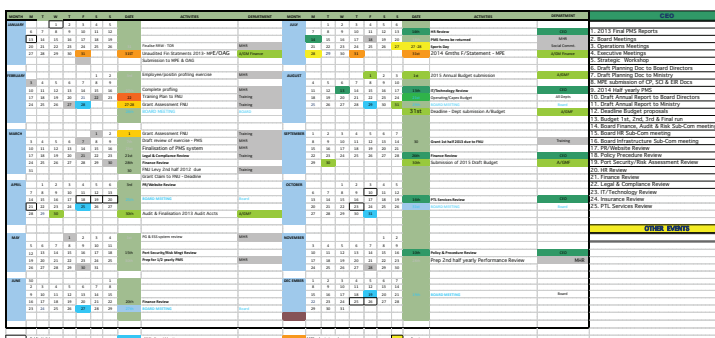


## FPCL planning processes revamped

IN developing the corporate calendar for 2014 executive management at the Fiji Ports Corporation Ltd (FPCL) has taken a proactive approach, putting in place a structured review process that will lead to better monitoring, evaluation, and where appropriate, modifications to the company's activities.

"The corporate calendar is the mechanism we are using in the process of enhancing senior executive management's monitoring and control of some of the key aspects of the company. The end result will see the FPCL processes and systems being the benchmark for others to emulate," said Mr Vajira Piyasena, FPCL CEO.

### CORPORATE CALENDAR



The corporate calendar is a detailed grid showing various activities and milestones for 2014, organized by month and quarter. It includes columns for dates, activities, and responsible parties.

The corporate calendar is the tool being used to drive the proactive review process at FPCL throughout 2014.

Reaching this goal will involve a series of reviews during the year that will investigate the methodologies used throughout the company, whether this be how data is collected, what reporting systems are in place or what software/technology is being used to perform specific functions. The aim is for the

greatest efficiency combined with the greatest cost-effectiveness of any system or procedure.

The whole process will be strengthened when the current recruitment procedure is completed and a Chief Financial Officer, a Chief Operations Officer and a Legal Officer are

appointed to the company.

Instigating a review process at this level follows on from the final report in January this year on the 2013 Performance Management System, in which the performance of all company employees has been individually assessed.

As well as the regular quarterly Financial Review, the other reviews will include Legal and Compliance, PR and Website, Port Security, Human Resources, Policy and Procedure, Insurance and Service Provision to Ports Terminal Limited under Concession Agreement.

It is expected that planned, periodic reviews will result in identifying the risk areas before they become actual problems affecting the smooth operation.

## CCTV upgrade enhances ISPS compliance



At the signing of the MOU that will see upgraded CCTV at Suva and Lautoka Ports, (from left), Mr Isaac Fong, CEO/Director Engineering, Professional Electronics Ltd, Mr Vajira Piyasena, CEO FPCL and Mr Jitoko Tikolevu, CEO FRCA.

COMPLIANCE with the International Ship and Port Security (ISPS) codes is being enhanced at the Ports of Suva and Lautoka with the installation that is taking place of the latest technology in Closed Circuit Television (CCTV) cameras.

video quality, and are an upgrade from the analogue camera system installed in 2006.

The new CCTV system at both ports of entry should be operational before the end of March this year.

This follows the signing of a Memorandum of Understanding (MOU) between Fiji Ports Corporation Ltd (FPCL) and the Fiji Revenue and Customs Agency (FRCA) in January this year, to share the \$177, 244.90 cost of the installation.

The High Definition IP Megapixel INFRARED PTZ cameras that are being installed by Professional Electronics Ltd provide enhanced image and

## Capacity returns to FSHIL



Flotation devises were used to replace the rails on the slipway.

WORK to repair the 200 tonne slipway is nearing completion, bringing Fiji Ships & Heavy Industries Ltd (FSHIL) back to full slipway capacity for handling ship repairs.

FSHIL divers used floatation devices to lift and manoeuvre the rails, which had jumped their tracks, back onto the cradle.

Although the slipway has been non-operational for several months, FSHIL is on course to meet its work targets for 2014.

# Illegal fishing addressed

FISHING that does not comply with national, regional or global fisheries conservation and management obligations is an issue of major importance for maritime nations like Fiji.

Such illegal, unreported and unregulated (IUU) fishing activities are being addressed by the Memorandum of Understanding (MOU) between Fiji Ports Corporation Ltd (FPCL) and the Ministry of Fisheries and Forests that will see the two organisations working together to eliminate IUU fishing from Fiji's waters.

The MOU will facilitate the sharing of information on foreign and Fiji fishing vessels, regular inter-agency consultation for the management of fishing vessels in port and the capacity building of port state inspectors. It will also assist in carrying out port related measures or requirements under regional and



CEO FPCL, Mr Vajira Piyasena (centre) and Permanent Secretary, Ministry of Fisheries and Forests, Mr Inoke Wainiqolo (right), sign the MOU to combat IUU fishing practices. (Photo courtesy Fiji Sun).

international fisheries treaties.

"This MOU is important as both parties deal with the operational aspect of fishing vessels. The information exchange will benefit a partnership that works for the best interest of the nation," said FPCL CEO Mr Vajira Piyasena.

IUU fishing activities have an economic impact that includes lost revenue from the landing fees, licence fees and taxes that legitimate fishing companies pay and the loss of the value of the illegal catch as income for legal fishing operators.

Indirectly, IUU fishing impacts related industries with loss of employment opportunities and income.

IUU fishing operations contribute to imbalances in the ecosystem and to reduced productivity, biodiversity and food security through non-compliance with regulations that mitigate environmental impacts.

The MOU will enable the monitoring, surveillance and control of fishing vessels that are suspected of or determined to have been engaged in IUU fishing activities.

## Donation to fire victim

WIDOW Miriama Kairukua said that the \$1,000 donation she received from the Fiji Ports Corporation Ltd (FPCL) Social Club on behalf of the company was an "unexpected blessing."

While at work at the Hot Bread Kitchen, Mrs Kairukua lost her Cunningham Stage 1 home in an overnight fire, November 16th.

The donation to Mrs Kairukua was the from soli raised by FPCL staff at the annual family fun day and church service.



The FPCL Social Committee presents the donation to Mrs Miriama Kairukua.

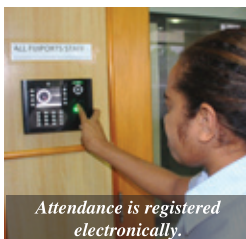
## Electronic advances at FPCL

THE PayGlobal system in use at Fiji Ports Corporation Ltd (FPCL) has been extended to cover Human Resource services, making

it possible for employees to access their employment records.

"Instead of filling in forms and waiting for these to be processed, employees can apply for leave on-line, and can also check how much leave they have available," said Ms Geethika Dissanayake, newly appointed FPCL IT Manager.

Also integrated into the IT functions is the Biometric Attendance system. On arriving



Attendance is registered electronically.

at and leaving work, the employee places his or her finger in an electronic device that registers who they are and the time.

"This gives an immediate and

accurate record of each person's attendance, and is very useful for assessing the productive hours spent at work," said Ms Dissanayake.

Also newly implemented is the new electronic tender system, whereby interested parties can register their interest through the FPCL website and follow the appropriate tendering line system in order to submit a proposal.

## Induction for 27

TWENTY-seven new recruits underwent the Fiji Ports Corporation Ltd (FPCL) induction process in January this year.

FPCL Training Officer Mr Anare Leweniqila said that six reefer monitors, nine radio data terminal (RDT) operators, four terminal controllers, six forklift operators and two truck drivers had all completed the induction training.

Amongst the new recruits are six women – four RDT operators and two terminal controllers.

"It is mandatory for all new recruits to go through the induction process that

covers everything from human resource and occupational health and safety policies to the International Ships and Ports Security Code," said Mr Leweniqila.

FPCL is responsible for training these new employees taking up positions with Ports Terminal Ltd (PTL). FPCL maintains a 49% interest in PTL.



The induction process is mandatory for all FPCL and PTL recruits.



# Reefer temperatures monitored

AMONGST the containers stacked on Suva's Princes Wharf are some three to four hundred refrigerated containers, or reefers filled with perishable goods for the export, import and transshipment markets.

Making sure that the reefers are kept at the correct temperature is one of many responsibilities for Mr Suliasi Gaunabeci, Storage Supervisor for Ports Terminal Ltd (PTL).

"Before reefers are unplugged and offloaded from



Reefer temperatures are monitored regularly to ensure the container contents do not spoil.

an incoming vessel, one of our foremen makes a record of the correct temperature for the container," said Mr Gaunabeci.

Mr Gaunabeci supervises the reefer controllers, who monitor

each refrigerated container on the wharf three times in a 24 hour period.

"If there is any alteration in the temperature, then we immediately contact the shipping agent so

their technicians can check the container," said Mr Gaunabeci.

Every month checks are also made of the electricity supply powering the reefers.

"Frozen imports, mostly for

supermarkets, include beef, chicken, and other processed, frozen foods. Some of the reefers will be transhipped to other island countries.

"Most of the exports are dalo and fish for markets in Australia, New Zealand, the United Kingdom, the United States of America and Japan. There has been a move away from 20 footer reefers to 40 footers, an indication of the increased volume of goods being exported," said Mr Gaunabeci.

## Repairworks for RFNS Kikau II

A major project underway at Fiji Ships & Heavy Industries Ltd (FSHIL) is the refitting of RFNS 202 Kikau II.

"We faced a major challenge in slipping the Kikau, as the 200 tonne slipway was out of commission. We introduced an emergency plan and slipped the vessel on the five hundred tonne slipway so that underwater gears (this includes tailshaft, propellers, rudders and rudder stock) could be removed. But not



The Kikau II superstructure was removed to give access to the systems needing repair.

all of the repairwork is happening on the 500 tonne slipway," said FSHIL Works Supervisor Mr Samuela

Vasukira.

"Before the Kikau went up on the slipway, the superstructure was removed and the main engine, the gear box, the exhaust and ventilation systems were taken out for maintenance and repairs," said Mr Vasukira.

The Australian built Kikau is a Pacific class patrol boat that carries a 17-man crew, with a displacement of 162 tonnes, and is capable of a maximum speed of 20 knots (37 kilometres per hour).

## Meeting demand at FSHIL



The team at Fiji Ships & Heavy Industries Ltd (FSHIL) has begun 2014 with a full schedule of work, a schedule that is already booked as far ahead as May.

"At the end of 2013, there was still a back-log of nine vessels awaiting repair," said FSHIL Works Manager Mr Rajnesh Kumar. "But work on the backlog has been completed, and we are well into this year's schedule."

FSHIL is a 24/6 operation, with the work crews working twelve-hour shifts to meet their targets.

"When the need arises, it is possible to employ project personnel to work additional shifts, drawn from a pool of approximately 50 project workers to make sure we complete repairs in a timely way. These fitters, welders and plumbers are very experienced trades people," said Mr Kumar.

## Boat masters for Dausasamaki

FIJI Ports Corporation Ltd has created a pool of qualified boat masters from amongst FPCL staff who will be rostered to man the newly launched safety /pollution patrol boat the Dausasamaki.

Theory and practical training for the qualification was carried out by the Maritime Safety Authority of Fiji (MSAF).



The correct use of flares was part of the search and rescue safety training for the FPCL boat masters.

Amongst their new skills the boat masters learnt

search and rescue and survival techniques.

# Dausasamaki to patrol harbour

THE launching of the FPCL safety/pollution patrol boat, Dausasamaki provides a vessel to be used specifically to maintain a clean, safe harbour.

Safety patrols, detecting illegal rubbish dumping, oil spill deployment, these will be some of the responsibilities of the Dausasamaki and her crew.

Harbour Master at Suva Wharf, Captain Joji Takape said that between August 2013 and mid-January this year, nine vessels had been fined a total of \$98,000. for oil spills



into the harbour.

He said that until now detecting illegal activities that negatively impact the environment has usually taken place from the shore.

"With the launch of the Dausasamaki, it is now possible to closely monitor the activities of vessels that are berthed further out in the harbour," said Captain Takape.

## Wrecks removal soon



A contract is in being established between Fiji Ports Corporation Ltd (FPCL) and the Japanese salvage company JTrade Ltd for the removal of derelict vessels submerged in the waters of

the Port of Suva.

FPCL General Manager Port Operations Mr Eminoni Kurusiga said that by mid-year there should be a discernable difference in the number of such vessels in the harbour.

"Not only is JTrade a reputable company with expertise and experience in vessel salvage, but their expression of interest indicated that they would remove the derelicts at no expense to FPCL.

"Some vessels have been submerged for decades, and

we do not really know what their conditions are like. Before any vessel is salvaged, an Environmental Impact Assessment (EIA) must be carried out. This assessment is essential to meet the statutory requirements of the Department of Environment and the expectations of FPCL as set out in the company's draft environmental policy," said Mr Kurusiga.

JTrade will undertake their own EIA, while FPCL will engage the environmental consultancy expertise of Erasito Beca Consultants to represent FPCL interests in this regard.

## 5S refresher at Fiji Ships



All FSHIL employees participate in 5S workshops for consistent company standards.

THE 5S concept is not just about keeping worksites and offices clean. It is also about

looking after the environment.

"We work in a heavy industry that uses chemicals and

fuel. We need to be aware of the impact we could have on the environment and take measures to mitigate this," said Ms Makereta Taoi, Human Resources Officer at Fiji Ships & Heavy Industries Ltd (FSHIL).

After the 5S training and initial clean-up at FSHIL, each department has the responsibility of maintaining a clean, tidy and safe environment

She said that this year not

## Staff News

Welcome to



Ms Geethika Dissanayake, FPCL IT Manager.

### RRW Reefer Monitors:

Adrian Sami, Dausiga Ulitu, Apenisa Matadigo, Tevita Tukana, Josaisa Vunibaka, Ilaitia Rokoleba.

### RRW - RDT Operators:

Marica Sukaleca, Seruwai Tinanivalu, Tomasi Vula, Jimaima Taoi, Josevata Laqere, Josefa Volau, Wati Nasila, George Munivai, Sireli Tuidraki.

### Terminal Controllers:

Esava Bakewa, Alesi Koro, Viliame Clinton, Reshika Lata.

### Forklift Operators:

Eroni Manadwawa, Mohammed Khan, Nileshe Ram, Sakeasi Bale, Shiu Prasad, Apete Tuimoala.

### Truck Drivers:

Arveen Chand, Simione Naqiolevu.

### Farewell to Ilaisa

Nabunobuno, Tevita Vueti, Inia Tuikas and Apimeleki Gaunimeke who have **retired** after more than 20 years of service.

only are new FSHIL employees being introduced to 5S, but that refresher workshops were being held for all employees. The company is also working with FSHIL tenants to meet the necessary standards.

"Our concern is maintaining an on-going consistency throughout the company and for the tenants conducting business on FSHIL property."