

CEO reflects on future direction



Vajira Piyasena, Ports CEO.

"FIJI Ports has the potential to become the regional leader in providing all port facilities and services, but first it must address a number of issues that are affecting its performance."

So said Fiji Port's Chief Executive Officer, Mr Vajira Piyasena, reflecting on his first six months in office.

He said that the immediate priority is in strengthening middle management through "human capital development and improving the quality of management."

"We are in the process of setting the strategic direction of the Corporation, it is a reorganisation process that we expect will take between seven to eight months. In this time we want to realign middle management to ensure that they are suitably qualified for the positions they hold."

Mr Piyasena said that this would directly reflect on the improvement of operational standards, and "will require the review of systems that are in place, and the introduction of any improvements that would benefit the Company."

He explained that another priority is to ensure that the

funding of development is carefully analysed to ensure that not only does it address a problem, but also, it is within the context of the Company's corporate plan.

Amongst the opportunities that Ports is exploring to increase growth, and the bottom line for the shareholders, is the further development of our ship repair activities into the resurrection of the shipbuilding industry; an industry that made a significant economic contribution in the 1990s.

The CEO sees a clear path of growth at Ports through transshipment, the transferring of cargo from one country to another through Fiji, and this has already resulted in expansion into the region.

While there are other opportunities to strengthen Ports, he said that overall, he is pleased with the support he is receiving as the Corporation continues its reorganisation.

"The role that Ports plays in contributing to industrial activities, as well as assisting the business and retail communities, cannot be over-emphasised. Key to this input is the efficiency of the Ports' operations."

"I look forward to working with the Board and staff in 2012, and thank you for your continuing contribution towards Fiji Ports."

"May you and your family members have the very best in this holiday season; a Merry Christmas and a successful, Happy New Year."



Amex could develop port facilities in Lautoka

Lautoka Port and the adjacent land leased by Amex.

AMEX Resources Limited has leased land from Fiji Ports to begin exploring the development of port facilities to support its proposed mining activities in the Ba River Delta.

The land is directly adjacent to the present Lautoka port.

The company has announced positive results for the mining of 220 million tonnes of magnetite, a mineral used in the steel

making process.

If the mine becomes operational, it is expected that the mineral will be transported by barge from Ba to the new Amex port facilities at Lautoka.

From the Amex port, the magnetite would be loaded on ships bound for China. It is estimated that two ships of up to 30,000 tonnage will supply this service monthly.

Meet the Board



David Kolitagane, Chairman.



Commander Joeli Cawake, Director.



Tony Gollin, Director.

THE year comes to a close with the Company welcoming a new Board of Directors to provide guidance for the future growth, development and direction of Fiji Ports and its subsidiaries, Fiji Terminal Ltd and FSHIL.

New Chairman Mr David Kolitagane, Deputy Permanent Secretary Finance, is joined by new Director, Mr Tony Gollin, who recently arrived in Fiji to take up his position as CEO of Airports Fiji Ltd.

Providing continuity is Commander Joeli Cawake, who has served as a Director since as 2009.

New Port of Entry for Vanua Levu

THE construction of a multi-purpose Port of Entry is planned to begin in 2012, at Naduri, Macuata Province in Vanua Levu.

Ports General Manager Technical Services Waqa Bauleka said that with some eight million dollars earmarked by Government for the initial stages of this undertaking, it is expected the full development of the port facilities will cost in the vicinity of \$30 million, and will bring both employment and investment opportunities to Fiji's second largest island.

As well as a total port area of 20,000 square metres, with 160 metres of berthing space, the facilities will also include covered storage, cool stores, devanning (that is, the moving, storing and distribution of containers), timber storage, liquid bulk and dangerous goods handling, workshops, car parking and truck marshalling areas, and passenger facilities such as a post office and retail outlets.

The Naduri development may also serve as a transshipment port to the rest of the region, and cargo vessels will be able to call directly, instead of having goods come through Viti Levu. This will help to ease congestion, particularly in Suva, and if utilised for transshipment purposes, may also contribute further to the development of Fiji as the 'Hub of the Pacific'.

Further bathymetric (seabed), and land surveys still need to be completed, as do other technical studies.

FSHIL leaders apply new skills

THE recent Team Leadership training conducted in-house at FSHIL has already produced positive outcomes.

"The tangible results include the weekly team meetings that the Leadership training participants now hold. This seems to have contributed to the improved attendance rates and improved arrival times of FSHIL staff," Ms Makereta Taoi, FSHIL Human Resources Officer said.

The aim of the Leadership training, the first of its kind to be held in-house at FSHIL, was to build on the skills and expertise that the participating Middle Management staff already demonstrate.

The participants, three Foremen and five Leading Hands from the Steel, Slipway and Engineering/Electrical Divisions handle the daily transactions in the workplace, meeting the time schedules on all their tasks, and ensuring customer satisfaction.

Colleagues from Ports Terminal Limited also attended the training

The two-day intensive



Groups made presentations during the workshop.

training, conducted by Ashwin Goundar, Senior Training Officer, TPAF-NTPC focused on developing office, people and time management skills. This included office and work place organisation, and communication and counseling skills.

The Team Leadership participants will be the drivers of the next major workshop, planned for 2012, on the implementation of quality management training.

"Training is not just about

getting certificates, it is about the passion we have for our work and taking ownership of the company we work for. If Middle Management has the right attitude, the right mindset as leaders, they are the ones who will be influencing and guiding the work teams," said Ms Taoi.

"The 100% response from the staff of FSHIL to take part in the recent "Clean Up Campaign" indicates that leadership and guidance is being applied," concluded Ms Taoi.

Hub plan highlighted

PLANS to make Fiji the shipping hub of the South Pacific are becoming a reality according to the Ports CEO.

With containers from overseas ports being offloaded at the Suva wharves before they are loaded onto ships and sent to other Pacific Island destinations, Suva is already a transshipment centre for the rest of the South Pacific, and further growth is expected in container shipment numbers.

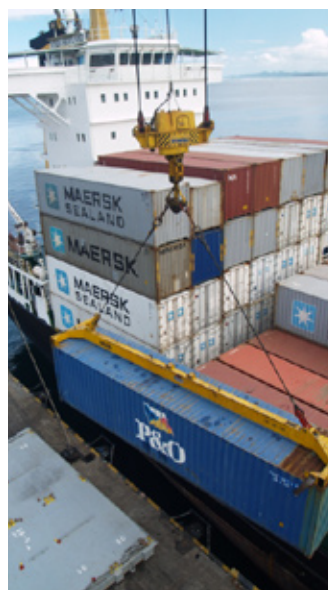
This is expected to occur because of the introduction of new services, such as the world's third-ranked French container transportation and shipping company, CMA CMG

now making new weekly visits to Suva on a direct service to and from Asia.

Other factors contributing to Fiji being the 'hub' are the re-routing and re-positioning of larger-capacity vessels, and the alliances made among shipping principals in order to pool resources.

The CEO confirmed that the current infrastructure is adequate in the short term to meet the challenges of catering for the growth in container numbers taking place as long as crucial, proper yard management is maintained.

Longer term measures would entail the development of the



Transshipment of containers, a growth industry for Fiji Ports.

Rokobili Container Port in Suva, and the expansion of Lautoka Port as a multi-purpose wharf.

President supports World AIDS Day march

LENDING his support to the march for the International Day of Awareness for HIV AIDS was His Excellency, Ratu Epeli Ganilau, President of Fiji, who honoured the Fiji Ports marchers when he joined them along the way.

The Ports contingent led the World AIDS Day march from the Suva bus station to the Civic Centre foreshore. Participation in the march is only a part of the on-going HIV AIDS awareness programme

that is being conducted by Ports.

Training Officer, Mr Anare Lewenaqila, said that not only does he include an HIV AIDS Awareness component in all workshops and training that he facilitates, but he is also conducting a series of workshops specifically on the topic.

The most recent of the HIV AIDS awareness workshops was held for staff at the Lautoka Port, and a photo



Fiji Ports participants are honoured by Fiji's President (centre).

of these participants was included on the banner

carried on the World AIDS Day march.



(Back row) Josefa Turaganivalu, Anare Lewenaqila, Mele Naulumatua, Sister Elena Eseta, Sera Leli, and Rusiato Lavina with some of the children.

IN the Christmas spirit of spreading good will, Social Committee members, on behalf of the staff of Fiji Ports, Ports Terminal Ltd and FSHIL, made a gift of \$1,000 to the 24 children who live at the St Christopher's Home in Nakasi.

The Home is managed by three Sisters of the

Community of the Sacred Name, with seven lay assistants helping to care for the children, who are aged from four months to 18 years.

The money was collected during the choir competition and soli that are an integral part of the Port's annual Family Fun Weekend.



Avisake Manufofou, the PA of the Harbour Master Lautoka, demonstrates her fire-fighting skills.

PUTTING out fires is not just a matter of throwing water at the smoke and flames, and hoping for the best.

As a part of their Fire Warden Training, conducted by the National Fire Authority of Fiji, men and woman employed by Ports at Lautoka recently learnt that in order to put out different types of fires, different responses in are called for.

Not only are different extinguishers used for different fires, but also the way they

are aimed is critical in fighting fires.

As well as the theoretical component of the training, the participants also took part in a practical session, where they gained familiarity with types of extinguishers, and practised a variety of fire-fighting methods.

The new Fire Wardens will continue to familiarise their colleagues at Ports with fire-fighting methods, and will organise major fire drill practice on a regular basis.

World Maritime Day Expo well attended

EMPLOYEES of Fiji Ports, Ports Terminal Ltd and FSHIL, as well as representatives of other stakeholders and organisations with an interest in the sea and all that it provides, celebrated World Maritime Day with a march through Suva city, followed by an Expo at the Civic

Centre foreshore.

The Expo was well attended by young people seeking advice on careers related to maritime activity, as demonstrated by these high school students listening to a Naval Officer demonstrating search and rescue equipment.



The Hidden Paradise: Savusavu

SAVUSAVU Port on Vanua Levu, well known as a safe marina and Port of Entry for the world's yachting community, also plays host to passengers from visiting cruise liners, who may believe that they have stepped back in time as they walk along the one main road that runs through the township.

Called Fiji's "Hidden Paradise", Savusavu developed in the 1800s as a centre for the export by sailing ship of beche-de-mer and copra, and

a processing plant for the latter still operates.

In the centre of town, the refurbished Copra Shed is the home of the Savusavu Yacht Club, and the complex contains accommodation, a restaurant, a marine chandlery, an art gallery, handicrafts and butcher shops, and booking offices for both international and domestic air and sea travel.

There are hot springs on the hill above the township, and



• Savusavu township and marina, a tranquil harbour.

• Unloading at the Savusavu wharf.

luxury resorts can be found along the island's coastline.

Firemen join clean up



Cleaning those 'hard-to-reach' areas.

HELPING out this year at Fiji Ports annual clean up were five firemen, and a fire truck provided by the National Fire Authority.

"We appreciate the help from the firemen, as they helped with areas that even water blasting couldn't clean," said Corporate Services General Manager, Mrs Jiu Daunivalu.

"We work closely with the Fire Authority to maintain safe ports throughout Fiji, so having them help with our clean up just underlines the cooperation between the two organisations."

The clean up is an

annual event that is a part of the Company's social responsibilities. This was aligned with the World Clean Up Day, in collaboration with the Department of Environment, which provided gloves and rubbish bags.

Ports provided the willing participants with t-shirts, scrubbing brushes and detergents, as well as food vouchers so that everyone could sit and eat together after the job was done, and, "The excellent turnout by management and staff is an indication of the pride people have in Ports," said Mrs Daunivalu.

Corporate Services' seasonal celebrations

AS the Christmas season is upon us, parties and celebrations are the order of the day, and Corporate Services have led the way in organising a 'get-together' for their team.

While only a few of the

party-goers wore fancy dress as directed on the invitations, everybody entered into the spirit of the season, exchanging gifts, sharing the occasion with family members, and partaking of a feast.



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1. Preparing the food.

2. Best costumes.

3. A family affair.

4. The Magnificent Feast.

5. Round the grog bowl.

6. Sharing the food.