radravu said they are always committed to meeting their customers' needs as they strive to maintain a business culture that is customer-focused.



M.V Tongiaki

He said having the m.v Tongiaki for the first time on their slipway proved that their services to the region are reliable and trustworthy.

The inter-island vessel belongs to the Friendly Island Shipping Agency, a wholly owned public enterprise of the Government of Tonga.

FPCL aspires to be Green Port in the Pacific



Clean-up undertaken at Port Mua-i-Walu 2.

A clean-up campaign was held in October at Port Mua-i-Walu as FPCL aspires to become a Green Port in the Pacific.

The clean-up campaign is

part of the environment-friendly strategies implemented in support of Pacific Community's (SPC) Green Pacific Port Initiative.

Close to 50 employees with

their family members was part of the clean-up joined by stakeholders in the Mua-i-Walu community.

Chief Executive Officer Vajira Piyasena said FPCL

would continue towards fulfilling the requirements of becoming a Green Port.

"We are supportive of this initiative by SPC. We are fully aware of the responsibilities we have in order to achieve our target of becoming a Green Port," Mr Piyasena said.

At the clean-up campaign, plants were planted and placed within the vicinity. Plants contribute to reducing environmental and carbon footprints.

US Coast Guard, NZ Maritime conduct follow up Audit



Senior Port Facility Security Officer Neumi Radobui and acting CEO for MSAF Captain Philip Hill during the audit

Another security audit was conducted in October on our Ports by the US Coast Guard and NZ Maritime to ensure our facilities meet the standard required under the International Ship and Port Facility Security Code (ISPS).

This was a follow-up to the audit carried out in June.

Some of the areas for

improvement noted in June have been rectified through the collaboration with the Maritime and Safety Authority of Fiji (MSAF).

He also revealed that in terms of security incidents and issues, FPCL has not recorded any security incidents that could have resulted from breaches in security arrangements at our Ports.

Inaugural annual retreat for FPCL family

The annual gala event was taken to another level this year as it was turned into a family retreat held at the Pearl of the South Pacific in Pacific Harbour.

Through the support of the Management and Board of Directors, the inaugural event was also able to accommodate our family members who were able to spend the weekend at the hotel.

The Sports Day and the Kids' activities were held separately on Saturday, November 24 before the Gala Dinner at night.

Board of Director, Mr Vijay Maharaj was the chief guest and thanked the staff for their contribution throughout the year. He also thanked families for their unwavering support.



Anare Leweniqila and Makareve Sumasafu receive the Sports Day award from Mr Maharaj.



Removal of mv Southern Phoenix underway.

Removal of mv Southern Phoenix

Works on the removal of the sunken m.v Southern Phoenix in the Suva Harbour has already commenced and is expected to be completed by February, 2019.

The removal of the wreck is done in collaboration between the Maritime Safety Authority of Fiji (MSAF), Fiji Ports Corporation

Limited (FPCL) and vessel owner Cruz Holdings Limited.

Australian company Pacific Towing Limited (PNG) has been engaged for the removal of the remaining cargo on board the vessel along with the 88meter long, 4285 DWT cargo vessel.

Removal work is currently underway with the barges and tugs located at the site.

Exercise encourages employee bonding



CEO with rest of our male staff show off their painted nails as part of the team bonding exercise

A team bonding exercise for the staff of FPCL was held at the Crusoe Retreat in Serua from November to December.

It was held in a course of four days whereby employees of Fiji Ports from around the

country were divided into four groups.

The aim was of the team building exercise is to improve productivity, encouraged greater collaboration between employees, increase employee motivation and improve communication.

Fire drill to test safety procedures



A fire drill was conducted at the Muaiwalu House in November to ensure fire safety procedures are adhered to by the occupants.

Fire fighters from the Suva Fire Station arrived shortly after the fire alarm went off to check out the premises while the occupants evacuated to the designated area at Port Muaiwalu 2 waiting area.

FPCL Human Capital Services and Training Officer Anare Leweniqila said fire drills are critical for ensuring the safety of the staff and clientele that enter our business, building or property.

He said practicing scheduled fire drills would help ensure individuals have the knowledge to safety escape a fire without injuring themselves or others

Fighting congestion paramount

A well structured plan to ease the congestion and overcrowding usually experienced in Port Muaiwalu 2 during the peak travelling season was successfully executed by the Local Wharf team.

Led by the management with support from the Operation Department, the procedures

implemented ensured the smooth operation at the Wharf area which also guaranteed the safety of the travelling public.

The Ministry of Transport was also part of the planning process.

The implementation of the procedures started from last year but became fully operational this year.



CEO Vajira Piyasena tours Port Muaiwalu 2 with the Operation team.



Department bonding for HR personnel

The Human Resources department took the lead role in ensuring good working relationship is upheld by having a team bonding retreat in November

The department participated in river rafting activities in the

interior of Namosi.

Human Capital Services Officer Anare Leweniqila said his department plays an important role in organising team building for the organisation. However, they feel it should first start with them.

The hope to have this as an annual event.

Another successful year for FSHIL

To mark an end to yet another successful year, Fiji Ships and Heavy Industries Limited hosted a family picnic and a church service on December 15 and 16.

The picnic was held at Nasiliai Beach in Kiuva followed by the thanksgiving service on Sunday at their office.

Chief executive officer Vajira Piyasena was chief guest at the Sunday service and thanked the

staff for their hard work and commitment that resulted in another positive year.

He also thanked their individual families for their support throughout. Mr Piyasena also recognised the services of two of their longest serving employees, Mr Navitalai Ratukalou and Mr Kitione Tavaga who will be retiring at the end of the year after 39 years of service.



CEO and CFO join the rest of the FSHIL family for a "talanoa" session after the church service on Sun.

Rest well Ben!



Peni Saimoni's family with staff of FPCL at his funeral.

Fiji Ports Corporation Limited bid farewell to one of its family members on December 19.

The late Mr Peni Saimoni, a security officer, died at the Colonial War Memorial Hospital on December 13 after a short illness at the age of 58.

In his final journey, his body was brought from the CWMH by his fellow colleagues where the hearse made a drive through at Port Muaiwalu – his work site for the very last time before it headed to his residence where he

was traditionally handed over to his family.

Mr Saimoni joined the organisation in 1998 where he worked in the Engineering Department at the then Maritime and Ports Authority of Fiji. During the reform, he joined the security department of FPCL. He is described as a hardworking, committed and loyal worker with a clean record during his term with the organisation. He is survived by his wife and three children.

CEO presents at Transport Forum



focused on Cruise Tourism based on the topic 'Promoting tourism through accessible and efficient transport services'.

He said cruise tourism has an increasing demand in the recent years and Fiji's ports play a major role in the fast growing cruise liner industry. He highlighted that it brings immediate economic benefit to the community and contributes to our growing national economy

He revealed that as of October 19, a total of 97,940 tourists visited our shore though the cruise line industry.

CEO Vajira Piyasena was invited as one of the guest speakers during the Ministry of Infrastructure and Transport 15th National Transport Consultative Forum that was held at Novotel Conventional in Lami in October. His presentation was mainly

Welcome aboard to:



Mervyn Fiu Wesley
Electrician Suva



Kaminieli Koli
Electrician Lautoka

Farewell to:



Asaeli U. Vananalagi
Carpenter Support Staff

Staff news