

## Record Dividend To Government

FIJI Ports has paid a dividend of \$2.6 million to the Government based on a consolidated performance of the financial year ending 31st December 2010, supported by a 50% of net profit after tax of \$5.28 million.

In announcing the dividend, Fiji Ports Acting Chairman Francis Kean said that the Corporation was an essential service to the country handling 95% of all imports and exports.

“To achieve the results to provide the largest dividend

to have ever been paid to Government by Ports is a reflection of the level of performance of both management and staff through the year.”

“All of our 450 staff should be proud of their efforts in the role that they continue to play in helping to ensure the country’s economic well being,” said Commander Kean.

Fiji Ports is a wholly-owned Government Commercial Company.



Ports' Acting Chairman Cdr Francis Kean presents the dividend cheque to Ms Elizabeth Powell, Permanent Secretary, Public Enterprises, watched by (from 2nd left) Board member Cptn Tevita Robanakadavu, CEO Mr Vajjira Piyasena, and Board member, Cdr Joeli Cawaki.

## Strategy workshops



Ports CEO Mr Vajjira Piyasena (centre front) with the Suva managerial and supervisory staff.

THE management and staff of Ports continue to ensure that the Strategic Plan is a living document relevant to the Company’s stated goals and targets.

In a series of two recently held workshops, one in Suva and the other in Lautoka, a total of 50 Managers, Supervisors and Assistant Supervisors met to review the Company’s performance for the past eight months.

During the workshops, which saw a 100% attendance of the managerial and supervisory staff, discussion groups were used to review the Company’s mission, vision,

strategies, goals and targets, what has been achieved, the gaps between, and how these might be closed in the next four months.

The participants assessed and reviewed the eight months performance [Jan to Sept. 2011], and re-strategise for next four months performance to achieve the 2011 targets. A SWOT analysis was also conducted by the participants in re-strategizing and setting targets for 2012 and for the five year period ending 2016. The findings of the discussion groups have been taken up as part of the draft Strategic Plan.

## Recreational reserve part of Rokobili

WHILE looking for strategic partners to assist in financing the way forward, Ports is considering investing funds in the development of 1.6 hectares of recreational reserve land that is part of the proposed Rokobili Terminal Project.

With a growth rate of about five percent per annum, the Port of Suva will have reached, if not exceeded, capacity by 2020. Already, King’s Wharf is near to reaching capacity.

Intended to cater for 200,000 twenty-foot equivalent units (TEU)

in the first stage of development, with up to a further 600,00 TEU capacity in the future, as well as general non-containerised cargo and liquid bulk facilities, the proposed Rokobili project would become 22.7-hectares of container stacking, stevedoring, truck handling and parking, the proposed realigned regional road, as well as the reserve land.

With two wharfs planned, of 400 metres and 295 metres, the Rokobili Terminal would also provide multi-purpose facilities.



An artist's impression of the Rokobili Terminal Project.

# Detailed planning a challenge

SCHEDULING a container ship into Fiji and organising the requisite details that must be addressed on its arrival requires an attention to specifics that is always challenging.

The process that takes place between notification of the ship sailing for Fiji as advised by the ship's agent and its departure for the next port requires proper planning to the last detail.

Mr. Jokini Taoui, Manager Ports Terminal Ltd (a subsidiary of Ports), said that following the confirmed notification, Ports requires the ship to provide details of its cargo and other relevant papers 48 hours before it docks.

"This allows for the vessel planners to determine the resources required in terms of the manpower, equipment and stevedoring gear, among other details," he said.

Since all foreign ships entering a port require compulsory piloting, the pilot boards the ship at the designated pilot station, and then guides



The giant cranes at Ports contribute to the excellent turnaround times.

the ship to the allocated berthing position.

On the ship's arrival in the harbour, statutory requirements are met with the boarding by Port Health and Bio-Security Officers. Border Control Officers board once the ship is alongside the berth.

Once all of this is completed, the stevedoring operation begins. The sequence of loading and unloading cargo is carried out in conjunction with the decisions of the ship's Chief Officer.

But certain restrictions may apply. For example, if the ship is carrying explosives, like dynamite, they can

only be offloaded in broad daylight.

Containers are offloaded and loaded using the mobile harbour cranes, or the ships own cranes.

"Depending on the availability of the machines, the workers can offload up to 100 containers in five hours," said Mr. Taoui.

Following the instruction given by the ship's Chief Officer, the positioning of containers loaded on board ship depends largely on their respective destinations.

"On average, it takes Ports 12 hours to turnaround a ship with about 200 moves," said Mr. Taoui.

# Staff ready for emergencies

AS a result of their recent training in CPR (cardiopulmonary resuscitation) technique, staff members from Ports and subsidiary companies Ports Terminal Ltd and Fiji Ships & Heavy Industries Ltd are now equipped to step in should a medical emergency arise in the workplace.

The two workshops were conducted by members of the Red Cross Society, and attended by a total of 40 participants; 24 in Suva and 16 in Lautoka.

Ports Training Officer Anare Leweqila also took the opportunity to make a presentation at both workshops on HIV and AIDS awareness, in keeping with the Ministry of Labour's directives, and intends to "make this important information a part of all in-house training, whatever the main training topic may be."



Julian Maya (right) of Red Cross demonstrates CPR.

# Regional and local shipping keep slipways busy

THE slipways have been seeing regular action with owners of regional and local vessels availing themselves of the skills, services and facilities available at Fiji Ship & Heavy Industries Ltd (FSHL).

Recent activity saw the fishing vessel Moamoa from Kiribati and the Wellesley resort's tourist and charter boat in succession on the 1,000 ton slipway, the South Seas Towage tugboat, Tui ni Wasabula, on the 200

ton slipway, and the 500 ton slipway occupied by South Sea Cruises' Ocean Dreaming.

Other vessels that have been assessed, serviced and made seaworthy this year include the Manufolau, the Tokelau and the Nivanga from Tuvalu, the Makila from Vanuatu, Kiribati's Naimatagare, and the Lendrix from the Republic of the Marshall Islands.

"These vessels from other Pacific Island countries are an indication of the important



Kiribati's MV Moamoa on the 1,000 ton slipway.

role that the Company plays in the region's maritime industry,"

said FSHL General Manager, Raneel Mudaliar.



# Lautoka Port- gateway to Sugar City

SET against the backdrop of Lautoka, the aptly nicknamed Sugar City, Lautoka Port and surrounding environs are steeped in the country's history of cane farming, sugar mills and indentured labour.

Evolving from a small jetty first used by the several sugar companies in business in the late 1890s, especially the Colonial Sugar Refinery Company, Lautoka Port has grown to be the major gateway that is used today for the import and export of bulk commodities, and is comprised of two main sections; Kings Wharf, built in 1952, and the larger Queen's Wharf, constructed in 1981.

With a fleet consisting of a 40ton and a 38ton heavy container handler, both with telescopic spreaders, and a 32ton heavy container



*Lautoka, a modern port with a 'sweet' past.*

forktruck, Lautoka is well equipped to handle containerised cargoes, vehicle carriers and vessels importing dry bulk materials such as fertilizers. There are also large storage tanks for petroleum products.

With major bulk exports by the Fiji Sugar Corporation and Tropic Wood Industries, there is a section south of Queen's Wharf equipped with a pipeline

for loading molasses, and with conveyors for loading sugar and wood chips. Fiji Water now has its own container ships calling here in order to cater for their international trade.

Further south is the Fisherman's wharf providing a safe harbour for local fishing vessels.

Not all the activities are industry-based. The Port is equipped to handle large

international passenger liners, including the famed Queen Elizabeth II, as well as smaller passenger ships and cabin cruisers, all of which make use of the Port's facilities.

Similarly, not all of Lautoka's history is about sugar. The city claims the oldest sports ground in the country, Churchill Park, and much more recently, was the birthplace of PGA Tour Hall of Fame golfer Vijay Singh.

All the activity at the Port and in the surrounding industrial area contributes to Fiji and Ports' claim to being "the hub of the Pacific." A far cry, indeed, from the first reported European sighting of the distant, tropical shore mapped by Captain Bligh in 1789, as he and his loyal sailors made their epic lifeboat voyage to Timor after being cast adrift by the mutineers on HMS Bounty.



*Cruise liner passengers can purchase Ports' souvenirs to remember their visit to Fiji.*

PASSENGERS arriving on cruise liners at the Suva wharf are greeted by the sight of Ports' employees selling souvenirs such as sulus, ties, pens, pencils, umbrellas, mugs, caps, polo shirts, key tags, magnets, and soon, in response to passengers' requests, stress balls, all with the Ports' logo.

The billboards in the Kings Wharf vicinity, which have been leased exclusively to Metromedia on a 10-year contract, are also a source of revenue.

Even bigger income earners are the Company's rental properties that account for more than 50% of Ports' annual income, and are expected to

meet (if not exceed) the projected income targets for 2011.

Rentals include 1.652 hectares of reclaimed land in Lautoka, leased for a 75-year term, all available space in Shed #6 at the Suva Kings Wharf and administration building, and the food outlet and office spaces at Muaiwalu II in Suva. In addition, the new toilets at Muaiwalu II will be 'user pay', as will the car park spaces at the Narain wharf, once the lines are painted.

All of these ventures are part of Ports' development of revenue streams other than the Company's core business of port services, ship repair and slipway operations.

## Willing to listen and learn

"A good bunch of guys who want to do it well, and want to do it right, and who have shown a good willingness to listen and learn," is how Trainer Roger Sullivan describes the Ports' crane operators.

The eleven crane operators from the Suva and Lautoka wharfs have undertaken a week of intensive study in practical and theoretical components and safety issues, with the goal of achieving certification as qualified crane operators. "They have all done the work that has been put in front them in a safe and competent manner," said Mr Sullivan. Now managing his own company and conducting crane operation training for ports and the construction industry in places such as

Australia, Brazil, the Gulf States, and Singapore, Mr Sullivan has previously had years of experience at sea and in stevedoring and crane operations, before achieving the position of Operations Manager, Port of Wellington, New Zealand.



*Roger Sullivan (2nd from left) emphasizing a point to some of the crane operators.*

# Investing in training

UPGRADING the skills and knowledge of the Company's workforce is an investment rather than an expense.

The most obvious example would be the cost effectiveness of having properly trained crane and lorry drivers who will not misuse and damage equipment.

However, Ports also recognises the importance of effectively and efficiently upgrading the skills of all workers, thus improving their opportunities for advancement within the Company.

To this end, the Company has an across-the-board policy that releases staff to undertake relevant tertiary studies at the University of the South Pacific or the Fiji National University, or to pursue on-line Information Technology courses.

Staff members successfully completing papers, diplomas or degrees have their fees reimbursed by the Company, on the understanding that they will be bonded to work for the Company for an appropriate length of time that is decided on a case-by-case process.

As people with the potential for future advancement can



Ashwin Goundar from NPTC/FNU conducts a leadership training session at FSHIL.

be identified and mentored, effective succession planning can be put in place, and employees are able to explore different employment possibilities within the Company, such as, for example, moving from a clerical position in the Financial Department to a position in the Human Resources Department as a result of studying Industrial Relations.

This win-win policy maintains a skilled and qualified workforce employed at Ports, and assists staff to attain qualifications while fully employed.



Ports' employee Anare Lewaqila makes a suggestion.

## We want your suggestions!

Staff, clients, customers... Ports Management wants your ideas on how we can improve our services.

Two suggestion boxes are

available for you to 'post' your ideas; one in the foyer at Muaiwalu House, the other at the Main Tower.

Help us to better help you.

# A weekend of thanks to families

A full-turnout of Ports' staff and their families took part in the Company's Fun Saturday, held at Marist High School sports grounds at the end of August.

With the theme this year of 'Look up, Get up, Never give up', the annual Fun Day is an opportunity for all Ports' employees to thank their families for their support.

Wearing especially designed uniforms, and divided into four teams, all staff and families competed in a variety of sports and games.

Each team, led by a General Manager, had a name that together spelt out the acronym, PORTS.

The final results were:  
First: Team Oscar, led by GM Port Operations, Mr Kurusiga.

Second: Team Romeo, led by GM Corporate Services, Mrs Daunivalu.

Third: Team Tango, led by GM Fiji Ships & Heavy Industries, Mr Raneel Mudaliar, and

Fourth: Team Papa, led by GM Finances, Mr Asit Sen.

The festivities continued the next day, with a church service of thanks, a choir competition and soli, and a family lunch.

The Social Committee will decide which charitable cause should receive, at Christmas time, the donations collected at the soli.



1. Chief guests, Ports' CEO Vajira Piyasena and Board member Cptn Tevita Robanakadavu.
2. Special events were organised for the smaller children.
3. Netball games were played with enthusiasm
4. They're off! Potential champions sprint ahead.
5. A lot of laughs at the 'bite the bun' tent.
6. Any World Cup contenders here?