

Stevedores' crucial role recognised



Sitting (l-r): Josua Katakuro, Anare Tuidraki - Supervisor Stevedore, Vajira Piyasena - Chief Executive Officer, Anare Leweniqila - Training Officer, Apisalome Nawaqabuli and Josateki Labadai. Standing (l-r): Suliasi Nubu, Jone Niumataiwalu, Ledua Qilai, Sekove Waqa, Nemio Vetaukula, Osea Vunimasi and Eroni Biukoto.

THE 2013 training programme at Fiji Ports will focus on the upgrading of skills and knowledge of the stevedores whose daily work is of prime importance to the smooth functioning of the company's operations.

So said Anare Leweniqila, Fiji Ports Training Officers, after the recent Bay Plan Training that took place in earlier this month.

"Not only did the training take a full day, it also included an examination, and the certificates were presented by Fiji Ports CEO Vajira Piyasena, in recognition of the crucial role the stevedores play," said Mr Leweniqila.

"Also, the training was more professional, as there was also a proper manual provided for the participants to take away

with them for reference," he said.

An understanding of Bay Plans is essential for stevedores, as this is the information generated by an incoming vessel showing the hatches and the exact location of all containers, the row and the tier, below and above deck.

"This was also a multi-purpose training session, as it was conducted Anare Tuidraki, Supervisor Stevedore. Part of the day's course was monitored and assessed by a National Training and Productivity Centre (NTPC) representative so Mr Tuidraki can be re-accredited as an NTPC Registered Instructor.

"Rather than look off-shore for all our training, we should tap into the vast amount of skills and knowledge available within the company workforce," said Mr Leweniqila.

Intense activity at slipways

THE busy period continues for Fiji Ships & Heavy Industries with the slipways being used to their full capacity, and is "a strong indication of the progress that the company is making," said FSHIL General Manager Raneel Mudaliar.

"This intense activity will continue until at least May this year and justifies the 3% pay rise for FSHIL employees that has come into force this year, addressing those wages below minimum wage," he said.



The busy period at FSHIL will continue well into the first half of the coming year.

International Best Practice for PTL

THE Operations Division is looking seriously at the implementation of international best practice on its operational procedures during the year.

PTL General Manager Eminoni Kurusiga said that initial contacts had been made, and some early discussions have taken place in regard to some global ports, as well as the possibility of conferring with some of our neighboring Pacific Island countries.

"A classic example in this regard is that of SATO Stevedoring of New Caledonia.

A study of this overseas company's operations would be a useful first step at a regional level towards the adoption of International Best Practice," said Mr Kurusiga.

"One of the company's Key Performance Indicators (KPIs) is to increase the vessel turn-around time," he said.

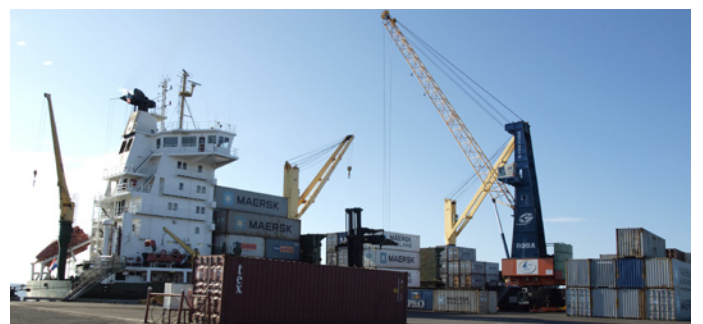
"One reason for our interest in the operations at Noumea is because they are achieving a 30 container-an-hour rate of container movement, using the mobile cranes that are the same make and model as the

ones we have. Depending on the outcome of the discussions with SATO Stevedoring, there could be a possibility of closer working ties where knowledge and idea sharing would be possible."

Mr Kurusiga said that while there are challenges to be overcome in increasing

productivity and efficiency, he firmly believes that it is possible to find solutions to these.

"There may be short term measures at first, but we need to 'clean up our back yard' if the company is to be in a position to benchmark with International Best Practices as attained by global ports," said Mr Kurusiga.



Increasing the vessel turn-around time is one of PTL's Key Performance Indicators.

Environmental awareness at Ports



As security lighting consumes a large amount of energy, solar power could be a possible future alternative.

THE 2013-2015 Strategic Plan for Fiji Ports includes working towards becoming a 'green port' with the introduction of a proposed Green Energy and Technology Policy, and an Environmental Policy.

Mr Isikeli Waqa, Fiji Ports Manager Special Projects said that there is some overlap between the two policies.

"The two new policies

would mean a focus on using new, renewable and environmentally-friendly energy sources in the company's ports operations and meet the requirements of statutory environmental laws and international standards," said Mr Waqa.

"A consulting company will soon be engaged to conduct an energy audit, just as soon

as the tender is awarded. The audit will look at where we are using energy, and make recommendations as to how we could make improvements.

"For example, the flood lights used in the wharf, a necessary safety and security precaution at night, are a major source of consumption. Perhaps there will be a recommendation to move to solar energy to power these lights. Major ports around the world also use solar energy to power lights around their port operational areas and this is one clean energy source to investigate."

Most ships trading around the world have complied with the requirements by the International Maritime Organisation, through the Marine Pollution Convention, on harmful exhaust emissions. In response to the convention, most major ports have

introduced measures to connect ships in port to on-shore power supply rather than use ship's diesel powered generators which emits exhaust gases to the atmosphere.

Major ports are also introducing the use of lifting machines powered by electric fuel cells instead of diesel, and cutting their greenhouse gas emissions significantly. Through a chemical reaction, the fuel cells produce direct current, (with water as the by-product instead of exhaust gas), to drive the motors of the cargo lift machines.

Mr Waqa said that there is a need to act, not just as a regional company, but as a part of the global ports network.

"It is a matter of Change Management. We have to move away from old ways of thinking in order to move forward," he said.

New revenue streams for Muaiwalu

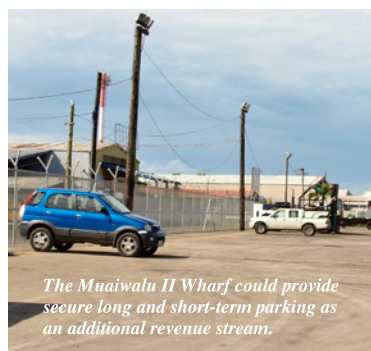
PLANNING for 2013 is well under way with Marika Koroi, Fiji Ports Supervisor, Local Wharf, exploring ways to improve services at Muaiwalu I and Muaiwalu II Wharves, as well as investigating new sources of revenue.

"Potential revenue earners include charging parking fees for vehicles that enter the Muaiwalu II wharf area to drop off or meet passengers, or passengers could pay long-term fees to leave their

vehicles in the secure wharf area," said Mr Koroi.

He would also like to see the development of separate facilities for departing and disembarking passengers and cargo, for greater efficiency and enhanced security.

He said that as revealed in the Ports Strategic Planning session, floating wharf extensions are a potentially cost-effective way of expanding facilities and easing congestion at Muaiwalu I,



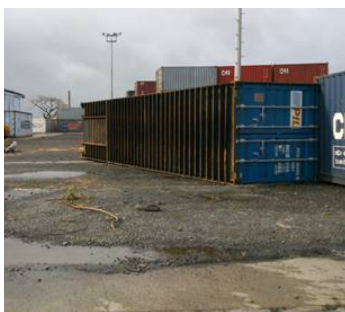
The Muaiwalu II Wharf could provide secure long and short-term parking as an additional revenue stream.

where as many as 100 fishing vessels a month may use the facilities.

He also suggests that there should be penalty payments made by owners of vessels that berth at Muaiwalu I for extended periods of time to carry out repairs that should be taking place in shipyards or on slipways.

"Not only would this be a source of revenue, but it would also contribute to more space being available at Muaiwalu I," he said.

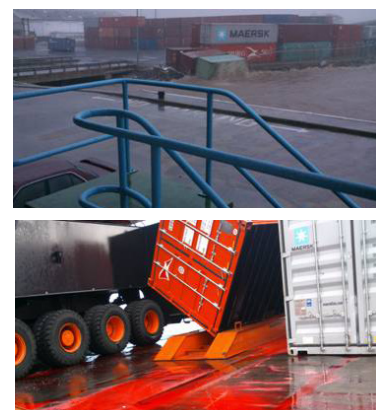
Cyclone damage at Lautoka



DESPITE all precautions being taken, the full force of Tropical Cyclone Evan was felt at the Port of Lautoka where full containers were blown about like children's building blocks, and there was damage to the office buildings, all of the sheds, the gate-house, King's

Jetty, the shore crane, and to the shore crane.

Emosi Navusolo, Fiji Ports Safety Officer Lautoka, said that the cyclone was the strongest and the most testing that he had ever that he had ever encountered in his years at Lautoka.



Full training schedule for FSHIL

THE intense training programme planned for Fiji Ships & Heavy Industries Ltd (FSHIL) in 2013 kicked off with the whole managerial team participating in the steering committee training in order to work towards International Standards Organisation (ISO) 9001:2008 Quality Management System.

Conducted by Deepak Lal of the Fiji National University, the ISO 9001 training framework follows on from the work that the steering committee and the whole FSHIL workforce carried out in 2012 in the 5S and Quality Circles concept which involves basic housekeeping and identifying root causes

of problems that hinders productivity.

Ms Makereta Taoi FSHIL Human Resources Officer said the training would involve a lot of documentation and report writing, mapping out operational flow charts and company costing and estimation procedures, with participants reviewing all of the company's policies, such as Slipway Operations policy, Human Resource and Occupational Health and Safety, and all its internal processes and procedures.

Apart from the ISO 9001: 2008 Quality Management System, the training focus for the year also shifts in identifying the

understanding level of all employees based upon the results revealed from the training need survey conducted at the end of last year.

"This questionnaire underpins the year's training programme, as it revealed strengths and weaknesses in employees' knowledge of the company, its policies, vision, values and mission statements, and their own employment terms and conditions," said Ms Taoi.

Training will also focus on internal awareness, ensuring



The FSHIL steering committee meet in the weekends to further their analysis of procedures, policies and processes.

that employees understand and are well aware of the business objectives at an organisation level.

"Understanding these details is important if workers are to feel motivated and be part of the company and its success," she said.



MS Marina approaches Suva Port for the first time.

First visits for cruise vessels

WITHIN the first two months of 2013, five cruise liners will have visited Fiji for the very first time.

"The number of cruise liner visits has been steadily increasing, but these first-time visits are another indication of the growing importance of Fiji as a destination for tourists traveling on cruise vessels," said Ms Sharila Lazarus, Fiji Ports Customer Relations Officer.

The first-time arrivals

include the Royal Caribbean owned Radiance of the Seas and Voyager of the Seas, the Seabourne Quest, owned by Seabourne Cruise Liners Ltd., the MS Marina, belonging to Oceania Cruises, and P&O's Arcadia.

"The fact that Fiji provides a unique experience for tourists in a friendly and safe environment seems to be influencing the cruise industry," said Ms Lazarus.

Regional ISPS compliance develops

CAPTAIN Jeke Vakarawara, Fiji Ports Senior Port Facility Security Officer, said that the Fiji Ports' participation in the recent three days audit of Christmas Island Port, in Kiribati, was an opportunity for the company meeting its obligations as a member of Pacific Islands Maritime Association (PACMA) to assist regional ports' authorities. PACMA is administered by SPC.

"The Kiribati Port Facility Security Officer was at Fiji Ports for security training last year. I was impressed to see how well he prepared for this initial audit," said Captain Vakarawara.

"Although it is a small port, it still needs to meet international security standards in order to facilitate smooth trading



Security is a regional and global issue.

operations, regionally and internationally," he said.

Captain Vakarawara said that as well as assisting in carrying out the audit, which was led by an auditor from SPC, he was also being assessed in order to become a Lead External Auditor. He is already qualified as a lead auditor for internal (national) security audits, and the next stage would see him qualified to lead a team to audit other countries' ports.

Woman mechanic promoted

ALREADY holding the distinction of being the first and only woman working in the Mechanical Department at Ports Terminal Limited, Vivania Nasila has recently been promoted to the position of Storeperson. Her responsibilities include

stock control, and preparing requisition documents for parts essential to the carrying out of repair and maintenance on cargo lifting machines.

Ms. Nasila, (or Viva, as she is known to her friends), is from Savusavu, Vanua Levu. She is a graduate of the Fiji National

University and holds a Trade Certificate in Heavy Mobile Plant. Her career choice was made after she decided she wanted to change employment conditions for women, and that there were already a lot of women working in offices.

"I enjoy my work, and my work colleagues have always been helpful and supportive," said Ms Nasila.



Storeperson Vivania Nasila completes a stock-take of machinery parts as a part of her new responsibilities.

Ports plan for future development

The year ahead

WITH the new year under way, Fiji Ports and its subsidiary companies, Ports Terminal Ltd (PTL) and Fiji Ships & Heavy Industries Ltd (FSHIL), are putting into action the strategies and plans developed late last year at the Three-Year Strategic Planning Workshop.

These plans for the future development of Fiji Ports and subsidiaries reiterate the commitment to change and modernisation that was apparent in 2012.

There is work to be done to make up for the loss and damage at Lautoka after the onslaught of Tropical Cyclone Evan, but meeting these challenges is a part of life in Pacific Island nations.

Training

All three companies are committed to training personnel, for their own development as well as the well-being of the company. The importance of all employees has been recognised with the pay increases and bonuses that were ratified at the end of last year.

Operational efficiency

As a part of this drive



Providing a 24/7 operation enhances Fiji Ports' desirability as 'port of choice', both in Suva, as shown here, and in Lautoka.

towards modernisation, the call for Private-Public Partnership tenders with PTL has been advertised, with a view to attracting partners capable of assisting in the introduction of operational processes and systems at the Ports of Suva and Lautoka that will enhance their desirability as ports of preference in the South Pacific. In the meantime, PTL is assessing the lessons to be learned from comparable regional ports in increasing operational efficiency.

Website upgrade

In keeping with the company mission of "providing economically efficient and

environmentally sound port services to our port users and stakeholders", the upgraded, expanded, interactive website is in the process of being uploaded, soon to be available to staff, stakeholders and the public. This will make essential information immediately available to the appropriate website users, increasing efficiency in communication.

All of these developments are only a part of the on-going modernisation, and can only be successfully carried out because of the dedication and commitment of all of Fiji Ports staff.

Website revamp under way

DATA entry for the changes to the revamped Fiji Ports website has already begun, with 90% of the development and modules complete.

"It is time for the website to become more dynamic and interactive by upgrading to a bigger platform, as the current website is about three years old," said Ms Sharila Lazarus, Fiji Ports Customer Relations Officer.

"It will be rolled out in two phases takeholders and the public will be able to access exact, correct information in a timely fashion. There will also be integration with social media sites such as Facebook and Twitter. We aim to have a more

effective on-line presence."

Phase one includes direct data entry by the person responsible the information rather than waiting for this to be actioned by a third party. For example, shipping agents will be able to upload their shipping schedules directly onto the web site. Direct editing on-line of documents by appropriate Fiji Ports personnel will also be possible. Any forms that staff need will be available as pdf downloads.

There will be degrees of access available, with some



pages available to the public, but some will be limited to stakeholders and some to Fiji Ports staff only.

Part of the upcoming phase two is the redesigning of the Fiji Ships & Heavy Industries Ltd (FSHIL) web page, with an integrated Slipways Booking Module.

Staff News

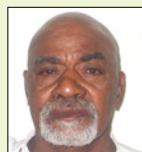
Congratulations to: Shyman Reddy who has been **appointed** to the position of **Acting General Manager Finance**, and to **Jope Vatu** and **Panapasa Koro**, former PTL RRW Machine Operators, who have been have both been **promoted** to **Permanent Staff Machine Operators**.

FPCL says **farewell**, and a long and happy **retirement** to **PTL Handling Department's Viliame**

Tukana, Machine Operator and **Semesa**

Seruvatu, Gearman.

Each has served the company for more than 20 years.



Best wishes also to **RRW Engineering Department retiree Rabonu Navaludua**, who has retired after serving for six-and-a-half years.

The company **welcomes** the following **new employees**:

PTL RRW Machine Operators; Samuela Dakuitoga, Mohammed I R Khan, Aisea S Matalau, Ratu Salele Baleinaivalu, Satish Dutt and Adoni Kalouniwaqa.

FPCL RRW Engineering Suva: Vodo Seci, Sumasafu Makaro, Philip E Prasad, Sumit Prasad, Anal K Kumar and Jai Nandan.

FPCL RRW Engineering Lautoka: Senitieli Bulewa, Peceli Dredrelagi, Epeli Ligavai, Milito Koroinailele and Niko Tabuasosoqoso.