

# TOK STEAMIES

N<sup>o</sup>44

JUNE/JULY 2017



**HIGHLANDER HOTEL HELPS  
MT HAGEN GENERAL HOSPITAL**

**STEAMSHIPS 2018  
GRADUATE PROGRAM**

 **STEAMSHIPS**



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WHISTLE BLOWING POLICY

SEND IN YOUR STORIES AND HIGH  
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IN TOK STEAMIES NEWSLETTER BY  
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YOUR STORIES SHOULD BE NO  
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**COVER PHOTO:**  
STEAMSHIPS STAFF PARTICIPATED IN THE WORLD ENVIRONMENT ACTIVITIES AT  
VARIARATA NATIONAL PARK OUTSIDE PORT MORESBY. L-R: PERIL MATLAUN, RACHAEL  
EZEKIEL AND CHELSEA ROMO.

## CORPORATE STORY

# HIGHLANDER HOTEL HOSPITAL REFURBISHMENT PROJECT DECEMBER 2016

Just before Christmas the General Manager for Mt Hagen General Hospital approached Highlander Hotel for assistance in refurbishing the Children's Ward.

Leo Berka the Hotel Manager and his Maintenance Manager James Katela made a visit to the General Hospital to how what needed to be done. He was met by Jane Holden, who gave a tour of the children's ward.

After the visit arrangement was made to identify areas in the ward that needed maintenance work. The team at Highlander Hotel were determined to fix and create an environment in which the children staying in the Ward would be comfortable.

The plan was set in motion and the costing was done to develop how best the refurbishment team could turn this into something bright and vibrant and somewhere that children would be positive about.



MT HAGEN GENERAL HOSPITAL BEFORE THE REFURBISHMENT IN DECEMBER 2016

Selections of paint colors, brushes, rollers and elbow grease was going to be the first stage.

A group of the Highlander Hotel staff from consisting of Gardeners, Maintenance staff and even Kitchen crew put their hand up to work on this project. Interested staff in other departments joined in the fun of helping the Maintenance staff.

Once work started there was overwhelming support from the surrounding community. People living in the community understood the importance of having a Children's Ward that was refurbished to help in improving the health condition of the patient.

The Team of Highlander Hotel staff painted and repaired the entire ward including staff rooms and infant treatment room. The hospital provided new beds with bed-side tables.

Highlander Hotel donated 2 television sets and 2 dvd players so the children can have movie times to keep them entertained.

Leo Berka and his team are continuing to improve the interior with additional décor planned for during the year.

According to Human Resource Manager Graig Pagere "the Highlander Hotel staff, effort and motivation for the project was a testament to the amount of community support received and the outstanding work done by everyone.



MT HAGEN GENERAL HOSPITAL AFTER THE REFURBISHMENT 2017

# GAZELLE COAST RESCUES 7

Most people are lost at sea for many reasons. Some are lost because they ignore weather warnings, others think that because they ride the waves and make it safe even through bad weather that it will be ok. Whatever the reasons are, lives do get lost at sea. The lucky survivors are rescued by other fishing boats, patrol boats and in some cases are rescued by ships.

One such story is that of a banana boat owed by locals from the Milne Bay Province. A day after the International Sea Farers Day on June 25, Consort's Gazelle Coast rescued a local family from a banana boat between the waters of Milne Bay and Morobe.

The crew heard shouts on the port side of the vessel found a 23 foot banana boat with people calling out for help.

It was established that they were caught in a storm between East Cape, Normanby and Fergusson Island. The family was travelling to Alotau, when it got dark and they lost direction. After interviewing the people, it was reported that no one was missing. Captain Enos Penea and his crew took the 7 people on board the Gazelle Coast where they were given hot meals and warm clothing as they were soaking wet.

Captain Penea commanded his crew for the swift response in rescuing the survivors.

"If a life is in danger at sea, it is an obligation to render any assistance required to save that life as long as the situation has been assessed and confirmed that it is safe," said Captain Penea.

All 7 people safely disembarked Gazelle Coast the next morning.

The Milne Bay Provincial Disaster & Emergency Services Office on behalf of the Provincial Administrator, Mr Michael Kape, and his staff of Milne Bay Provincial Administration, extended their sincere gratitude to Consort Shipping.

Getting lost at sea has in recent times become a normal occurrence and it is important that people are aware of safety at sea.





FEATURE STORY



MARY-ANN LOKO takes a minute out of your hectic schedule for a photo opportunity before she departed from Lae to Rabaul.

# MEET THE MASTER OF OK MA MARY-ANN LOKO

Mary-Ann Loko is no ordinary Tug Master. She has worked on some of the world’s largest oil tankers in destinations such Alquado in the United Arab Emirates.

The 33 year old mother of five is a hardworking and no-nonsense Tug Master on board Consort’s tug boat Ok Ma. Mary-Ann started her formal education at St Theresa Primary school in Port Moresby before moving on to high school at Kilakila Secondary School. After completing high school she entered senior high at Port Moresby National where she became President of the School.

Mary-Ann’s passion for employment in the Marine Industry was inspired by her mother- Margaret Loko. “My mother used to take me to the wharf when I was a child when she was Managing Director of Gulf Papua Fisheries. My curiosity to work on ships started from there”.

Mary-Ann’s first job on a vessel was on board an ultra large crude carrier (ULCC). She and nine other students had being shortlisted by Chevron Texico as an Engine Cadet to work on board the ULCC tankers.

“I was surprised to be selected and flew out straight after I completed year twelve in 2002”. It was in Los Angela’s USA that Mary-Ann commenced training for her first job on board J.Bennette, a ULCC tanker carrying crude oil.

Mary-Ann’s experience working on board J.Bennette tanker brought her through Alquado in Iraq for two months before sailing to India and Cape Town. “We carried more than one million barrels of crude oil on board the tanker cutting through the waters. It was an amazing experience for me. I was the only Papua New Guinea amongst a crew of more than 40 people from all over the world”.

*“It was an amazing experience for me. I was the only Papua New Guinea amongst a crew of more than 40 people from all over the world.”*

Prior to joining Consort Mary-Ann worked for several companies including Tide Water Marine International in Australia as the Technical Assistant Manager, Kumul Petroleum and Island Salvage in Rabaul.

In 2005 she returned to Papua New Guinea. Mary-Ann has a Mat Class Two and Master Class Three. She did a dual course on Engeering Cadet and Class two Deck followed by more training in Makarti Philippines for three months.

Mary-Ann says that she is privileged to have worked over seas and return to PNG. She owes her dedication and motivation to her mother Margaret Loko, late Raka Tom Vagi and Master Mariner the late Captain John Indeng.

When asked what she would say if she was given the opportunity to speak to young people Mary-Ann says that young people to set priorities and getting married early is not a priority.



CONSORT’S MV OK MA AT THE LAE TIDAL BASIN PREPARING TO PUSH THE PONTOON OCEAN TAMAGU LOADED WITH EWT TRUCKS TO RABAU.

Young people need to understand that hard work and dedication is important. Parents have worked tirelessly to provide valuable opportunities for their children to attend the best schools and get educated. Most have sacrificed many things in the hope of improving their children’s future.

People need to set goals and work hard towards them. Think about careers that are high in demand and if it gets hard “praise God.”

Mary-Ann is currently in Rabaul and hopes to continue to work hard and diligently towards her career. She hopes that one day she can own her own tug and help people in the Gulf Province where is from.

OUR SUCCESS



CONSORT DONATED TRUKAI FUN RUN T-SHIRTS TO FOUR SCHOOLS IN LAE. THIS PICTURE SHOWS PRESENTATION OF SHIRTS TO THE DEPUTY PRINCIPAL MR KITANUE AND STUDENTS AT BUMAYONG SECONDARY SCHOOL

# EAST WEST TRANSPORT RECEIVES MOBIL FLAWLESS HAULER AWARD 2016

In March 2017, Gordon McMaster (General Manager for Transport and Port Services) and Gary Dobson, EWT National Manager attended the Mobil Hauler Forum in Pattaya, Thailand. The conference comprised of 14 carriers from across the Asia Pacific regions. Each year Mobil recognizes the Safety Performance of their dedicated haulers, the safety KPI’s are judged against 3 main categories, MVA (Motor Vehicle Accidents), Spills and Cross Overs (Product Mixes, Contaminations),

Throughout 2016 EWT Transport which operates for Mobil in Port Moresby, Lae & Madang maintained a flawless incident rate, performing above expectation and achieving the award.

This is the 2nd time since 2008 when East West Transport commenced transport operations for Mobil, the other being 2013.”



LEFT: EWT National Manager GARY DOBSON RECEIVING THE AWARD WHILST GORDON MCMASTER, General Manager for Transport and Port Services (RIGHT) LOOKS ON



Two members of the Pacific Towing Ltd. team have completed their apprenticeship training.

Mr. Mell Manuai (Maintence Fitting & Machining) and Mr. Jerome Huarauru (Electrical Mechanic) were treated to a barbecue in May where they were presented their certificates by Engineering Superintendent Ian Steven and Mr. Workshop Manager, Mr. Stanley Holland.

“They have done very well,” said Mr. Holland, “and we are pleased to have them on board as permanent members of our workshop crew.”

Mr Stevens added that the apprenticeship scheme with Pacific Towing was quite intense. “They are involved in dockings, regular maintenance and even salvage work”; he said “Pacific Towing gives an excellent opportunity to develop skills and experience” he added.



## SEAFARERS MATTER

The 25th June marked the annual Day of the Seafarer which recognizes the contribution made by seafarers from all over the world to international seaborne trade, the world economy and civil society as a whole.

Did you know that 90% of the world’s food, fuel, raw material and manufactured goods are delivered by sea? If it were not for seafarers we wouldn’t be able to get the things we need.

The theme for this year’s Day of the Seafarer is ‘Seafarers Matter.’ Seafaring is a fulfilling and satisfying life-long career, but is still a difficult and demanding job.

Long periods away from family and friends, and the pressure to perform in today’s economic environment can create their own stress. It’s easy for seafarers to feel lonely and isolated, to imagine that they don’t matter.

So the next time you are talking to a seafarer, thank him or her for the contribution they make to our world & lives!



OUR SUCCESS

STEAMSHIPS WORLD ENVIRONMENT DAY SCHOOLS DEBATE



The 2017 World Environment Day Debate competition drew in 10 Secondary schools NCD and Central to compete. The Steamies Toastmaster's Club facilitated in preparing the students for public speaking a week before the event.

World Environment Day was celebrated by schools all over Papua New Guinea with the theme “Appreciate and Conserve our land and our seas. Steamships World Environment Day Schools Program attracted 440 students in Port Moresby and outer provinces as far as Jiwaka to participate.

Steamships Public Relations team led by Chelsea Romo said that it was an exciting four weeks of preparation for the schools. “Steamships World Environment Day Schools Program is a yearly event. We encourage students to promote creativity through posters, sharing of ideas and engagement through debates and expressing their view on the environment with recommendations through essays. It is encouraging to see how children can express their understanding of human activities and its impact on the environment.”

Steamships is proud to create this forum for schools to express their ideas. It is through this activities that students learn how to choose the right channels to communicate and create friendship with fellow students from other schools.

Ten schools in NCD participated in the debate competition whilst the Poster and Essay Competition drew 410 entries combined. The debate competition saw St Charles Lwanga High School taking out the winning trophy two years in a row, Marianville Secondary School took out second place and Tokarara Secondary School came in third.

*“We encourage students to promote creativity through posters, sharing of ideas and engagement through debates and expressing their view on the environment with recommendations through essays. It is encouraging to see how children can express their understanding of human activities and its impact on the environment.”*

The event was co-sponsored by Laga Industries and Coral Sea hotels. Conservation and Environment Protection Authority and World Vision supported the event and spoke about their efforts to protect and conserve the environment.

OUT & ABOUT



Left - Right: Al Domingo (Deloitte), Terence Saun (Swire) and Wari Ephraim (TPS) attending the PSDM (Basics) Problem Solving and Decision Making' course in Port Moresby on Monday 10th July. The course was provided by Al Domingo from Deloitte.



Left - Right: Michael Scantlebury and Noel Richards (far right) during the 2016 Hong Kong Golf Tournament. Pacific Palms farewelled Noel Richards after 24 years of service. Noel was the National Sales Manager for Pacific Palms prior to leaving in May.



Consort Staff in Lae surprised patients at the Angau Hospital on Mother's Day in May.



Left - Right: Shimona Ipah, Vanessa Pongi and Titimanu Tofilau. Students from Pacific Advertise University on their four weeks internship with Steamships. The students will rotate to other divisions in the following weeks.



Left - Right: Coral Sea Hotels Dinah Pupun, Kitemong Salaiau and Gairoinedi Lavette at the Australia PNG Business Council Forum held in Port Moresby in May.



OUT & ABOUT

# PACIFIC PALMS PROPERTY DONATES TRUKAI FUN RUN SHIRTS TO 4 X SCHOOLS IN NCD

Pacific Palms Property was one of the proud sponsor for Trukai Fun Run T-shirts to 4 x Schools in the National Capital District.

PPP donated 26 cartons containing 1,300 Fun Run T-shirts to the schools namely Badili Vocational School, Lasalle Technical College (Hohola), Evadahana Primary School (9 mile) & St Therese Catholic Primary School in Badili suburb which were bided during the Trukai Fun Run Auction in March 9,2017 by PPP Team.

The shirts had printing of the PPP logo as well as the respective school logo promoting that PPP was the proud sponsor. Pacific Palms Property was really pleased to donate to these schools as it was one of the biggest Fun Run donations to schools amounting to K13, 000, also it is countable in Community Development Activities.



The schools were really excited to receive the cartons of Fun Run T-shirts as they had their logo printed on the shirts as well as the cash that was given. These is what Principle of Lasalle Technical College & Evadahana Primary School's Principle said,

“Thank you very much for your generosity in donating the T-shirts, we have never received any cash from companies but did donate the Fun Run Shirts only every year, but for 2017 we are blessed to have Pacific Palms Property presenting the T-shirts with cash”.



LAE PORT SERVICE, MOROBE TERMINAL AND RIBACK STAFF ATTENDED A CANCER AWARENESS SESSION FACILITATED BY THE ANGAU CANCER AWARENESS TEAM IN LAE.



An exciting day at Variarata National Park for Chelsea Romo, Rachael Ezekiel and Peril Matlaun. They represented Steamships at the World Environment Day launch at Variarata National Park outside Port Moresby on Monday 5th June. Steamships were acknowledged by Conservation and Environmental Protection Authority for their sponsorships towards the schools program.



2017 Debate competition participates pose for a group photo at Gateway Hotel on 31 May. The debate competition was part of Steamships World Environment Day Schools Program.



St Charles Lwanga High School with their teacher and Principle. Their debate team took out the wining trophy for the second consecutive time in the Steamships World Environment Day Schools debate at Gateway Hotel. Supporting sponsors include Laga Industries and Coral Sea Hotels.

OUT & ABOUT

# PACIFIC PALMS PROPERTY EDUCATING TENANTS ON HOW TO USE FIRE FIGHTING EQUIPMENT

The basic firefighting training was conducted on the 09/05/2017 by Pacific Palms Property (PPP) in partnership with PNG Fire Service in Lae. As the landlord, PPP organized this training for all its commercial tenants in Lae with the aim of equipping them, especially their respective fire wardens with the basic knowledge and skills in fighting fire at its initial stage in the event that a fire occurs at their work place.

A total of 33 participants took part in the training starting at 09:00 hrs and ended at 12:00 hrs. The PNG Fire Services team in Lae went through a theory session covering the topics mentioned above, then a practical session followed where all the participants put what they learnt in the theory session into practical application. The different types of fire extinguishers were used by the participants to put out fire.

The participants really enjoyed the training as it was very informative and interactive with a few of them pointing out that it was their first time to take part in such training and are looking forward for another in the future. The fire station commander at Lae branch was very satisfied mentioning that it is very important to equip employees with the basic skills and knowledge on firefighting as they are usually the first contact on scene at their workplace should a fire start.



MARY VAGI  
STEAMSHIPS CHIEF ACCOUNTANT.  
Congratulations to Steamships recent GDP Mary Vagi. Mary is Steamships Chief Accountant replacing Diane Sigimat who recently resigned to take up another post with a petroleum company. Mary will be featured in the next edition of Tok Steamies.

Containing a fire at its initial stage goes a long way in preventing fire developing further which results in major property damage and costs associated with it. He further thanked the participants and PPP for organizing the training and encouraged the participants to share what they have learnt at their workplace and homes as well. A few awareness pamphlets were issued to the participants at the end of the session for them to use and advocate on fire safety followed by lunch.



Congratulations Carolyn Pia'afu (right) of Consort on her appointment as Area 45 Director for 2017-18 for Toast Masters in Lae. Carolyn is also a member of Steamies Toastmasters.



DEMONSTRATING THE USE OF A FIRE EXTINGUISHER.



OUR DEVELOPMENT

SWIRE RESEARCH STATION HOSTS INNOVATIVE RESEARCH



KOANE WITH HIS FAKE PLASTICINE CATERPILLARS

The Swire Research Station in the Wanang Conservation Area, supported by the Steamships Limited, hosted innovative ecological research that was published in Science, one of the world’s best research journals, in May this year. The study measured how safe are plants from caterpillars.

This may depend on how much are caterpillars in danger from their mortal enemies – ants and birds. Finding out was a child’s play – the biologists used toy plasticine for kids to make fake green caterpillars, pinned them of plants and returned day after day to see whether they survived or had bite marks from birds and ants that had tried to eat them.

Bonny Koane, a biologist at the NG Binatang Research Center, represented PNG in the team of biologists that used “giaman caterpillars” for a global survey of insect predators.

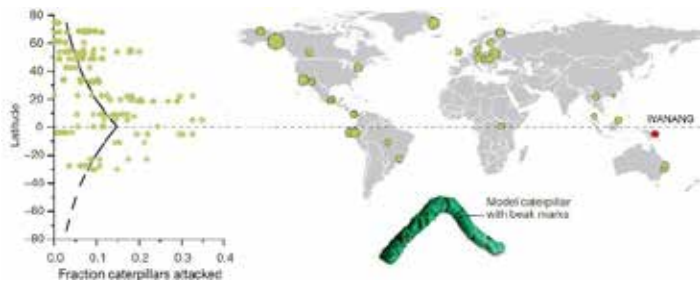
Mr. Koane pinned 100 caterpillars on rainforest trees at the Swire Research Station in the community-based Wanang Conservation Area near Madang. “Every day, I had to check how my false caterpillars survived. Some had beak marks from bird attacks, others were pierced by bugs or bitten by ants.

You need a lot of experience to tell which animal was responsible for the damage”, explained Mr. Koane. “Bonny has shown that world class science can be done in PNG, often with simple tools, if your ideas are good enough.” observed Dr. Francesca Dem, the Director of the “Our Center is focused on biological research and student training, and we are all very excited about Bonny’s success. It is every scientist’s dream to have their study selected for publication in Science, but very few achieve that recognition.”

Surprisingly to biologists, including Mr. Koane who is an ornithologist, the study found that predation by birds does not change much across the globe. Both European and PNG caterpillars have thus a similar chance to be eaten by a bird. However, the story is different for ants. These are very active caterpillar hunters especially in tropical lowland forests.

Thanks to ants, the world’s most dangerous place for caterpillars is in lowland tropical forests, such as those studied in Wanang. That is why we normally do not see many caterpillars on tropical vegetation. However, if they eat your garden crops anyway, blame lazy birds, not ants.

*“Every day, I had to check how my false caterpillars survived. Some had beak marks from bird attacks, others were pierced by bugs or bitten by ants.”*



MAP OF STUDY SITES AND THE MAIN STUDY RESULT – THE PROPORTION OF ATTACKED PLASTICINE CATERPILLARS INCREASES TOWARDS THE EQUATOR

HISTORY



CAPTAIN FITCH AND CAPTAIN PIPI GARI (STEAMSHIP’S FIRST PAPUAN SKIPPER. THIS PICTURE WAS TAKEN IN 1971 IN PORT MORESBY

CAPTAIN ALGERNON SYDNEY FITCH PASSES ON ...

Our story continues....

The war had left many people homeless and struggling. Steamships had its fair share of loss so as Burns Philip. Captain Fitch wrote to the Board and advised that the Main Store was occupied by the Production Control Board prior to the Military taking over. The slip which was built by Steamships was operated by the Navy and even the plantations were worked by the Army.

Despite the loss Fitch and his directors worked hard to restore Steamships back to its operating status. By 1946 civilians were allowed back into New Guinea, mostly Administrative Officers and their wives and children. Qantas Empire Airways provided flights to Port Moresby allowing the rest of the residents to return to Port Moresby and Lae. Once the civilian administration arrived and settled into their roles there was a shortage of supplies.

This provided the opportunity for private companies like Steamships to anxiously provide its services. Captain Fitch worked very quickly to get the Main Store running and stock up on supplies. By mid-1946 exhausted and almost at the age of 66 years old, he knew he had to bring in a younger man and retire.

On 3rd October 1946 Captain Fitch chaired his last Board Meeting and retired as the Managing Director of Steamships and Eric Vivian Crisp was appointed his successor. Fitch travelled widely during his retirement but kept a close interest in Steamships. As the years progressed he transferred his shares to family members. Sadly in 1950 during his world tour his wife Jessie passed on in London in August.

He remarried to again in 1951 to an ex-Territorian. By 1971 he made his last visit to Papua with his wife Ceclia and met the first Papuan skipper of Steamships Pipi Gari. Captain Algernon Sydney Fitch, Master Mariner dies in Sydney in June 1972 at the age of 91.

Vive Crisp was an astute business man and his long years with Steamships had given him a clear picture of what needed to be done.

He worked hard to build Steamships by securing recruitment in shipping and other areas in which Steamships businesses were concerned.

The price of copra had dropped and some changes were made resulting in selling of plantations and purchasing of new business ventures.



VIV CRISP. STEAMSHIPS MANAGING DIRECTOR FROM 1946-1952

Civilians arriving back needed accommodation due to the devastation of their houses during the war. Crisp saw the opportunity of building accommodations and presented this to the Board.

The Administrative had erected buildings which were on Steamships Land and instead of compensation for this they agreed to allow Steamships to build a hotel-Hotel Granville Imperial project which was expected to commence building in 12 months.

Business picked up for Steamships when the Australasian Petroleum Company returned to Port Moresby. Viv Crisp turned his focus to shipping- Steamships core business by investing in vessels.

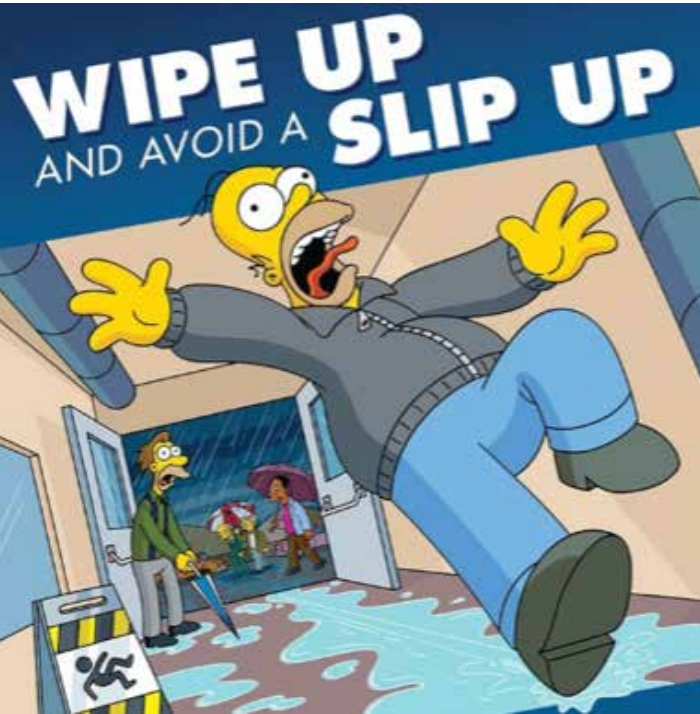
The Board agreed and purchased MV Kari and and MV Lochail. By 1952 another vessel was purchased- MV Koki. Viv Crisp was approaching retirement and made this known in the Board meeting which followed on 22 May, 1951. Viv gave formal notice of his retirement in November 1952.



STEAMSHIPS WHARF EARLY 1950s



# IGNORING SAFETY PRACTISES AT THE WORK PLACE ISN'T FUNNY ANYMORE!!



Safety is priority. So what precautions and responsibility does each person do at their work place? Are you texting when you are mopping a wet floor or driving? Do you eat while you are tasked to do something important like checking the fire alarm systems to see if they are working?

Do you realise the importance of your job and how it impacts on your colleagues, clients, customers or the company? Your safety training, safety signs and equipment handling workshops are designed to prevent you and fellow staff as well as customers from hurting yourself.

REMEMBER TO TAKE 5

1. Stop, Look and walk around

2. Think the job through

3. Control hazards

4. Communicate

5. Can we do the work safely?

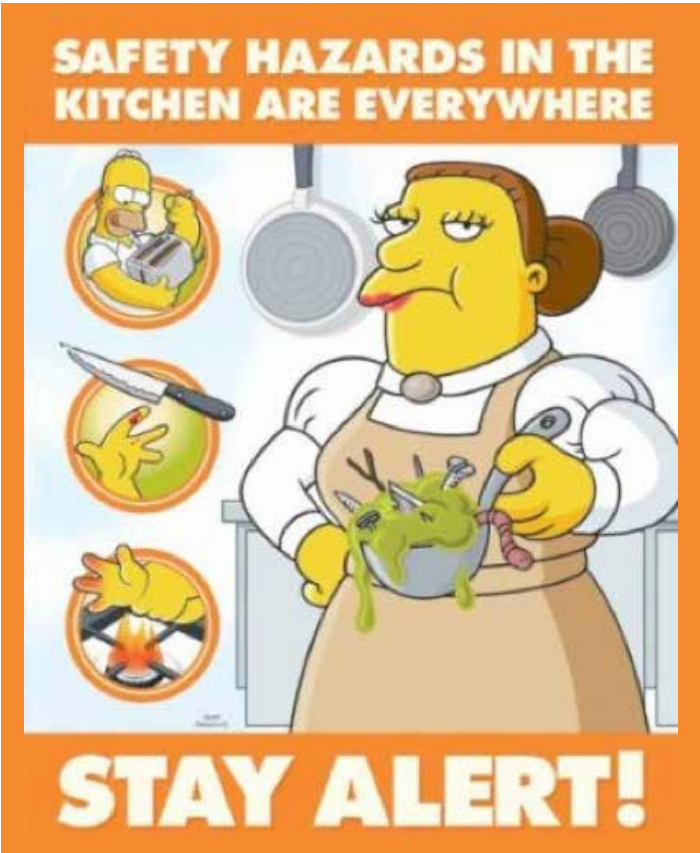
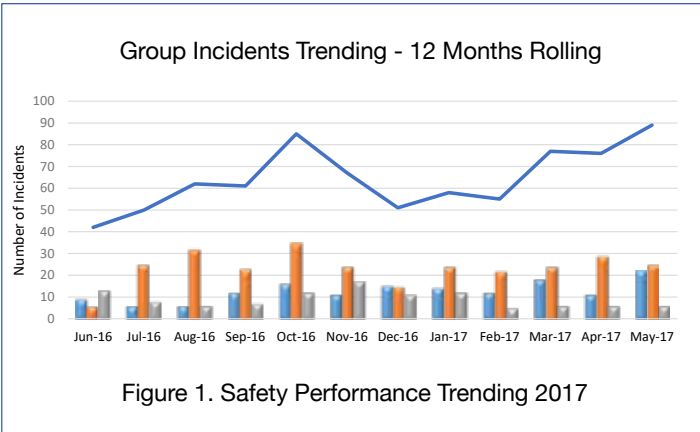


Figure 1 shows Safety Performance results trending from January to May. In May, Steamships safety performance recorded high for minor injuries, however much of the causes to the injuries were highlighted and immediately looked into to create control measures. Some of the causes to injuries included improper handling of kitchen equipment resulting in cuts and staff ignoring to report damaged lights along stairways. You won't think it is funny when you have an accident! It is important to check, think the job through and ensure that your work place has all the important safety materials to help you do the task.



TOP: CONSORT & USL STAFF POSE AFTER THE TRAINING WITH THE PNG FIRE SERVICE OFFICERS AT THE YARD.

## CONSORT TRAINS ITS OFFICERS ON FIRE SAFETY

Consort was one of the private organizations in Lae that had staff undergo training on fire safety drills. The series of training sessions were conducted by the Lae Fire Service. The Papua New Guinea Fire Service in Lae, Superintendent Bal Kena said the program is focused on educating the public on the basic use of fire equipment in buildings and workplaces such as fire extinguishers and fire hoses.

“With the current building boom and the growth of the city, we want to educate the people about the fire safety measures so that they can be able to take ownership and take responsibility because fire safety is a significant responsibility. We have a reason and mission to conduct fire safety training and educate

the people on how to use a fire hose, a fire extinguisher. We conduct training on evacuation procedures, how to evacuate the building in times of fire or civil disturbance”, Bal expressed.

The idea of this training is to create a partnership with the community at large to understand and work together to minimize the damages and loss of business property to fire. Consort staff in Lae went through the fire safety drills in the office and later had the chance to practice using the fire extinguishers outside the building. Bal also explained that everyone must work together to minimize the damage and loss of buildings and prevent the fire from spreading to other buildings. We must all take responsibility to help ourselves and our community at large. With the history of arson cases in our cities, the Lae Fire Service is working in partnership with public and private organizations to conduct fire safety trainings, and they are appealing to everyone to work together with them to address this issue.

## STEAMSHIPS GRADUATE TRAINEES TAKE TIME OUT ON BOARD MORESBY CHIEF

A group of Steamships Graduate Trainees had the opportunity of meeting and mingling with Steamships Executives and Senior Management on Saturday, 17th of June, on board Moresby Chief.

On board were current Graduate Trainees, the Managing Director and other senior managers from the Steamships Head Office, Consort, Coral Sea Hotels, Transport and Port Services, and Pacific Towing and graduates who are currently in permanent roles.

The boat cruise is an initiative by the Steamships Human Resource General Manager – Shaun Carden – to provide an opportunity for the graduates to meet and mingle with staff they may not normally meet during their day to day activities. . The management will continue to support the Graduate boat cruise to enhance the business networks of its graduates with further

opportunity throughout the year.

There are two groups of graduates under the Steamships Graduate Development Program: (1) Graduate Management Trainees and (2) Graduate Accountant Trainees. Steamships diversity in businesses does not allow managers to track what each graduates are engaged in and this boat cruise provides time for executive staff to catch up on what each graduate is up to within the businesses.

The next cruise will see Lae-based Steamships Graduate Trainees flying in to Port Moresby to join their colleagues and mentors on board Port Moresby Chief in September.



RECENT STEAMSHIPS GDP GRADUATE MARY VAGI PICTURED (L) AND ANITA MAKAP (THIRD FROM LEFT) AT THE BOAT TRIP ON 17TH JUNE. ANITA IS CURRENTLY IN THE STEAMSHIPS GRADUATE DEVELOPMENT PROGRAM.



HR CORNER



INVITED SPEAKERS, LECTURERS AND STUDENT MASTER OF CEREMONY POSING FOR A PHOTO AT THE EXHIBITION AT THE ULLI BEIER ARTS THEATRE AT UPNG.

# SHAUN SPEAKS ON BEST HR PRACTICES AT UPNG

The Human Resource Management (HRM) Student 2017 Chapter of the University of Papua New Guinea held a Human Resource (HR) Exhibition on the 14th of July, 2017. It was an event organised by the students and the School of Business Administration to expose the students to current HR practices and market requirements.

Shaun Carden – Steamships General Manager for Human Resources – was invited to speak about best HR practices. He challenged the students to think about the company’s needs and goals when “implementing best HR practice” as every company is different, depending on what they wish to achieve, the work environment and culture. Think about the techniques and methodology of “Best Practice” and how they can be best utilised in your company to achieve their goals.

Also invited to speak at the Exhibition were HR Practitioners of Airniugin and SP Brewery. The speakers each gave the students a challenge on what businesses expect from graduates.

The exhibition is an initiative by the UPNG School of Business Administration to expose their students to the market and they look forward to continuing that initiative.

# STEAMSHIPS 2018 GRADUATE PROGRAM

Are you a recent graduate or just completing your studies?? Looking for an opportunity to develop your professional skills

within multiple industries without having to change Company?? Then this may be what you’re looking for.

If you are a high caliber individual with an energetic and enquiring mind, then the Steamships Group may be the place for you. Steamships is a well-established, diverse trading conglomerate, operating in Papua New Guinea for over 90 years. The company has interests in Shipping, Road Transport, Food & Beverage Manufacturing, Property, Hospitality and Information Technology.

Both our Graduate Programs aim at provide you with a broad base of skills, tailored to your individual development needs and career goals. During the program you will work within a variety of our interests giving you a unique opportunity of being exposed to multiple industries. A chance to find YOUR place in the world. We create a nurturing and healthy work environment, prioritize your career development, support your participation in front line corporate work and try to strike a balance between work and life. When you join us, we will support you every step of the way but you will need to roll up your sleeves, pitch in, be adaptable and mobile - it’s an exciting journey.

So if you are a recent graduate or about to complete your final year of study, we encourage you to apply today.

All applications must be made electronically to our job adverts on [www.pngjobseek.com](http://www.pngjobseek.com). Visit [www.pngjobseek.com](http://www.pngjobseek.com), register as a jobseeker, load your CV, and apply to Graduate Management Program #27624 or Graduate Accountant Program #27623. Each applicant is required to answer two questions and complete a written requirement on the job board as part of the application process.

Academic transcripts must be shown at interview. Queries should be directed to [team@headhunters.net.au](mailto:team@headhunters.net.au) or call 70907200. Only shortlisted candidates will be contacted.

Applications close at 5pm, Friday 18th August 2017. “STEAMSHIPS IS AN EQUAL OPPORTUNITY EMPLOYER.”

WHISTLE BLOWING POLICY

# BLOW THE WHISTLE ON BAD BEHAVIOR!

## 1.0 POLICY STATEMENT

The Steamships Group adheres to the highest standards of business ethics, conducting all its businesses with integrity, promotes fairness and respect among all employees.

## 2.0 OBJECTIVE OF THIS POLICY

The purpose of the Steamships Whistleblowing Policy is to provide guidelines for any individual (whistle-blower) who wants to raise concern on unethical conduct, fraud, perceived wrongdoings or violation to any provisions of the Steamships Code of Conduct (“Improper Conduct”). This policy is a supplement to Clause 19 of the Code of Conduct.

## 3.0 APPLICATION OF THE POLICY

The policy applies to all employees of the Steamships Group (the Group) and related parties where Steamships has business dealings. All individuals are encouraged to be vigilant and raise a bona fide concern in good faith to the appropriate personnel without fear of losing their jobs, business dealings or becoming a victim of intimidation and harassment. The Group will maintain strict confidentiality of the reported matters.

## 4.0 STATEMENT OF SUPPORT TO WHISTLEBLOWERS

The Group is committed to the aims and objectives of this Policy where Whistleblowers are protected to come forward in good faith and on a proper basis to disclose unethical business conduct and other wrong doings (“improper conduct”).

## 5.0 IMPROPER CONDUCT

For the purpose of this Policy, Improper Conduct is defined as:

- I. corrupt, fraudulent or other illegal conduct or activity;
- II. conduct that is contrary to, or a breach of, Steamships Codes and Policies;
- III. a substantial mismanagement of the

- Group’s resources;
- IV. conduct involving substantial risk to public health or safety; or
  - V. conduct involving substantial risk to the environment that would, if proven, constitute by the Group or its employee/s a criminal offence;
  - VI. reasonable grounds for dismissing or dispensing with, or otherwise terminating, the services of a Steamships employee/s who was, or is, engaged in that conduct; or
  - VII. reasonable grounds for disciplinary action.

## 6.0 WHISTLEBLOWING PROCEDURES

- 6.1 To report a genuine concern, the matters should be initially reported to the direct manager.
  - 6.2 If the whistle blower is uncomfortable to report the matters through normal reporting procedures or no satisfactory actions are taken the matter must be escalated to the Steamships Internal Audit (STCIA).
  - 6.3 STCIA will conduct initial assessment of the case.
  - 6.4 If the disclosures are made in good faith, STCIA will gather information and undertake an appropriate investigation.
  - 6.5 Recommendations on the outcome will be given to the appropriate senior management authority to address the matter.
  - 6.6 This Policy is not designed to deal with general employment grievances and complaints.
- Any report treated in accordance with this Policy must be for one of the Improper Conduct as outlined above. All general employment complaints or grievances will be forwarded to the respective divisional manager or GM Human Resources to address.

## 7.0 WHISTLEBLOWING CHANNELS

- 7.1 Individuals may report their concern through various channels:
  - i. Via email at [stcia@steamships.com.pg](mailto:stcia@steamships.com.pg).
  - ii. A text message can be sent to the dedicated Mobile Number 71004481.
  - iii. Postal Address at Steamships Trading Company Limited, c/o Group Internal Auditor, P.O. 1, Port Moresby.

TB effects not only you, but can also affect your family, your community, and your work colleagues. Be responsible and seek help.

EFFICIENT AND FREE TB SERVICES AT LAWES ROAD TB CLINIC

COST? - FREE OF CHARGE!

TB screening and Sputum microscopy is conducted on site at Lawes Road clinic, NCD. Rapid turnaround times in sputum microscopy helps to reduce worry time for patients, and to get a worker with active TB, on to treatment and back to work quickly.

Q & A FROM TOLL FREE TB INFOLINE 7676 2482





*Send us your stories and high resolution images  
for publication in Tok Steamies Newsletter by 22nd September 2017.*

*Your stories should be no more than 200 words.*

*Email: [toksteamies@steamships.com.pg](mailto:toksteamies@steamships.com.pg)*