



# WAVU NEWS

January/February/March, 2021



## Message from **CHIEF EXECUTIVE OFFICER**

**FPCL CEO, Mr Vajira Piyasena**

Greetings from Fiji Ports Corporation Limited (FPCL)!

It gives me great pleasure to welcome the new year 2021, with new hope and aspirations.

The COVID-19 situation has evolved further, and we are dealing with a significant global challenge. On behalf of the Board of Directors and Management, we would like to thank all our staff and managers for support that was provided to weather this crisis and to get our company prepared to cope with this situation. Your commitment makes all the difference.

We would also like to reassure you that as a company we are resilient. Over the course of years, we have seen – and mastered – many challenging moments. We are convinced that we will overcome this one too.

And we would like to remind you of the special responsibility that a company like ours has at this time. We would like to recognize in particular our frontline workers – your commitment and your discipline are critical at this time to maintain business continuity. It is our priority to support you in this important endeavor.

To overcome this unique challenge, we request all of you to remain focused and safe!

It is quite challenging for industries especially for the downtime in the Marine sector. The on-going contraction of production and consumption, has led to reduction in maritime trade, causing disruption in shipping demand and port traffic. Other sectors such as Travel and Tourism have been adversely affected as well due to boarder closure.

FPCL has been at the forefront of border control ensuring protocols are followed to allow for cargo ships (trade to happen) to enter Fijian ports without jeopardizing Fiji's COVID-Contained status. Keeping safety in mind, FPCL had to re-align its priorities and strategically plan its day-to-day decisions without making staff redundant or reducing in staff wages and salaries. FPCL believes employees continue to be the key to FPCL's continued success and equally looked after its employees' well-being and interests.

FPCL has reinstated FNPF employer contribution from 5% to 10% and paid out bonus payment to staff based on Performance Management System (PMS). FPCL believes that positive reinforcement is critical to keep employees engaged with the company's goals and strategies.

In line with FPCL's 5-Year Strategic Plan (2019 – 2023), FPCL has planned for strategic investments in improving the existing infrastructures at all ports and other major projects which will benefit our clients, stakeholders, and shareholders.

With this renewed outlook, FPCL looks forward to stimulating conversations and reviewing its existing collaborations with stakeholders. This is to ensure FPCL and its associated company FPTH and subsidiary company FSHIL continue to provide efficient services to its stakeholders.

FPCL will continue building a resilient and adaptable company that will benefit its shareholders, staff, key stakeholders and customers. On behalf of the Board of Directors, Management and Staff of FPCL and FSHIL, we wish everyone a successful and productive 2021.

## STAFF WELCOME MORNING TEA

Welcoming Tea was arranged on the first day of work 2021 [04/01/2021] as a motivational way in getting staff to start off a New Year. The program comprises of devotion led by Rev. Ilaisa Kacimawai then followed by CEO's address, highlighting plans for the New Year. After the formalities; 57 staff from FPCL and FSHIL enjoyed refreshments.



**FPCL CEO, Mr Vajira Piyasena with Staff during its first staff meeting of 2021**





## PROJECTS UPDATE

### Development works to increase capacity of storage of containers at the Port of Lautoka

Port of Lautoka is Fiji's second largest and busiest multi-purpose port, behind Suva Port and is another maritime gateway to the Pacific. Fiji's seaports provide the major gateways for container and bulk cargo movement and passenger movements with the growth in cruise tourism pre-COVID-19 area.

The rehabilitation of the Yard 3 Lautoka development project undertaken by FPCL is a part of Government's economic development plan for Fiji. The existing temporary container yard space in Lautoka Port requires upgrading works in order to improve the condition of a fully developed container yard.

The \$8.2 million investment in the new container yard in Lautoka is expected to significantly boost Fiji's ability and ambition to trade and be the transshipment hub in the Pacific. The new development would also help Fiji meet the health and biosecurity standards of trading partners like Australia and New Zealand.

Once this development project is completed, it will not only improve efficiency, but port will create additional space for storage of containers. The rehabilitation works will extend Yard's service life to 30 years. This Yard 3 upgrade works form part of a wider rehabilitation improvements planned for Lautoka Port, with similar works planned for Yard 4 which includes a new substation.



Mr Shaheen Ali, the Permanent Secretary, Ministry of Commerce, Trade, Tourism and Transport and Board Chair of FPCL together with the Chinese Ambassador to Fiji, His Excellency Qian Bo at the groundbreaking ceremony of Yard 3 at Lautoka Port.

## MUAIWALU 2 FACILITY GETS A BOOST

Designated as FPCL's Green Facility the Muaiwalu 2 Carpark has been given a boost. The facility has been converted to a car park facility for the general public accessing Muaiwalu Jetty 2 and to minimize traffic congestion during peak periods and FPCL staff as well. A container office has been fabricated and installed with the use of a used container in order to reduce the usage of material. The facility has been equipped with solar technologies such as a roof top solar system and solar powered car park lights to make it a net-zero facility in terms of electricity usage. FPCL hopes to save an estimated 2.2tCO<sub>2</sub>e per year with this initiative.

A total of 15 solar panels and 10 solar lights were installed on the container office. Aligning with the FPCL's Green Port Masterplan that will not only be of beneficial to FPCL but to the general public that commute through the interisland ferry services.



## FPCL ASSESSES POTENTIAL FOR REJUVENATING PORT OF LEVUKA

A team consisting of Head of Departments led by the CEO, visited the Port of Levuka to assess the feasibility and national support for the Port of Levuka upgrade and expansion.

As alluded earlier, in line with FPCL's 5-Year Strategic Plan (2019 – 2023), FPCL has planned for strategic investments in improving the existing infrastructures at all ports and other major projects which will benefit its clients, stakeholders, and shareholders. Immediate step for FPCL is to upgrade the deteriorating infrastructure with the long-term plan for diversification of services allowing for more vessels other than fishing vessels at the Port.



## MANAGEMENT DISCUSSES "SMART PORTS" CONCEPT

A Smart Port can be defined as a port that ensures "no waste of space, time, money and natural resources." FPCL's vision is to be the Smart Green Gateway for trade in the Pacific region.

Maritime trade is an essential lifeline for the remote island nations of the Pacific. FPCL Management deliberated on the Asia Development Bank report which explores the applicability of the smart ports concept in the Pacific region, taking into account unique features of the relatively small throughput volumes of Pacific ports, the region's geographic remoteness from international markets, and its vulnerability to extreme weather conditions that disrupt port operations occasionally.



FPCL Management discusses the concept of Smart Port

These challenges contribute to safety and security risks, alongside the exceptionally high costs of goods, services, and doing business in the region. The coronavirus pandemic is placing additional strain on the maritime transport sector—with reduced shipping volumes threatening commercial performance and intensifying the need to improve port efficiency.

The study explores options to align international best practices with unique local features, such as relatively small trade volumes, geographic isolation, and vulnerability to extreme weather events. The study makes recommendations on how to achieve short-term "wins" by implementing technology and business process solutions and provides a strategic framework for developing more robust smart port ecosystems over time.



## EVENTS

### Challenge your capabilities, FPCL celebrates International Women's Day

As the globe commemorates March 8th as the day for women, FPCL also celebrated International Women's Day 2021 by acknowledging the diligence and commitment shown by female staff at Fiji Ports.

The event was attended by FPCL's CEO, Mr Vajira Piyasena and Dr Nur Bano Ali, Business and Corporate Advisor, and the President of Women in Business Fiji.

With this year's theme #choosetochallenge, Dr Ali while delivering her address encouraged all females to come out of their comfort zones and challenge their capabilities. She further advised FPCL staff to take up more leadership roles and strive for excellence where male dominated positions exists.



Customer Service Training provided to local wharf staff by FPCL's Training and Development Unit

## STAFF ATTEND COVID-19 VACCINATION AWARENESS SESSION

The first consignment of Oxford-AstraZeneca COVID-19 vaccines from the multilateral COVAX Facility was delivered to Fiji, becoming the first Pacific island country to receive the vaccines through the facility. These 12,000 doses will allow the start of the vaccination campaign in Fiji with those most at risk.

It has started to vaccinate 6,000 frontline workers including health care workers, members of the disciplined forces and border control workers who operate the COVID-19 border control and quarantine services.

This delivery is part of a first wave of arrival that will continue in the coming months. Fiji will receive 100,800 doses of the vaccines under the COVAX Facility.



As part of the awareness campaign organised by the Ministry of Health and Medical Services (MoHMS), Operations staff including sea pilots attended an awareness session. Staff had queried on the side-effects in which MoHMS confirmed that the vaccine has shown to be safe and very effective. It has also been approved by the health boards of the United Kingdom, European Union and at least 14 other countries including India, Australia, Taiwan and most recently by the Fiji Pharmaceutical Board.

## LEARNING AND PROFESSIONAL DEVELOPMENT

### Investing in employees through trainings

An organisation's ability to learn and translate that learning into action rapidly is the ultimate competitive advantage. From managing its core operations to managing people, FPCL spends considerable time and effort in fostering its staff's training and development skills. FPCL employees continue to be the key to FPCL's continued success.



Customer Service Training provided to local wharf staff by FPCL's Training and Development Unit

In 2020, the Training and Development Unit developed a comprehensive Training Plan for 2021, identifying core areas of business improvements and staff development. Some of the trainings conducted during the first quarter of this year focused on the areas of creating internal and external customer value creation, adhering to safety protocols and use of FPCL's electric incinerator for waste disposal.



Fire Extinguisher training provided to FPCL fire warden staff by the National Fire Authority

## CORPORATE SOCIAL RESPONSIBILITY

### FPCL Social Club organises Wellness Program for every Wednesday's

FPCL believes that a healthy and motivated employee, is a happy employee! Happy employees are productive employees. By taking small steps to create a happy and motivated work environment, there are likely to be fewer work-related conflicts, lesser absenteeism and more productivity.

From this year, FPCL's Social Club has planned for Wednesday Wellness Activities, zumba, tabata workout to name a few, with the intention to create a **Healthy, Empowering** and **Positive Work Environment**.





## EMPLOYEES' MILESTONES

### FPCL wishes staff happy retirement

Retirement is not the end of the road. It is the beginning of the open highway.

As FPCL ventured into the new year, the Company bid farewell to two of its support staff, Mr Joseva Qaqa who had served FPCL as one of the Security Guards and Mr Suliasi Seru who was one of the Leading Wharf Attendants at the Port of Suva. Both Mr Qaqa and Mr Seru had served FPCL for 15 years and 6 months. The Company wishes them a happy retirement, productive and healthy years ahead.



Mr. Joseva Qaqa, Security Guard



Mr. Suliasi Seru, Leading Wharf Attendant

## NEW EMPLOYEE PROFILE



**Mr Wangchuk Bhutia**, who has joined FPCL as the Coordinator Security and Enforcement, Security Department, Operations Division, Suva



**Mr Trevor Alan Irava Tuena**, who has joined FPCL as Welder (Support Staff), Maintenance Department, Infrastructure & Planning Division, Suva



**Mr Apisalome Rabo**, who has joined FPCL as ICT Attachee, ICT Department, Finance Division, Suva.

## MEET THE TEAM

Name	<b>Dushan Karunaratne</b>
Position	Assistant Manager Human Capital Services
Department / Unit	Human Capital Services Department
Division	Corporate Division, Head Office in Suva
Year Joined	2020
What do you like about working for FPCL	I enjoy working with everyone and the extended support provided from HCS, OHS and the Quality Unit is greatly appreciated. I am lucky to be surrounded with a team that enjoys collaboration that has created an environment where everyone is there for each other. Autonomy! Working for FPCL has encouraged my ability to innovate and share new ideas with Management which is supported by prompt feedback. FPCL values personal and professional growth! It is great to be part of an organisation that understands personal values and encourages employees to grow through company provided training initiatives.
Hobbies	Travelling, watching and taking part in sports especially squash, badminton
Quote	"The true measure of a man is not how he behaves in moments of comfort and convenience but how he stands at times of controversy and challenges." – Martin Luther King Jr.

Name	<b>Mohini Wati</b>
Position	Accounts Payable Officer
Department / Unit	Finance Department
Division	Finance Division, Head Office in Suva
Year Joined	2005
What do you like about working for FPCL	Each day there is something new to learn and meet people.
Hobbies	Listening to music and meeting people
Quote	"Believe in yourself, work hard, work smart and passionately present your best self to the world".

Name	<b>Livai Lum On</b>
Position	ICT Assistant
Department / Unit	Information, Communication & Technology Unit
Division	Finance Division, Head Office in Suva
Year Joined	July 2014
What do you like about working for FPCL	After finishing the required unit for attachment in 2014 I was looking to learn as much as I could in a short period of time due to the late start in my career journey. FPCL has given me that platform where I have had the privilege to grow and learn on the job, taking on projects that has challenged me to step up and out of my comfort zone. So, what I really like about FPCL is the opportunities to learn, the workplace culture and the people.
Hobbies	Arts, Youth Work, Socialising and Travelling
Quote	"Don't let anyone look down on you because you are young, but set an example for the believers in speech, in conduct, in love, in faith and in purity."

Name	<b>Reshmi Lata</b>
Position	Accountant / Deputy Administration Manager
Department / Unit	Finance Department
Division	Finance Division, Port of Lautoka
Year Joined	2010
What do you like about working for FPCL	Friendly environment, excellent teamwork displayed, management support towards professional development through training. Everyday there is something new to learn.
Hobbies	Meeting people, reading and cooking
Quote	"Success is not the key to happiness. Happiness is the key to success. If you love what you are doing, you will be successful."



Dushan Karunaratne



Mohini Wati



Livai Lum On



Reshmi Lata