


# TOK STEAMIES

May/June 2022 | ISSUE No. 67 | EDITION TWELVE

 STEAMSHIPS



## THE GRADUATION ISSUE

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### Cover Image:

The successful Steamships Graduates Programme featured graduations in 2019, 2020 and 2022 in the respective disciplines at the University of Papua New Guinea.



Send us your stories and high resolution images for publication in Tok Steamies Newsletter by 20th July 2022.

Your stories should be no more than 500 words.  
Email: [toksteamies@steamships.com.pg](mailto:toksteamies@steamships.com.pg)

# CHEERS TO THE CLASS OF 2022!



*Graduate - Kurere Matanzana.*

Early in 2022 Kurere Matanzana got married and a month later graduated with a Bachelor of Economics degree at the 67th UPNG graduation.

He feels that he has achieved what he planned when he joined Steamships with seven others in the 2022 Graduate Development Program.

His first rotation is with the Sales and Revenue team at Coral Sea Hotels.



*Graduate - John Oveai.*

John Oveai graduated with a Bachelor's degree in Law after joining the Pacific Palms Property team in 2020 as an intern, John is currently pursuing studies at the Legal Training Institute at Waigani. John ended his time with PPP as a contracts & leasing officer.



*Graduate - Apisai Kasu.*

Abisai Kasu is a first-year trainee in the Steamships Graduate Development Program. On 29th April, he graduated with a Bachelor's degree in Physics and Computing. Abisai is currently attached with the projects and business development team at the Steamships Corporate head office.



*Graduate - Jeffery Pakus.*

Jeffery Pakus started as an intern with Steamships through the Career Trackers Program in November 2021.

On 25th May 2022 he graduated with a Bachelor's degree in Tourism and Hospitality Management and is now a permanent HR and Payroll officer with the Finance team.



*Graduate - Emmanuel Sarufa.*

Emmanuel Sarufa joined Pacific Palms Property in November 2019 as an intern with the Leasing Department. Until graduating with a double Bachelor of Arts degree in Political Science and Creative Arts, he worked at PPP every semester break.

In 2021, whilst completing his final year of studies he was offered a position at PPP as a Property Administration Assistant. In this role, he provides support for portfolio managers and oversees marketing and communications, which includes social media platforms and the company website.

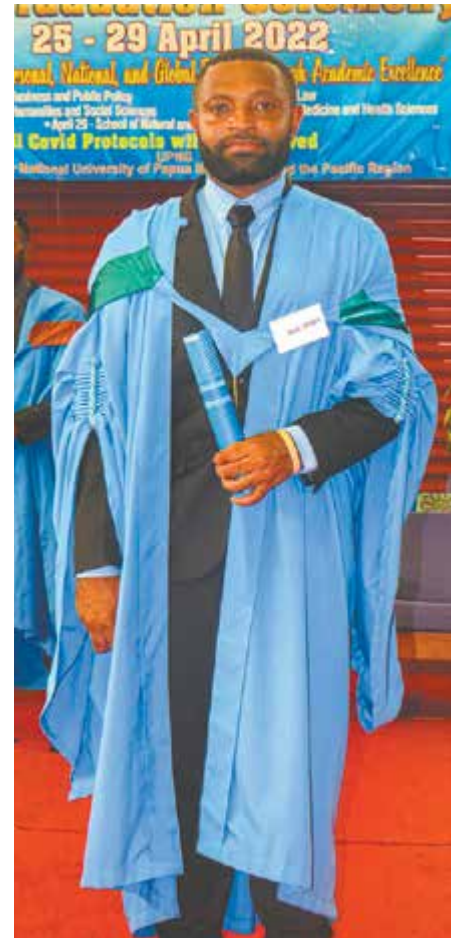


*Left: Graduate - Habe Amin Yuwa.*

Habe Amin Yuwa (left) graduated with a Bachelor’s degree in Business & Management. He works as a Logistics Training Coordinator for East West Transport.

Anna Singa Mondo (centre), graduated with Master’s degree in business administration and is a Certified Practising Accountant. In January 2022 she joined JVPS as an accountant.

Lua Ravusiro (right) is an HR & Business Analyst for East West Transport. Lua graduated with a Bachelor’s degree in business management.



*Graduate - Nick Lewa.*

As one of the GDP 2022 short-listed candidates Nick Lewa was given a three-month internship with Pacific Palms Property Finance.

Nick is now part of the 2022 Graduate Development Program after graduating with a Bachelor of Accounting degree.

He is currently an accounting graduate with the Pacific Palms Property Finance team, overseeing debt collection and recovery.



*Graduate - Vashni Simon.*

Vashni Simon started with the Steamships legal team in June 2021 as an intern.

In this role she assists lawyers with drafting writs, affidavits and stamp duty applications for leases.

Vashni is currently attached with the Department of Lands and Physical Planning to ensure that the Steamships E-Lands account is up to date.

On 27th April, Vashni graduated with the Bachelor’s Degree in Law.

# LUA RAVURISO: “EVEN IF THE FUTURE IS UNCERTAIN – ALWAYS BE POSITIVE.”



Graduate - Lua Ravusiro.

**From Lalaura village in Central Province, Lua Ravusiro is 38 years old and works in the HR department of East West Transport. She attained a Certificate 4 in Hospitality Operations at the IEA College of TAFE in 2008, after graduating from Gerehu High School.**

Lua's goal was to work in the hotel industry and travel the world, but plans changed when she received an offer from Steamships Shipping and Transport for a receptionist position. She then applied to work with Laurabada Shipping as an imports clerk, moving to become exports clerk when Port Services took the company over – the start of her

journey with the Steamships HR department.

In 2019, Lua decided to study for a Bachelor's degree at the UPNG. However, she faced many challenges including losing her father from a heart attack which, combined with other issues, led her to think seriously about quitting studies.

When one of the lecturers, Mr Jerry Wemin, said, “Failing only happens when you give up completely,” she started to collect herself together and doing one thing at a time.

Lua thanks her colleagues, especially her manager, Greg

“I think the best way of planning the future is to make the most of the present.”

Kettleton, for the support given whilst she was studying. She says, “The experience taught me a lot in terms of communication and problem solving, and think that I can now overcome any problem or challenge that arises.”

During 12 years with East West Transport, Lua has fulfilled many roles at various levels, from HR administration to training administration, and to her current management role as Logistics HR Business Partner.

Lua loves what she's doing, directly interacting with other logistics and general managers, describing her work highlight as a dark tunnel with sunshine at the end. Lua is a self-motivator who takes pride in being flexible and adaptable, saying, “I think the best way of planning for the future is to make the most of the present.”

# PACIFIC TOWING WELCOMES NEW HSSEQ MANAGER.

**Benedict Oraka is the new HSSEQ Manager for Pacific Towing, based at their HQ in Port Moresby. He started on 9 May and has already visited five company operations locations around the country.**

Benedict brings a wealth of safety and maritime experience and PacTow looks forward to him further developing and improving company systems to make worksites even safer and systems increasingly effective, efficient, and sustainable.

Pactow wishes outgoing HSSEEQ Manager, Richard Hayka, every success in his future endeavours and thanks him for his considerable effort and achievements.



*The new Pacific Towing HSSEQ Manager - Benedict Oraka.*



*Pacific Towing's fleet of tug boats in Port Moresby.*

# STEAMSHIPS SCIENCE TECHNOLOGY ENGINEERING & MATHEMATICS FOR WOMEN.

## Helen Boas - the Pronto Expert!

### Helen Boas is the Pronto Manager at the Steamships Computer Service Division (CSD).

From East New Britain and raised in Port Moresby, she is married with three daughters, the eldest at UniTech studying Applied Chemistry, the others are at Gordons Secondary School.

Helen studied at Gerehu and Passam high schools before completing a Bachelor's degree in Commerce and Computing at Unitech.

Helen saw computers used in movies and thought it was something difficult to learn. She says, "The first time I used a

computer was in my first year at university."

In her final year, she had a six-month internship with Steamships, later joining the company after graduation. Computing was more interesting to her than accounting.

Helen has two stand-out achievements. The first was the roll out of the updated POS system as part of the millennium upgrade in 2000 whilst a trainee with only seven months' experience. The second was the implementation of Pronto in Pacific Towing between 2011 and 2012 without a project or implementation manager.

Helen describes ICT as a broad

field, not just about how to use a computer. Her area of speciality focuses on computer software that a business uses. Helen is enjoying her time at CSD as the Pronto Manager. What she likes most is providing IT support to the diversified Steamships businesses.

When asked about work challenges, she states, "One of the biggest challenges I've faced in my years as a team leader and manager is staff retention – keeping good employees."

Helen encourages young women to take up IT, she says, "technology is changing all the time, and it's always interesting to be part of something that brings new opportunities and strengthens your confidence in learning and implementing innovative technologies."

“One of the biggest challenges I've faced in my years as a team leader and manager is staff retention – keeping good employees.”



Pronto Manager - Helen Boas.

# JOYCELYN TONOK – IT GRADUATE IN THE COMPUTER SERVICE DIVISION.

“First thing is that you do not use everything learned from your studies. The second is that knowledge is key! For example, having knowledge about Pronto is essential for supporting it.”

**Jocelyn Tonok is 24 years old and has East New Britain and Milne Bay parentage. Under the recently introduced IT pathway Graduate Program the position with Steamships is her first job.**

Jocelyn started university studies in 2017 at UPNG, completing the science foundation year. She then streamed into Computer Science and decided to also study statistics, finally graduating in 2021 with a Bachelor of Science, with a major in Computer Science and a minor in statistics.

Jocelyn was inspired by Bill Gates, intrigued by his creation of Microsoft and MS office software. Finding out about Mark Zuckerberg and Steve Jobs and their accomplishments also sparked her interest to know more about IT.

She began at CSD in February 2022 and is currently with Pronto Support, who are required to provide support to Pronto users in all Steamships divisions, issues that may be technical, end user or new business requirement related.

Although only having been with Steamships for three months, Jocelyn says that she has learned two things, “First thing is that you do not use everything learned from your studies. The second is that knowledge is key! For example, having knowledge



*IT Pathway graduate - Jocelyn Tonok.*

about Pronto is essential for supporting it.”

Jocelyn’s biggest challenge was learning about Pronto from scratch. Now she feels a daily sense of satisfaction and fulfilment when a Pronto user is happy and she can close the job. After three months she has got used to the working environment and is still building up her work ethic, learning from colleagues and superiors.

Jocelyn’s final thought is, “Just because IT and computer science is perceived to be a male-dominated field, that does not mean it is true. If you are passionate about IT and computer science, go for it .....the sky’s the limit!”



# FLAVIA BABATE AN UNDYING PASSION FOR IT.

## **IT was not an option, 'I grew up knowing it would be my career'**

Flavia Babate is a trainee in the 2022 Steamships Graduate Development Program, under the IT pathway with the Computer Service Division.

Flavia is from East New Britain Province and moved to Port Moresby to pursue her studies in 2016. She graduated in 2020 with a Bachelor's degree in Information and Technology from Southern Cross University, studied through the Institute of Business Studies.

Her first job was with Digitech as a corporate sales officer, and whilst there applied for the 2022 Steamships Graduate Program.

It was not a surprise that Flavia took up IT - her father is a radio communication technician with PNG Air Services. She says, "It all started when I was young and my father bought us a PC."

She loves working in her current position at Steamships. Her first three-month rotation was in the Computer Service Division, with the Email and Antivirus team, then moving to the Hotels support team and she is now providing IT support for Coral Sea Hotels.

"I made a lot of mistakes in my first rotation - that was the main challenge for me," Flavia says. Being a female in the IT field is challenging, yet interesting for

Flavia. She likes being part of being an IT team and working amongst like-minded people and learning from them.

She says, "Everything is on the computer, you just have to understand the process to access what you are looking for."

Flavia is proud to be part of Steamships Computer Service Division and loves the fact that her rotation in each department will acquaint her with the IT knowledge she requires. Flavia would like to encourage more women to take up careers in IT.

She says, "Do not let your fear be a hurdle to pursuing the career you dreamt of when you were young. Always be ready to take on challenges and don't be afraid to make mistakes."



*Computer Service Division employee - Flavia Babate.*

“Do not let your fear be a hurdle to pursuing the career you dreamt of when you were young. Always be ready to take on challenges and don't be afraid to make mistakes.”

# SWIRE SCHOLAR ALUMNI UPDATE: EUNICE DALTON.

**Eunice Dalton is an alumnus of the Swire Trust Fund Program. She is 29 years old and of mixed English and Oro Province parentage and spent most of her life in Lae, Morobe Province. Eunice is currently working as a civil engineer with the PNG Ports Corporation.**

After primary school in England, then secondary and tertiary studies in Lae, Eunice was awarded a Bachelor of Engineering at the University of Technology, where she also attained a Master's degree in Environment, majoring in climate change adaptation, environmental engineering and management.

Prior to the Swire scholarship program, Eunice was employed at Ok Tedi Mining Limited as a graduate civil engineer, working with Ok Tedi Development Foundation as an infrastructure project officer dealing with local communities.

After her Swire Scholarship studies ended in 2019, Eunice worked at the Australian Rivers Institute and Griffith University as a research assistant until she returned to Lae, where she reunited with her family and lectured in the University of Technology's Civil Engineering Department. In late 2021, Eunice joined the PNG Ports Corporation

Limited as a civil engineer.

Eunice has faced various challenges during her studies and employment; she explained, "the challenges were time management and resilience, and also there may be people who do not believe in your ambition and say that you can't do it. Nobody is born with all the answers or all the knowledge, learning is a process everybody must go through."

Eunice credits her success to her parents and siblings, family friends, church, community, and professional mentors who have helped and inspired her. She urges everyone to keep a positive mind set, saying, "Don't be stressed or angry all day, especially if you are in charge of other people."

Eunice believes everything in life is about balance, to be gentle with yourself and forgive yourself when you make mistakes or miss goals, and to balance professional development, social life, community involvement, and personal development.

Regarding the International Women's Day theme, Break the bias, Eunice says; "Women should encourage and support other women who are breaking the limits society placed on them and be encouraged by other women's success."



*An alumnus of Swire Trust Fund - Eunice Dalton.*

# INTRODUCING PAUL REDMOND.



*New Coral Sea Hotels Manager - Paul Redmond.*

## **Paul Redmond joins Coral Sea Hotels as General Manager for Gateway Hotel & Apartments.**

Paul has a professional background in hospitality with qualifications in hotel management and 'Quick Service Restaurant' management in hotels and free-standing food and beverage outlets.

He identifies technology as the greatest challenge in Papua New Guinea, which makes it hard to collect data, resulting in work becoming more labour intensive.

Paul sees PNG as being similar to southern Africa, and among the things he like about the country is the traffic and moderate weather - not too hot apparently. He says that during recent employment in Indonesia the traffic was daunting. He states,

"A big surprise to me is the people here. Before coming, I read stories about PNG on the internet but, when I got here, it was the complete opposite. I have been to many countries including Afghanistan and Iran and PNG is probably the one of the safest places I've been."

Paul has worked with many different nationalities, saying "it is only later when you are in a different environment and looking back that you see things from a new perspective and learn from what you have gained from other people."

The biggest thing Paul learnt in his career and would like to share is that, "to be successful is not about setting targets but crossing off achievements, through setting small easily achievable tasks to start with." Paul emphasises

that many people set high targets and end up not achieving them.

He emphasises that in life what people notice is success, adding, "if you achieve something it is quantified by the fact that it is being done. Many people try to focus on difficult things or things that they have no control over."

Paul is using his experience practically with the Gateway Hotel team. All the managers must set one achievable target a week and complete them as part of their monthly goals. He has currently set himself a target of building a new food and beverage outlet and an entertainment centre at the hotel.

“it is only later when you are in a different environment and looking back that you see things from a new perspective and learn from what you have gained from other people.”

# PPP PROMOTES FROM WITHIN: FROM HARBOURSIDE TO HEAD OFFICE .



*Promotion for Olding Suari.*

**Pacific Palms Property is delighted to announce that Olding Suari is the newly appointed Portfolio Manager for Outer Centres, settling in with the PPP team at their Badili head office from the 9th May 2022.**

Olding graduated with a Diploma in Hospitality Management from Lae Polytechnic in 2018. She applied for the concierge officer position to gain experience

and exposure, joining the team in April 2020 as a serviced floor executive at the Harbourside precinct.

When asked about her new role she notes that, “it has a lot more responsibility than my previous position. I am learning new things every time I step into the office.”

Olding adds, “What I like about my work is the leasing service that we offer, dealing with customers and clients directly gives me satisfaction, especially when our services are appreciated by our clients. I love the energy in the workplace, it gives me space and confidence to carry out my role. The support system is great, and I am grateful for it.”

The promotion has made Olding realise the potential she has, “I can now achieve my set goals and do better. I thank the management for recognising me and I am looking forward to building myself in this new role.”

“it has a lot more responsibility than my previous position. I am learning new things every time I step into the office.”

# STEAMSHIPS GRADUATE DEVELOPMENT PROGRAM – THE EXPERIENCES!

**A total of eight graduates were recruited in 2022 - from more than 5000 applicants!**

Selected graduates undertook a rigorous selection process over three days at the Assessment Centre, where graduates had the opportunity to be interviewed by various managers who, amongst other activities, gave them different business scenarios to work through.

The Steamship's Graduate Development Program started in 2012 with the goal of building national capacity in the business. Since then, some graduates have chosen to pursue their careers outside of Steamships whilst others have found a place in the company.

Here we feature alumni and current graduates and see what they enjoyed about the program.



*Some of the sixteen short listed graduates who attended the Assessment Centre. Of the sixteen candidates, only eight were selected.*



*Chief Accountant - Mary Vagi.*

Mary Vagi, 2016 Accounting Pathway. Chief Accountant, Steamships Corporate Head Office.

“What I enjoyed most about the program was the mentoring and training. I learned a lot from working with different people during my rotations. The key message that I want to leave is to always be eager to learn new things every day.”

Graduate Program is the opportunity to rotate around different companies within Steamships, learning and understanding how each business operates; the different work ethics, cultures, management styles and of course meeting new colleagues and managers who helped me build my professional network.”

“I learned so many things from the program and in my current permanent role, I'm still learning. So, my key message is that learning never stops. Develop a passion for learning. If you do, you will never stop growing.”



*2020 Accounting Pathway - Samantha Longai.*

Samantha Longai, 2020 Accounting Pathway. Internal Auditor, Steamships Corporate Head Office.

“What I love about the program is that it gives me an opportunity to build my professional network both in PNG and abroad. Steamships has employees of different cultural backgrounds and that's what motivates me to learn from them.”



*2019 Management Pathway - Kerrian Barilla.*

Kerrian Barilla, 2019 Management Pathway.

Insurance Officer, Steamships Corporate Head Office.

“What I enjoyed most in the



2022 IT Pathway Simon Kunai.  
Steamships Computer Service  
Division

“What I enjoyed most about the program was the opportunity to interact with users in different divisions of Steamships. Their hardware and software breakdowns become our problems to solve, and that gives me an opportunity to learn. I love the working culture and environment in Steamships, it has helped me build my confidence.”

2022 IT Pathway - Simon Kunai.

## HR CODE OF CONDUCT REFRESHER.

**Throughout May HR refresher sessions were held to cover the employee Code of Conduct and awareness of wellbeing practices in the Steamships group.**

The refreshers are intended encourage work teams to be proactive in practicing the behaviors expected of Steamships staff, and also serve as a reminder of what resources are available in the company, for employees to understand who and where they can go to if facing issues in the workplace.

During these sessions, the HR team introduced the topic “Working Culture for Leaders.” This booklet was developed from the Culture Survey that was published in March 2021 as a guide to the company culture and how it can be achieved through the practice of recognition, transparency, felt leadership and commercial capability.



HR refresher in Lae with Hospitality Team.

Also covered during the refreshers was Bel Isi PNG awareness, which focuses on addressing the escalated cost and impact of FSV on companies nationwide. It offers employees case management and safe house services. Steamships has partnered with Bel Isi PNG to equip the group with transformational tools to support change in the company

workplace and community.

Refreshers have been completed in the Steamships divisions of JVPS, EWT, Consort and Corporate Head Office. They are scheduled every 6 months for the duration of each person’s employment with Steamships – so keep a look out for the next HR refresher in your division!.

# WORLD WATER DAY VISIT TO BUK BILONG PIKININI LEARNING CENTRE PARI.



*Mariepaul and Gabriel posing with the children.*

**In March, Steamships visited the Buk Bilong Pikinini Learning Center at Pari to celebrate World Water Day. A team of staff met children who are always energetic and excited to have visitors.**

**Forty-two children are enrolled at the Pari Library Learning Centre, the first sponsored by Steamships.**

The theme for World Water

Day was, “Underground water: making the invisible visible” Staff prepared a short lesson and a paint activity for the children. The program started with outdoor water games followed by indoor lessons. The children had a really enjoyable time playing water games and with the paint activity.

The program ended with a treat of refreshments brought by Steamships staff - donuts, Joi Juice, and water with cooked food brought by children’s parents. The parents, staff and coordinator, Richard Bridger, thanked Steamships for their continuous support and stated that they looked forward to many more engagements with the company.

# STEAMSHIPS UNITECH ALUMNI SUPPORT THEIR ALMA MATER.

**The Unitech Alumni Association held their second Annual General Meeting at a dinner on Thursday, 28th April. Approximately 200 graduates attended from different business sectors, including five Steamships staff - Zurenga Wayongi, Jerry Tovakuta and Helen Boas, along with two GDP graduates - Alumita Chan and Simon Kunai.**

The program was hosted successfully and included appointment of new executives and the launching of a new logo and website. The corporate dinner assisted in building a network between recent and former graduates as well as academic staff of the university.



*Helen Boas, Zurenga Wayongi, Alumita Chan, Simon Kunai, Jerry Tovakuta at the Unitech Alumni dinner at the Stanley Hotel.*

# JV PORT SERVICES ASSISTS KIKORI DISTRICT & ESA'ALA DEVELOPMENT AUTHORITY.

**Joint Venture Port Services has provided stevedoring and handling services to the Kikori District and Esa'ala Development Authority.**

In early April JVPS provided free stevedoring services, crane and forklift hire to the Kikori Development Authority.

Similar services were provided to the Esa'ala Development Authority in Milne Bay later the same month, in this case unloading of building materials for four local-level governments in the province. These services were part of the JVPS community engagement program, and cost approximately K25,000.

The cargo being moved was building materials, Tuffa tanks and fuel drums, which took two days to unload from the PNG Defence Force vessel, HMPNGS Lakekamu.



*Services provided to Esa'ala Development Authority by the PNG Defence Force vessel, HMPNGS Lakekamu.*

# STEAMSHIPS WELCOMES 2021 HIRI HANENAMO CONTESTANTS.

**Ten Hiri Hanenamo contestants from the 2021 Hiri Moale Festival have joined Steamships, starting work as casuals from April 2022. This was a commitment Steamships made to support the Koita and Motu communities through its partnership with the Motu Koita Assembly.**

Seven ladies were placed at the Ela Beach Hotel, two in

Steamships Corporate Head Office and one in the Computer Service Division. Two of the new employees, Maggie, and Bonnie, expressed their gratitude for the opportunity to be part of a large company like Steamships. They thanked managing director Rupert Bray for the initiative, noting that many young people in the city find it difficult to get a job.



*Three of the Hiri Hanenamo contestants at the Corporate Head Office attending induction. Bonnie Vaihere (right) was the 2019 Hiri Queen Runner up, Maggie Keita (middle) was the 2021 Mahuru contestant and Nana Pake represents Manumanu village.*



# EAST WEST TRANSPORT ASSISTS IN THE DELIVERY OF VACCINE COLD CHAIN NETWORK VEHICLES



*Project administration clerk Brent Koldo (right), commercial manager Hensley Gumbaketi (middle) and commercial officer Elthony Daple (left), who were responsible for organising and setting up the EWT yard and UNICEF vehicles for the handover ceremony.*

During March, East West Transport provided logistics support to the country's vaccine cold chain network. Vehicles donated by Japan to the PNG health authorities through UNICEF had to be distributed to provincial hospitals in the country to the support vaccination

service delivery through mobile and outreach clinics. The vehicles were provided as part of the second phase of support for establishment of a vaccine cold chain network in the country.

A hand-over ceremony took place at the East West Transport

head office at Baruni. Attendees included the Minister for Health HIV & AIDS, Jelta Wong; Deputy Secretary of Health, Dr. Ken Wai; Dr. UNICEF representative to Papua New Guinea, Claude Kamenga; and Japanese Ambassador Nobuyuki Watanabe, with his delegation.

# VOTER EDUCATION & ELECTION AWARENESS WITH TIPNG.

By Jeffery Pakus

**Steamships is a sponsor of Young Professional Network and Transparency International PNG, who hosted a pre-election awareness session at the Hilton Hotel on the 26th of April 2022. The session covered voting, the overall election process and current affairs affecting PNG politics.**

Founding Director, Richard Kassman provided some meaningful insights into PNG's election history, why it is important to vote, how voting works and what to expect in the coming election. He prompted those attending the session to take elections very seriously.

Representing Steamships were Lorraine Kasar, Jeffery Pakus, and Gabriel Junnie who came away with a new appreciation of voter education and the importance of being involved in elections.

Jeffrey Pakus states, "This was my first time to attend such an interesting and informative session." Some of the highlights that he took note of at the event are noted below.

## 1. Postponing of Writs

Postponing of Writs is the breach of the Organic Law. Once Writs are gazetted by the Electoral Commission, it becomes a law and postponing of Writs will result in breach of the Constitution.

In the case of the 2022 National Elections, the moving of Writs from 28 April to 12 May was not a breach of law because it was not gazetted.

## 2. Opening & Closing of Writs

I always thought that during an election period, decisions are made by the Governor General as head of State, and the Electoral Commission is the body that guides the election process to ensure that laws and proper procedures are followed.

I now understand that during the election period, the opening and closing of Writs is a decision made by the Electoral Commission, headed by an Electoral Commissioner appointed by the Governor General, on the advice of the Electoral Commission Appointment Committee.

## 3. Why there was a switch from 'First Past the Post' to 'Limited Preferential Voting'

- First Past the Post - One to one choice. People have one choice to elect a leader.
- The LPV system encourages making 2nd and 3rd choices to choose a leader and to encourage women's participation in the general elections.
- Unfair distribution of votes - The LPV system encourages

2nd and 3rd choices to also be used to choose a leader.

## 4. Why it is important to vote

- If you do not vote, there are people out there who could take your name and use it to vote for someone else.
- It is our sole responsibility to protect our rights if we want a free and fair democracy.
- If you are an educated Papua New Guinean, you will know the consequences of a political crisis. It's better to vote!

As Mr. Richard Kassman stated, "if you are not going to vote, you are an apathetic Papua New Guinean and probably don't deserve to live in a country that enjoys the freedom of democracy that we have. We could lose this democracy."



*Steamships representatives at the program were Accounts Receivable & Reporting Officer Lorraine Kasar; HR casual Jeffery Pakus, and communication officer Gabriel Junnie.*



Sanchika Sutharshan (Deloitte PNG), Deborah Edo (Senior Associate at Dentons), Deborah Onga (Legal counsellor at Steamships) and Adam Pearce (Director at Export Finance Australia) at the 37th Australia PNG Business Forum in Brisbane.



Mandy and her colleague Mike are two professional trainers who are with Steamships to conduct management and leadership training and coaching. They have been also involved in TLDP training for managers and GDP training and coaching. Pictured at the Grand Papua Hotel, from the right, is Beverly Tungal, Samantha Longai, Mandy (middle), Heather Taitibe, Genevie Kre, Victor Anthonia, and Alumita Chan.



The Joint Golf Trade Day was hosted by Swire Shipping and Consort Express Lines to celebrate the Swire Shipping's 150-year anniversary. The weekend tournament was to show their gratitude to customers and partners. A total of 90 players from around the country participated at the Lae Golf Club from 15th May to 17th May.



Doura Heni and Japheth Eka are part of the JPVS operations team providing handling services, unloading cargo of Kikori Development Authority from the PNG Defence Force vessel HMPNGS Lakekamu.



The JPVS General Manager, Greg Kettleton, paying a visit during the unloading process. For all operations, it is important for Greg to ensure that activities go smoothly.



*Abigail and Melanie having some time-out at the Nature Park after the 'Trash to Treasure' dummy cheque presentation. Melanie Cranston is our Sustainability Manager, she has been part of the team for 3 months.*



*The Steamships HR team conducted a GDP awareness session at the Institute of Business Studies on 12th of May with final year students. GDP insights were shared by HR manager Stella and HR supervisor Britney, who are pictured with IBS staff, final year students and the Steamships HR team.*



*The @345 Social Committee at Champion Parade organise their Trivia Thursday for staff from CSD, PPP & CSH Finance Teams to play Trivia every second Thursday, an activity organised by the @345 Social Committee.*



Steamships Sustainability Manager, Melanie Cranston, attending the launching of the BSP Trash to Treasure Challenge that Steamships part sponsored. The Challenge ran from Saturday June 4th to Sunday 3rd of July with the theme, 'Rethink Your Rubbish'.



PPP management donated used materials in its warehouse, consisting of furniture and other household, to the Seventh Day Adventist and Catholic churches. Pictured is the PPP Facilities and Services division driver, Martin Lofu, with church staff at the warehouse.



During Easter Steamship donated toiletry packs to Save the Children Papua New Guinea during a visit to the juvenile wing at Bomana. Pictured are Gabriel Junnie (management graduate) handing the packs to Rosario Sam, Deputy Country Director and Emma David, Child Protection Technical Adviser at their Gordons office.



Sixteen Steamships staff took part in a 'Walk for the Environment' to celebrate World Environment Day on Sunday 5 June, from Sir Hubert Murray Stadium to Ela Beach, an event organised by NCDC and CEPA.



A hike in Sogeri was hosted by Steamships staff for the Head of Internal Audit for Swire, David Carr. The six-kilometre walk proved good for both health and social networking. Pictured are Samantha & Sudeep (at the back), Antoinette Epis, Deborah Onga, Annalyn Galolo, and Nomina Libitino.





The easter egg competition at Steamships Head office before heading into the long Easter weekend – the winner was Leilani Winchcombe, who won the Golden Easter Chocolate Egg. The event was organised by the @345 social committee.

# TOK STEAMIES FIND A WORD.

Name:.....

H	F	X	E	A	L	N	S	H	D	Y	B	S	E	R	O	M	T	R	O	P	M	M
C	E	S	L	R	E	K	A	T	T	I	H	W	O	C	E	A	N	S	U	D	E	E
A	S	A	A	P	E	N	V	I	R	O	N	M	E	N	T	B	Y	E	D	L	D	R
S	M	E	L	A	N	E	S	I	A	N	A	Z	Z	I	P	S	O	Z	N	E	I	A
S	J	T	V	T	E	D	U	C	A	T	I	O	N	U	A	G	N	U	I	K	R	F
O	V	R	Z	S	H	D	A	D	M	K	G	R	A	N	D	P	A	P	U	A	P	L
W	N	E	L	O	G	I	S	T	I	C	S	Q	D	R	I	B	E	H	T	W	E	E
A	L	E	Y	T	I	L	I	B	A	N	I	A	T	S	U	S	E	R	N	R	C	W
R	L	S	F	I	S	O	C	I	A	L	E	N	T	E	R	P	R	I	S	E	N	L
Y	A	N	O	I	T	U	L	L	O	P	Z	B	P	L	A	S	T	I	C	C	A	A
T	P	A	P	U	A	N	E	W	G	U	I	N	E	A	W	I	J	L	F	Y	T	I
W	O	R	L	D	P	R	O	P	E	R	T	Y	T	A	K	O	R	O	G	C	P	C
T	Q	N	O	S	I	D	D	A	R	U	E	L	Q	H	C	A	E	B	A	L	E	O
H	U	O	N	G	U	L	F	A	P	W	E	C	N	A	R	E	L	O	T	E	C	S
K	H	I	N	D	I	V	I	D	U	A	L	S	I	Y	A	W	E	T	A	G	C	H
D	P	H	N	N	S	T	Y	T	I	L	A	T	I	P	S	O	H	R	M	B	A	H

Find the following words in the puzzle.  
 Words are hidden     and  .

- |             |             |              |                |           |
|-------------|-------------|--------------|----------------|-----------|
| ACCEPTANCE  | GRAND PAPUA | MELANESIAN   | RADDISON       | WHITTAKER |
| CASSOWARY   | HEALTH      | OCEANS       | RECYCLE        | WORLD     |
| EDUCATION   | HOSPITALITY | PAPUA NEW    | SOCIAL         |           |
| ELA BEACH   | HUON GULF   | GUINEA       | ENTERPRISE     |           |
| ENVIRONMENT | INDIVIDUALS | PLASTIC      | SOCIAL         |           |
| ENZOS PIZZA | KIUNGA      | POLLUTION    | WELFARE        |           |
| GATEWAY     | LAE         | PORT MORESBY | SUSTAINABILITY |           |
| GOROKA      | LOGISTICS   | PRIDE        | THE BIRD       |           |
|             |             | PROPERTY     | TOLERANCE      |           |
|             |             |              | TREES          |           |

# 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.

**BAD BUSINESS PRACTICE  
IS UNACCEPTABLE!**

Are you aware of any unethical conduct, fraud, perceived wrongdoings, or violation of the Steamships Code of Conduct?  
If so, then our Whistleblower policy, allows you to report any such incident, in the knowledge that it will be done so confidentially and that your identity will be protected at all times!  
It's simple. Send a text to 71004481 or an e-mail to:  
[stcia@steamships.com.pg](mailto:stcia@steamships.com.pg)  
and the matter will be appropriately dressed.  
You can mail it to; Steamships Trading Company Limited,  
c/o Group Internal Auditor, P.O. 1, Port Moresby.

# Bel isi PNG

BETTER LIVES  BETTER BUSINESS



## **Port Moresby General Hospital**

Emergency Department  
Open: 24 Hours 7 days a week Services:  
**URGENT** medical treatment

## **Family Support Centre (FSC)**

Port Moresby General Hospital, 3 Mile  
Phone: 324 8246  
Open: 8am to 4pm weekdays Services:  
Five essential services

## **Bel isi PNG Case Management Centre** (Operated by Femili PNG)

Phone: 7055 4401  
Open: 9am to 4pm weekdays Services:  
Case Management

## **Safe House Referral**

1-Tok Kauselin Helpim Lain  
Phone: 7150 8000  
Open: 7am to 7pm 7 days Services:  
Counselling

## **Badili Police Station**

Scratchley Road Badili  
(near Badili Stop n Shop) Services:  
FSVU, General Policing

## **Boroko Police Station & FSVU (National FSVU Office)**

Okari Street, Boroko

## **Boroko Police 24 hour phone line**

Phone: 324 4331 or 324 4329

## **Gordons Police Station and FSVU**

Cobon Street, Gordons (near the corner  
of Cobon Street and Geauta Drive,  
opposite KPT Group Head Office  
Counselling

## **Hohola Police Station and FSVU**

Near Big Rooster, Hohola

## **Waigani Police Station and FSVU**

Near the corner of Waigani Drive  
and Mokoraha Road, Waigani

## **Gerehu Police Station and FSVU**

Gerehu Drive, Gerehu (opposite  
Gerehu High School, near G-Mart)

## **St. John Ambulance**

Ambulance Emergency: 111 or 7111 1234

## **Kaugere 4 Square Clinic**

Living Light Health Services  
Phone: 7076 2340  
Open: 8am to 4pm weekdays Services:  
Five essential services

## **Koki Clinic**

Salvation Army  
Phone: 7463 6818  
Open: 8am to 4pm weekdays Services:  
Five essential services