

WAVU NEWS



THE OFFICIAL NEWSLETTER OF FIJI PORTS CORPORATION LIMITED

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A Christmas Message from CEO



Christmas is a time of spiritual reflection on the important foundations of the Christian faith. It's also a celebration of Life, Sharing and Community.

We celebrate the challenges we have overcome that has been made possible through the hard work of the FPCL team. Thank you for your dedication

and commitment in ending the year with exceptional value delivered to our clients as a Port Management Company.

We continue to function in this important role facilitating the economic development of Fiji while handling approximately 95% of the nation's trades.

Our vision ahead is aligned with the launch of FPCL's 5-Year Strategic Plan 2019-2023. This incorporates a comprehensive delineation of objectives to be achieved, cascaded and reflected in the KPIs of Management, Department Heads and all Staff. We remain diligent to this pathway.

I am very pleased to record that during the year, FPCL achieved the ISO 9001:2015 Quality Management Systems certification.

This prestigious milestone is yet

another testament of our diligence in providing quality services to our valued clients of the highest standards.

To all staff, a special thank you for your tireless efforts in 2019. I would also like to take this opportunity to thank our Board Chair and Board of Directors for their unwavering guidance and support that has led us throughout a year of success.

Let us always exude the heartwarming qualities of the Christmas season embodying faith, hope and love in all that we do, and may FPCL continue to thrive in the days to come.

I wish you and your family a spectacularly beautiful Christmas and a Prosperous New Year.

Vinaka,
Vajira Piyasena.

Lautoka Shed Loading Ramp Upgrade

In November, the internal Maintenance Team completed works on the damaged Loading Ramp at Shed 1.

Located at the Lautoka Queen's Wharf, this structure deteriorated due to the heavy operational usage encountered over the years.



Maintenance work in progress for Lautoka Shed 2

Measles Immunization for FPCL Staff

In November, Fiji declared a measles outbreak. Due to the nature of their working environments and without any hesitation, the FPCL HR team approached the Ministry of Health and Medical Services to arrange an

immunization drive for staff. The team from the Ministry of Health was accommodated by FPCL while carrying out the mandatory in-house immunization campaign.

External and Internal Audits



FPCL Celebrating their ISO 9001: 2015 Award Certificate

FPCL underwent a Stage 1 and 2 external audit conducted by DNV-GL Australia, a renowned independent expert in risk management and quality assurance, for both the Suva and Lautoka Ports from November 2019 to January 2020.

All relevant documents and reports that were required by the DNV Auditor for verification purposes were compiled accordingly. The FPCL team then

followed up with all the DNV Audit Findings, Minor Non-Conformances and Opportunity of Improvement that needed to be addressed.

After the final audit, FPCL was awarded its ISO 9001:2015 certificate and a celebration was held to recognize the achievement. The certification signifies that the policies, processes and FPCL's operations are at par with international standards. FPCL has demonstrated the

following;

- * Follows the guidelines of the ISO 9001 standard
- * Fulfills its own requirements
- * Meets customer requirements, statutory and regulatory requirements
- * Maintains documentation

Additionally, FPCL also updated its Internal Audit Plan 2020 in January, and developed and implemented a HR Business Process Flow.

Muaiwalu House Structural Assessment

FPCL's Engineering Department completed a Structural Assessment of Muaiwalu House in Suva. This assessment was to ensure that all FPCL staff and Management located at Muaiwalu House continues to work in a safe, hazardous-free, and risk-free environment.

The Structural Assessment report concluded that the building was safe for occupancy under normal conditions. However, it required continuous annual maintenance and monitoring for prophylactic prevention.



FPCL Engineers conducting a structural assessment of Muaiwalu House in Suva

"It was certainly an eventful day at the Port as the tourists made their way into Suva City."

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Costa Atlantica Cruise Liner at the Suva Port

Let's Meet Our New Staff



Ratu Joeli Lesavua Derenalagi
ICT Support Staff

Mr. Derenalagi joined FPCL in December and brings with him valuable IT and maintenance experience.

He graduated with a Diploma of Information Technology Networking from the NSW Technical and Further Education Commission Australia, and has completed CISCO Stages 1-3 at the USP.



Vasia Senirauvula Vuniwai
Receptionist

Ms. Vuniwai joined FPCL in October and brings with her vast experience in customer service and guest relations.

She graduated from the University of the South Pacific with a Certificate IV in Hospitality Operations.



Timi Waqatabu Urunakairewa
Asset Management Coordinator

Mr. Urunakairewa joined FPCL in October and brings with him immense experience in strategic asset planning.

He graduated from the University of the South Pacific with a Bachelor of Arts in Tourism and Real Estate.



Ashika Chand
Marketing & Communications Officer

Ms. Chand joined FPCL in December and brings with her years of experience in the communications and management field. Her expertise and dedication saw her being nominated in her previous employment for 'employee of quarters 1 and 2' in 2015.

She holds a bachelor's degree in Accounting and Economics from the University of the South Pacific and Certificates from the Commercial Education Society of Australia in Business Communication Structures.

Staff Farewells



The FPCL team farewells their colleague

The FPCL Lautoka office bade farewell to two revered and valued staff that retired in December.

Both Emosi Tamailowai Navusolo, the Manager Administration, along with Semi Navatu Rokodinono, the Operations Coordinator, served

with comportment for 15 years each.

FPCL gratefully acknowledges the significant contributions of Emosi and Semi, and we wish them all best as they enjoy their well-deserved retirement.

Head Office Christmas Celebration



FPCL staff celebrates Christmas at their head office

The FPCL team heralded in the festive season with a Christmas lunch at Muaiwalu House.

This was also a farewell to those who looked to soon embark on their overseas or outer islands holiday.

However, the dinner was unfortunately postponed due to the measles outbreak experienced at that time.

In addition, the FPCL Social Committee organised a year-end, team-bonding session and a Gala dinner.



FPCL staff enjoying their team bonding activities

Fiji Ports Corporation Limited Team Bonding

Regular team bonding sessions are a central part of the work culture at FPCL.

Staff from various departments often come together for these invaluable experiences to enhance their relationships with each other and to promote collaboration.

FPCL recognises that such activities not only uplift team morale but they also boost the organisation as a whole, motivating staff and empowering them to carry out their duties in the fullest manner.

FPCL Staff Development

FPCL held various staff trainings throughout October and November. Below are the highlights:

In October, FPCL

- Maintenance team underwent an important restructure awareness organised by HCSO Mr. Anare Leweniqila, HRBA Ms. Ashmita Kant and CEO Mr. Vajira Piyasena. The exercise emphasised the purposes of restructuring as well as employees’ understanding that it would not affect their current positions.
- Invested in a new incinerator further supporting its aim to become a Greener Pacific Port. This required increased capacity building for FPCL’s incinerator staff to ensure that they are equipped with relevant skills to operate the incinerator effectively.
- Organised a Litter Prevention Officers Training with the Ministry of Waterways and Environment. The purpose of this programme

was to provide staff with essential information on monitoring litter and any environmental destruction within the port area. The training also enhanced the team’s



The FPCL team undergoing training as part of their staff development programme

knowledge of the Litter Act 2008 and the penalties for littering in any harbor, wharf, pier or jetty with public access.

- Participated in the Fiji Tsunami Drill 2019 organised by the Fiji National Disaster Management Office (NDMO).

In November, FPCL

- Jointly conducted a new Performance Management System Awareness with HRBA Ms. Ashmita Kant and the consulting firm Maxumise.
- Organised a Painting Training with FNU for the Maintenance Team to enhance their capability in multitasking that will allow their Supervisors to more efficiently and competently perform scheduling for the accomplishment of FPCL goals.
- Held a confidential ‘closed meeting’ chaired by Mr. Yogesh Desai on the second stage of ISO 9001 standards for 2015.
- Organised a OHS training conducted by the Ministry of Employment for its third and fourth modules designed to better equip staff in order to ensure an even safer working environment for all.

Bonuses Awarded to Staff

“The payout was recognition of the collective achievement and efforts of the staff.”



The Permanent Secretary for Industry and Trade Mr Shaheen Ali with FPCL staffs

In late November, 226 staff of Fiji Ports Corporation Limited and Fiji Ships and Heavy Industries, received a bonus payout of \$347,983.87.

The Permanent Secretary for Industry and Trade, Mr Shaheen Ali, was the Chief Guest at the Muaiwalu House Head Office. The payout was in recognition

and rewarding acknowledgement of the collective achievement and efforts of the staff that contributed towards the success of FPCL throughout the entire year.

Cruise Liner Celebrates Christmas in Fiji

The Port of Suva was a hive of activity when the cruise liner, Costa Atlantica, arrived on Christmas Day with over 2,000 Chinese tourists.

Tourism Fiji in partnership with the Chinese Embassy, the Ministry of Tourism and other corporate bodies, welcomed the visitors to our shores with lively cultural performances.

It was certainly an eventful day at the Port as the tourists made their way into Suva City for shopping and sightseeing. To commemorate the cruise

liner’s arrival, a plaque was exchanged as a symbol of friendship.



Displaying our Fijian hospitality to our visitors

Fiji Ports Corporation Limited Observes Pinktober

Asena’s story deeply touched those who were present, with many shedding a tear.

On November 1st, FPCL staff gathered to celebrate the success story of a cancer survivor, Asena Driso. Accompanied by Elina Ranadi, the Fiji Cancer Society Finance Manager, they both joined the FPCL team at their Head Office in Suva for morning tea.

Asena’s story deeply touched those who were present, with many shedding a tear. Her inspiration continues to resonate among the team. A donation of \$1,000 was handed over by the FPCL CFO to the Fiji Cancer Society to conclude the event.



FPCL staff celebrating Pinktober

Updates on the Third Quarter Vessel



FPCL CFO and staff exchanging plaques with the Captain of Ruby Princess on its inaugural visit to Fiji

The trade war between China and the USA had a significant impact on global trade, and in the first half of the year, FPCL felt the impacts of the global economic slowdown. However, the third quarter performance for FPCL was better as it welcomed 436 vessels into our ports from across the globe.

Among these was a cruise vessel, Ruby Princess, which had its inaugural visit to Fiji on November 15th 2019. This visit was marked by a plaque exchange between FPCL's Chief Financial Officer and the Captain of Ruby Princess. The FPCL staff also had the privilege to visit and tour the ship.



Address: Walu Bay, Muaiwalu House, Lot 1,
Tofua Street, Suva

Postal Address: GPO Box 780, Suva.

Phone Number: 331 2700

Email: info@fijiports.com.fj

Website: www.fijiports.com.fj