

GETTING THROUGH SECOND WAVE OF COVID19

As quarter 2 of 2021 settled in, FPCL was ready and had many plans and projects to take on. April saw the start of a great Easter celebration for the FPCL family but by the end of April, Fiji was hit with the start a second wave of COVID-19. The Delta variant of COVID-19 was more deadly and quicker to spread. Immediate actions were taken to response to this via the FPCL COVID Response team, taking full control to ensure the health and safety of all FPCL staff.

All FPCL staff were again provided and reminded of PPE's and their importance, along with training on wearing and disposal for proper usage. Staff that could work from Home were offered assistance by ICT in setting them up at home, others either took extra precautionary measures, or worked in bubble teams. Management convened COVID-19 Response Team virtual meetings every Monday, Wednesday and Friday's for daily updates to regulate and monitor all activities to ensure smooth operations and safety of all staff. It was business as usual.



FPCL COVID Response team conducting meetings virtually from the start of April, 2021



FPCL COVID RESPONSE Dashboard - monitoring of staff

Bubble Arrangement

The HCS team was ready to establish bubble arrangement as soon as MCTTT released operational guidelines for essential service providers. The team analyzed the entire FPCL workforce separating Critical Staff from the rest of the workforce. With the assistance of ACCO and Harbour Master team, HCS created two groups based on similar competencies to ensure Operations are not hindered. Similar to this approach, HCS team worked with HOD's to identify department needs and in line created bubbles to ensure operations continue.

The purpose of the bubble arrangement is to ensure teams are created and if there is a positive case the bubble is to move into 14 days isolation until cleared by Ministry of Health. This will allow the second bubble to continue its operations. From 2020, HCS together with ICT department had identify employees that can work from home should the pandemic reached a critical stage. The bubble arrangement together with the capability to work from home created flexible working options to maintain Port operations. Moreover for daily continuation of projects some teams such as Maintenance Department was allocated to bubbles based on their work locations separated from office staff.



Bubble teams creation meant less staff in the office at one time.

Transport Management Plan

As the months progressed and the positive cases in Fiji increase, travelling using public modes of transport was a risk for our staff. The HCS team developed a Transport Management plan for those staff who were on band 4 and below for the Suva and Lautoka teams, picking and dropping employees from their houses based on the existing employee's address. FPCL engaged the services of Ravindra transport to pick up and drop off staff from a designated pick up and drop off point daily. This ensured staff could still get to work and be dropped home prior to curfew without the fear of contacting the virus via public transport means, mitigating the spread of virus to all FPCL staff.



Transport waiting outside Muaiwalu House daily for FLCP staff to be taken home

Vaccination for FPCL staff

Being frontline and essential workers, FPCL worked in collaboration with Ministry of Health and Medical Service to arrange vaccination of the AstraZeneca vaccine to FPCL & FSHIL. On June 4, members of MoH visited FPCL Head office, Muaiwalu House where Level 2 had been set up with COVID-19 safety protocol measures of social distancing, hand sanitizers, mask wearing for Staff members of FPCL and FSHIL that wished to get vaccinated. This allowed staff the opportunity to get their jabs in the convenience, safety and security of a controlled environment. Initial numbers were low due to the short notice but as the increase in positive cases began to soar, FPCL arranged another vaccine drive on June 22 where a better and more favorable turn out of FPCL and FSHIL staff came forth to get their vaccinations.

FPCL staff receiving their vaccine shot



Decontamination Efforts at Muaiwalu Wharf, HMO and FSHIL & Reef Endavour

Continuous decontamination efforts were conducted of Muaiwalu House & FSHIL office, M1, Kings Wharf, HMO and of Reef Endavour to reduce risk to the general public and to our own FPCL and FSHIL staff. Teams worked effortlessly to ensure FPCL facilities were decontaminated and sanitized regularly to reduce the spread of the virus. Team virtual meetings every Monday, Wednesday and Friday's for daily updates to regulate and monitor all activities to ensure smooth operations and safety of all staff.



FPCL Decontamination teams doing what they do best.

PROJECTS CONTINUE

2021 had a busy calendar for the projects department, commencing with the groundbreaking ceremony for one of FPCL's major projects which is the upgrading of the container yard no. 3 at Lautoka Port earlier in February. Although a second wave of COVID-19 virus hit Fiji in April, the Projects department were not deterred and still progressed with other projects to ensure they were kept on track. Some of Engineering Departments projects snippets are as follows:

Muaiwalu 2 Waiting Shed and Office Upgrade/Renovation

A facility designated for housing frequent travellers of maritime areas; the waiting shed underwent renovation works to cater for the installation of a Solar PV system. This project was initiated following the successful installation of the solar system with remote monitoring at the Muaiwalu 2 Container office facility earlier in February of this year. FPCL hopes to achieve net-zero status for the facility in-terms of energy usage through this project. Furthermore, local wharf personnel manning the interisland wharf will be provided with a new and improved office facility, a facelift from its current condition.



Newly renovated Waiting Shed

Donation to FPCL Levuka Ports Team



Sai Prema Foundation in partnership with New Zealand High Commission reached out to 2,500 FRONTLINE HEROES, recognising their hard work & sacrifice and gifting them all gratitude packs as a small token of appreciation. FPCL Levuka

Ports team were amongst those who received Gratitude buckets and supplies via the Ministry of Health on June 2, 2021. VINAKA VAKALEVU to Sai Prema Foundation Fiji and New Zealand High Commission

Donation from Chinese Embassy and Yangwan 5 vessel



PPE supplies donated by the Republic of China and the Yuanwang 5 Vessel represented by Mr. Tevita Nainoca of Neptune's Pacific Direct Line, shipping agent and Mr. Robert Chan.

The Embassy of the People's Republic of China and the Yuanwang 5 Vessel, donated supplies of Personal Protective Equipment (PPE) to Fiji Ports Corporation Limited. In a time when PPE's are very necessary and relevant, these supplies of PPE's were graciously accepted and appreciated.

Mr. Tevita Nainoca, General Manager of Neptune's Pacific Direct Line, Shipping Agent was present to hand over the supplies of Personal Protective Equipment (PPE) to Fiji Ports Corporation Limited. Amongst the PPE donated were disposable mask, medical gloves, disinfectants, hand sanitizers, protecting clothing and thermometers. These supplies will continue to assist in keeping FPCL staff safe and protected in the fight against COVID19.

New Pilot Boat



FPCL had acquired a new modern Pilot Boat which will help to improve FPCL's capacity to carry out piloting duties in the outer port areas such as Wiriki, Levuka, Dravuni, Denarau and Yasawa Islands. In line with Fiji Ports' 5-Year Strategic Plan (2019 – 2023), the Board and Management had prioritized the need to modernize both

infrastructure and superstructure that are vital for the efficient operation of the ports. The decision to acquire a new pilot boat replacing the existing 10-year-old boat with outboard engines was taken in 2018. With that, FPCL has now operating a new modern boat "Senitakali" at a cost of FJD \$2.2m.

Progress on Yard 3 Lautoka

The rehabilitation of the Yard 3 Lautoka development project was well underway from February this year with great progress. Although COVID19 pandemic wave hit a second time at the end of April, this did not hinder clearance works. The project continued and is well on track for providing additional space for storage of containers and improving the condition of a fully developed container yard.

Fencing is in progress and they also clearing and doing the first layer.



LEARNING AND PROFESSIONAL DEVELOPMENT

FPCL organized several training in the 2nd QTR of 2021. The last two face to face training include: **Emotional Intelligence** training which FPCL embraces as it is the key to having a positive impact on our team and FPCL as a whole. This training is a foundational to developing people, teams, and cultures that can adapt and engage, no matter what challenges are encountered. The training has helped staff to be self-aware and be mindful of decisions made for their team. It has also taught them to avoid reacting over issues that are experienced daily as leads.



Emotional Intelligence Training at Muaiwalu House

Boat Masters License Training- Seven FPCL staff attended this training. All participants said, "it was important for them to attend this training as it is an important skill required for them to carry out any task under the wharf." The participants are yet to complete three more days of training.

COVID 19 once again have forced the training providers such as The University of the South Pacific, Fiji National University and many more to temporarily put training on hold thus affecting FPCL training plan. Nevertheless, Training function has conducted research for online training platform that can be utilized by staff during this period.

Virtual Training- FPCL rolled out a few online training. The first was FPCL induction online training on the 27th May 2021 by the Human Capital Service Team. Using virtual for the first time, FPCL induction presenters found this method to be effective. However, there are rooms for improvement.

Managing and Managing People was an online training which covers management effectiveness, roles as a manager, cause of stress, time pressures and the need for time management. Those staff that has completed this course online found the course to be helpful and also added that it instigates them to manage and organize their daily routine work plan.

Challenges faced by users were the internet access due to the geographical locations of staff, weather change and the availability of the data to access these online training. Online training was an effective method for learning during this pandemic.

During this time, TTDO was able to create manuals and conduct trainings in-house for staff.



First induction training for new MCO

EVENTS

FPCL Staff Celebrates Easter

On Thursday, April 1st, 2021 at Level 2 of FPCL Head office at Muawalu House, Easter celebrations were held in order to commemorate this auspicious occasion in the Christian calendar. The first of it's kind since the formation of Fiji Ports Corporation Limited, a Church service was held for all Suva and Lautoka staff. The event included a Church Service conducted by guest Reverend Wilfred Regunamada, Communication Officer at the Methodist Church of Fiji. A message of "Love – Love's ever presence in all no matter what race or religion to work and come together." The Lautoka office team connected via Teams in the conference room to watch the event and partake in singing. After the service, cake and light refreshments were offered. Attendance was on a voluntary basis for all.



Easter Celebrations at Muawalu House with Reverend Wilfred Regunamada

CORPORATE SOCIAL RESPONSIBILITY

Wellness Walk

As part of the FPCL social club, Wednesday Wellness Activities that was initiated from the start of the year, the FPCL Lautoka Staff wellness walk began in February with efforts to continue until the 2nd wave of the COVID pandemic restricted movements in the Western division at the end of April.

Nothing beats the great outdoors and as the Lautoka team figured out, what better way to get your body moving and do a bit of exercise with a bit of fun. Every Wednesday and Friday's, the team at Lautoka would take a little stroll along the seawall (from the Main Queens Wharf to the end of Marine Drive) on their lunch break. Fridays were a similar walk but with the Port stakeholders including the Tug Team.

Support was great. Turnout was good! It was successful as some actually lost weight but also it was a great team building effort. The Lautoka team is looking forward to when they can get back out with their colleagues and get some fresh air and keep this initiative going.



Lautoka teams Wednesday Wellness Walks from Queen's Wharf to the end of Marine Drive.

Employee's Corner

A PLEAD Message from Kaliova Maya (Dr Maya)

In a time when Fiji and the rest of the world are fighting the pandemic, Fiji's strategy to get the COVID situation under control in Fiji is to vaccinate all. A heart felt plead sent out from our very own colleague to all staff to do his part to get everyone onboard.

Bula vinaka Colleagues,

The stereotypes of Covid 19 epidemic and its vaccine has brushed aside most employees self-conscious of their livelihood.

It is critical that our own individual judgement does not lead us astray from the rest of the pack.

Yesterday I had my first jab of the Covid 19 vaccine at Natabua High School. Never felt any side-effects or was it because I am an O positive blood group person. Well in two month's time I will take the second jab. However congratulation to you, our work colleagues who have taken their second jab already. You are a living testimony to our entire FPCL work colleagues who have not made up their mind for the vaccination.

Just a final reminder before I bade you all goodbye, "the entry to every individual's future endeavors is open before them now". Do not hesitate, get yourself immunized dear colleagues or you will never forgive yourself for the rest of your life.

Kind Regards,
K.Maya (EAL)



Kaliova Maya getting his vaccination shot.

New Employee Profile



Sarah Chung, who has joined FPCL as Marketing and Communications officer Marketing Department, Suva



Ms Shivani Kumar, who has joined FPCL as Security, Operations Department, Suva



Name: Lepani Iritu
Position: Support Staff Plumber
Department / Unit: Engineering / Maintenance
Division: Suva
Year Joined: 2017
What do you like about working for FPCL: I like working at Fiji Ports because I learn more ideas and training. There are a lot of skillful workers that I gain more and more knowledge. I like the atmosphere and the condition of the place I work. I previously worked at Water Authority of Fiji and now my job takes me to other places e.g. out to sea and under the bridges (under Kings wharf main face) to do some of my work so it takes me to new and interesting places and sites to work at. Atmosphere and social activities FPCL do a lot and we always participate. FPCL gives me more opportunity.
"I really love my work place"
Hobbies: Travelling, meeting people, socializing (grogging)
Quote: Work Hard to achieve your goals in your work place and at home and you can never go wrong"



Name: Sumasafu Kaurasi
Position: Cleaner
Department / Unit: Property
Division: Assets Management, Head Office in Suva
Year Joined: 2013
What do you like about working for FPCL: I came to Suva with my family to try and find a better life. FPCL has been a very good company for me and my family. They provide support not just financially in providing a job but look out for our families as well. The bonus plans is extra which helps support for other things and not just working towards just a pay check. I work hard for FPCL to give back and Fiji Ports in turn looks after the employees and their families this makes me really happy.
Hobbies: I like to spend time with my family, going to church and planting cassava and dalo and other vegetables in our back yard.
Quote/message: Work hard to help each, talk to each other and look after each other.



Name: Akosita Ranukai
Position: Cashier / Receptionist
Department / Unit: Admin
Division: Finance Division, Port of Lautoka
Year Joined: 2013
What do you like about working for FPCL:

- Employee input...
- Employee empowerment.... Excellent communication between management and staff.
- A sense of family among team members.
- Giving employees the freedom to learn and grow.
- A culture of continuous improvement.

Hobbies: Reading, Watching TV, Family Time, Going to the Movies.
Quote: Whatever you do, work at it with all your heart, as working for the Lord, not for human masters, 24 since you know that you will receive an inheritance from the Lord as a reward. It is the Lord Christ you are serving.



Name: Rosie Lagi
Position: Human Resources Coordinator
Department / Unit: Human Capital Services
Division: HR, Head Office in Suva
Year Joined: 2005
What do you like about working for FPCL:
The dedication that FPCL has for its employees and a very accomplished reputation. I have remained in the Finance department for fourteen years and I know that FPCL is an industry leader, and this is obvious in financial data. In 2019 I joined the HCS team, and it has been a great journey. The friendly and positive work environment, work colleagues that inspire each other. I do enjoy my work very much and especially when communicating with staff, this is an inspiring experience, I always look forward to their calls.
Hobbies: Reading spiritual books, Interior decoration, sewing, swimming, community work
Quote: Everyone should look out not only for his own interests, but also for the interests of others. Christian bible: Philippians 2:4