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TOK STEAMIES

News for Staff and Friends of Steamships Trading Company

Welcome to Tok Steamies 2016

Welcome to the first edition of Tok Steamies for the year! With the holiday season well and truly behind us it is time to knuckle down and get on with business in 2016, so a message from our Divisional bosses is a fitting way to start the year.

In this Tok Steamies, the General Managers of our Divisions give their thoughts on the year that was, and provide their personal insights on the year ahead. As our Managing Director, Peter Langslow commented in his Christmas message, 2015 was an eventful year full of challenges and a number of achievements, and he expects more of the same in 2016. This seems to be a consistent theme with the General Managers as well. The mood is confident though, so with application and hard work, there is no reason why we won't be celebrating some success during the year.

Steamships has always been proud of its record as a leader in the area of diversity and in this edition Misika Rea, our PR and Sustainability Coordinator, provides a perspective on a few of our remarkable female employees. From tugboats to cranes through to forklifts and high achieving graduate, our ladies are making their mark in industries and roles which were once considered the exclusive domain of men.

It was a very special evening in October when one of the featured ladies, Michelle Boyama, was recognized for her work by taking out the "Young Achievers" prize at the Westpac Outstanding Women annual awards night.

Safety continues to be a cornerstone of the Steamships ethos so I trust that you will note the progress we are making in the area of safety reporting when you read through the "Safety Kona". Results are in the main trending positively and it remains our collective responsibility to remain safety aware in the workplace.

As you can see the company is busy on the social and sporting front with staff participating in various activities. Congratulations to Noel Richards of Pacific Palm Properties, who again won the right to represent PNG at the annual Scott Cup Golf Challenge in Hong Kong. Special mention must go to all those who received awards for various endeavours, and a warm welcome to the new Consort cadets who feature on page 16 of the newsletter.

And finally, a warm welcome to our new General Manager for Human Resources, Shaun Carden. People have long been regarded as the most important asset of our company, and the introduction of a HR specialist at the executive management level reaffirms that commitment to our people. 2015 was indeed a year of change and challenge for Steamships, but one that also yielded some good stories. We look forward to bringing you more good news in the year ahead.

David Toua-Editor

Send in your stories and high resolution photos for publication in Tok Steamies Newsletter or Steamships Facebook. Share your stories & email; toksteamies@steamships.com.pg. Our front page picture cover celebrates Consort's continuous achievement regarding cadet training.

Steamships General Manager, Human Resources -Shaun Carden.

Shaun Carden commenced as General Manager Human Resources in February 2016. He has joined Steamships after working as the Group HR Manager with a prominent PNG Landowner company for the past 3 years. Previous to his time in Papua New Guinea, Shaun has worked at the senior level in Australia, Asia and the Middle East culminating in over 18 years' experience in the areas of Generalist HR, Organizational Design & Development, Workforce Planning and Training & Development. A number of Shaun's previous roles have been with major International Greenfield projects in the Aluminum and Mining industries. Prior to embarking on his career in the private sector, Shaun spent 22 years with the Australian Defence Force. Shaun graduated from the University of Southern Queensland majoring in both HR Management and Logistics and Operations Management and is currently a Member of PNGHRI and holds a Practicing Certificate in Mediation and Conciliation.



The tugboat KEERA arrives in Port Moresby.

Pacific Towing (PNG) Ltd., the region's premier towage company, has welcomed the new addition to their fleet, the tugboat KEERA.

The KEERA arrived in Port Moresby on 26 February 2016 and in the traditions of tugboat greeting, had her fire monitors in action!

Captain Charles Kendo, the Master for the KEERA, said that the tug is 480 gross tonnage and was built at Carrington Slipways in Australia.

'She has a bollard pull of 62 tons and her two Yanmar engines exert 4,800 brake horse power,' explained Captain Kendo.

Captain Kendo and his crew sailed the KEERA from Melbourne and arrived in Port Moresby at 08:00 Hrs on Friday, 26 February 2016.

'It got a little rough,' said Captain Kendo, 'but, she's a blue water tug and handled the conditions well'

Neil Papenfus, General Manager, thanked Engineering Superintendent, Ian Stevens; Captain Kendo and his crew, Workshop Manager, Stanley Holland; *Pacific Towing (PNG) Ltd.* staff; and industry colleagues at the *National Maritime Safety Authority*, *Svitzer*, *Swire* and others for their assistance and work in bringing the tug to Papua New Guinea.

The KEERA increases the *Pacific Towing (PNG) Ltd.*'s fleet to 13 tugs which are stationed across the ports of Papua New Guinea and Honiara, in the Solomon Islands.



KEERA proudly displays her presence and in the traditions of the tugboat greeting, had her fire monitors in action.

The arrival of the KEERA further enhances our capacity to respond to industry needs throughout the country,' explained Mr. Papenfus.

'The KEERA allows us to be part of *PNG Ports Corporation Ltd.*' vision of being Papua New Guinea's premier gateway for maritime trade. She will, in her own way, contribute to their mission of continual service improvement and of being a regional hub. We are excited to be part of this,' added Mr. Neil Papenfus.

Pacific Towing (PNG) Limited's main activities involve the provision of niche services to the marine industry comprising harbour towage and mooring, terminal towage, ocean towage, coastal towage, commercial diving and life raft services, plus, salvage, emergency response and pollution prevention services. It maintains a dominant position as PNG's leading marine towage, commercial diving and salvage contractor. Through strong relations with national and international maritime players as well as its membership with the *International Salvage Union (ISU)*, the company can call upon a vast resource of expertise and resource.

While expecting 2016 to be tough, Pacific Towing Ltd. remains optimistic and this is reflected in their strategic plan. Highlights for the year will include the addition to the fleet of the tugboat KEERA. She will bring the fleet to twelve and will be the flag ship.

'She's 62 ton bollard pull and has 4,800 brake horse power engines' said Pactow's Fleet Manager, Captain Charles Kendo.

'She will be used on the Suezmaz fuel tanker ships that PUMA will be bringing into Port Moresby this year'. Captain Kendo explained that Suezmaz vessels are the largest ships that can go into the Suez Canal, which connects the Mediterranean to the Red Sea.

'They are big,' he said; 'some of the biggest ships PNG has seen'

Captain Kendo also said that the KEERA would be used on long distance towing and salvages. 'We are members of the International Salvage Union and very proud of our salvage achievements last year and the relationships we have developed with our fellow salvors world-wide who have assisted us in improving and growing our capabilities'

Captain Kendo added that their tugboat Captains and crews in Lae, Kimbe, Madang, and Rabaul were focused on doing the best that they can. 'Some of these postings can be tough,' he said, 'but we manage. John Manoa, Lae Technical Manager and Anna Ingip, Lae Port Manager, are fantastic and provide support wherever they can. Everyone pulls together when the work is on.'

Mr. Gerald Kasnari, the Designated Person Ashore, stressed upon the importance of Pactow's Safety Management System. 'Pactow is a recognized vendor to ExxonMobil and we are proud that we are able to meet their high standards' he said.

Gerard stated that, 'We are focused on training and have also developed a work experience programme with Hong Kong Salvage & Towage. In March we will be sending our first two candidates, Rina Pedi, a Class 4 Engineer from our Solomon Islands business and Henry Frank, a deck rating. They will be working for a month in the sixth biggest port in the world! The idea is to empower our crew with best practice experience. We are excited and believe it may be a first for Papua New Guinea'

Not to be outdone, Ricky Leka, Pactow's Dive Supervisor, added that international training is part of his dive crews programme.

'Our divers go to the Professional Diving Academy in Sydney to do their commercial diving training. Michael Gari and Vaburi Rea are qualified supervisors. It is important that we do our jobs properly. Diving can be dangerous and we take safety seriously.'

Ricky also said that Professional Diving Academy would be coming to Papua New Guinea in 2016 to conduct an audit of their systems.

This shows we are committed to safety. Pactow divers are first rate and we want to maintain our standards. We are expecting another busy year and will be prepared. The beginning of the year for Pacific Towing has been challenging with the relocation of the business in Port Moresby to the barge PACTOW1. Mr. Stanley Holland, Workshop Manager, and his team have done a remarkable job in preparing the barge in a very short time. While this has all been going on, his team has to do deal with dockings and salvages too. When questioned, Stanley laughed and said that it was all standard stuff for his crew.

'Our workshop team know their jobs. We are not a big crew, but we are good at what we do. The condition of our tugs shows that. Our Workshop Supervisor, Mariano Ike and the team work closely together with the ship's crews to keep our boats in top condition. It's not always easy, especially when you have someone like Inky Stevens, the Fleet Superintendent, checking up on the quality of your work, but we do a good job and we know that we will be able to face this year's challenges.'



Neil Papenfus
General Manager

Pacific Towing's foray into life rafts is also proving to be fruitful. Life raft Manager, Mr. Morea Avuru, said that his business would be introducing new products shortly. 'We are going to start selling and servicing life jackets. Basically, we want to be a specialized Marine Centre where you can get all the stuff you need to keep your ship's crew safe'

Mr. Morea said that he and his two assistants, Konia and Junior, were motivated by the work they do. 'We've got family that work and sail on ships that have our life rafts. No one really thinks about the work we do, but you are very happy for it when you need that life raft in an emergency!'

Mr. Morea also said that they had recently introduced a liferaft rental service. 'This will take away all your problems and hassles,' he said and added that he felt it made life rafts more accessible and affordable to the maritime industry.

Keeping on top of all these activities is Ms. Helmutrude N'Dresanei's task. She's looking forward to the new Pronto update and was hoping that it would improve efficiencies for her accounts team.

'We have a very small back end team, but lots of revenue streams and cost centres to keep track of. Salvage, charter, external tows, the Solomon Islands, diving, liferaft sales; all of this has to be accurately accounted for. We really want to expand our data and ability to map our affairs. We work very hard and are dedicated to supporting all our working teams. Without them, we don't have jobs, but then they need us to do their jobs properly too. This year will be about efficiencies and making everything work together smoothly.'

She welcomed graduate accountant, Ron Kusoko, to her division and said that she was looking forward to him making a contribution.

General Manager, Mr. Neil Papenfus said that Pacific Towing (PNG) Limited's vision is to be the premier performance leader in marine towage, salvage, commercial diving and life raft services to the maritime industries in Papua New Guinea and Solomon Islands. 'Our mission is to provide our services established on systems and processes accredited to international standards and best practice that also recognize the sensitivities of operating in an unique, diverse natural and cultural environments through the provision of trained professional teams committed to health, safety, environmental and operating excellence, thereby achieving customer satisfaction and acceptable returns to the shareholders.'

2015 has been yet another exciting year for Coral Sea Hotels, projects have been completed, some are still underway and there are more to commence in 2016. Our team is proud to have been successful in attaining a number of World Luxury Hotel Awards in 2015:

Coral Sea Hotels: Best Hotel Management Company, Australasia & Oceania

Coral Sea Hotels: Luxury Hotel Brand, Australasia & Oceania

Grand Papua Hotel: Luxury Business Hotel, Australasia & Oceania

Gateway Hotel & Apartments: Luxury Airport Hotel, Australia & Oceania

Ela Beach Hotel & Apartments: Luxury Coastal Hotel, Australasia & Oceania

Coral Sea Hotels: Best General Manager (**Glen Murphy OBE**), Papua New Guinea.

In 2016 we will continue renovations throughout the group, with work at Ela Beach Hotel & Apartments due to finish in early 2016 and work at Bird of Paradise Hotel & Apartments due to start, followed by our Lae based Hotels. In addition to the renovations we have new food and beverage outlets opening at Gateway Hotel & Apartments and Grand Papua Hotel.

We have completed our WiFi project, with Complimentary WiFi basic browser available at the Grand Papua Hotel, Gateway Hotel & Apartments, Ela Beach Hotel & Apartments, Highlander Hotel & Apartments, Bird of Paradise Hotel & Apartments and the Melanesian Hotel & Apartments.

Guest are able to book accommodation online from the Coral Sea Hotels and Grand Papua Hotel website, coralseahotels.com.pg or grandpauahotel.com.pg; the 2nd phase of this project is in progress, we anticipate that it will live in the 1st quarter of 2016, Coral Sea Hotel Corporate clients will be able to access their rates and book online. Another project finalised in 2015 is Electronic Guest Surveys, guests' have a choice, they are able to complete guest surveys online or complete a printed comment card, we expect our response rate to increase, this will ensure that Coral Sea Hotels is meeting the expectation of our guests' and allow us to take corrective action as required.

Ensuring that we meet, preferably exceed our guest expectations is our priority at Coral Sea Hotels, to ensure the Coral Sea Hotels' team have the skills they require, our Food & Beverage Service Teams, our Chefs & Cooks and Housekeeping teams complete Certificates (Level III) in their respective areas. Customer Satisfaction is our priority.

We launched the Coral Sea Hotels Pacific Privilege membership program in June, providing loyal customers with an opportunity to make significant savings when dining with us. The program is open to all divisions with the exception of Coral Sea Hotels team members, for more information regarding the program please contact the Coral Sea Hotels Pacific Privilege team by calling +675 7998 6500 or emailing PacificPrivilege@promarkstrategies.com.

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The Coral Sea Hotels team look forward to 2016, achieving our goals, improving our product and service standards.



Glen Murphy
General Manager

At the end of May 2015 the formation of the Transport & Port Services (TPS) division was finalised. This amalgamation culminated in the joining of East West Transport (EWT) and Joint Venture Port Services (JVPS) to form a strong land side logistics business, under a single administration, based in Port Moresby.

TPS consists of 8 JVPS and 7 EWT operating locations throughout PNG with a total of 10 all up, this includes Port Moresby, Lae, Kimbe, Kiunga, Kavieng, Alotau, Wewak, Rabaul, Oro Bay and Madang.

During the course of 2015 year both EWT and JVPS have faced a number of challenges to its traditional business and its income streams. Competition remains fierce within most transport sectors in PNG due to the ongoing excess of equipment in the market place after the conclusion of the PNG LNG project. Traditional Lae based transport operators are establishing presences in Port Moresby which generates a further tightening of the operating climate.

Furthermore, there is a likely change to the way that JVPS participates in Stevedoring and Terminal operations at the main ports of Port Moresby and Lae. This has been well advertised in the media and with the development of the new Motukea and Lae Tidal Basin facilities for PNG Ports, JVPS will likely be working alongside new entrants to the PNG market once these facilities are completed at the end of 2017. To enhance the combined strength of TPS our focus will be directed towards continuous service improvement and performance excellence underpinned by rigorously enforced safety principles.

As we move into 2016 we are still faced with a very competitive and ever changing market place. However, each business has considerable years of industry experience, has a formidable range of experience through a strong, well trained employee base of 1300 staff and a significant range of fit for purpose equipment.

We expected tough economic times to continue but are confident that we are well placed to meet these challenges head on and continue to grow the business.



Gordon McMaster
General Manager



2015 was a challenging year for the Laga business. Not only did we have to contend with difficult economic conditions, but we faced much increased competition across all the businesses in which we operate. Despite these headwinds, 2015 was a much improved year for Laga. Although our overall sales were on par with the previous year, we returned the business to profitability after some very bad results in prior years. This improved result was built on improved operational performance, both in increased product availability and more efficient production and distribution, as well as on reductions in the overhead costs of running our business. While we are still well short of producing the returns required to justify the investment by our shareholders, 2015 was a very important step for Laga in re-establishing the business as PNG's premier consumer foods business.

2016 will be an equally important year for Laga, where we seek to consolidate the gains of 2015 and then embark on new investments to grow the business beyond the current base. While the domestic consumer market is expected to remain very tight during 2016, we are expecting confidence to begin to return in the second half of the year and accordingly, we need to position the business to both survive the short term challenges and then to thrive in the better times ahead. Accordingly, the 2016 budget approved by the Steamships Board focuses on modest growth supported by continued cost control as well as new business initiatives.

To continue to improve the business, Laga will need to further reduce our manufacturing costs and lift production line efficiencies across all areas. We will invest in our physical and human assets to achieve this. Similarly, we need to be #1 in Customer Service and responsiveness. We will only do this by improving our internal teamwork as well as working proactively with our suppliers and customers, including our fellow Steamships com-

petition will continue to intensify in all markets in 2016 and we will need to be quick to respond and lift our in-market execution. A critical component of the 2016 plans is a raft of new product and new business initiatives throughout the year.

The business has also increased its planned investment in Advertising and there will be radio support on *Nau FM* and *Yumi FM* and recently we have also launched a new *Gala* television advertisement.



Gerard O'Brien
General Manager

2015 saw the completion of the upgrade of the Gala Ice Cream plant. We now have a high-standard, high capacity, yet flexible plant that will stand the business in good stead for many years to come. The project has delivered us the largest and most efficient Ice Cream plant in the Pacific.

The Steamships Board has shown further confidence in the future of Laga by setting aside significant capital in the 2016 budget for several exciting projects. Key among these will be:

- Upgrade of dry Specialty Lines area to improve both food safety standards and build in flexibility for new products
- Further upgrades of our Ice Cream plant to improve product flexibility.
- Repair of the new Amenities block at the Lae manufacturing facility to improve basic site infrastructure and site hygiene
- Improvements to the POM depot building
- Re-integration of the Tradewinds business and renewed focus on beverage opportunities beyond the traditional core
- Further investment in in-market freezers to enable the extension of our frozen distribution reach
- Further investment in *Gala Pala's* around the nation and into other Ice Cream formats and channels.

2016 will be an exciting year for Laga Industries.



The past year was a momentous one for Consort. As 2015 started we took delivery of the second new vessel purchased at the end of 2014. Named the 'Bougainville Coast' she entered service in February and we proudly held a client and supplier function to welcome her to the fleet in Moresby on the Main Wharf. This event is now of historical significance as later in the same year the wharf was closed but more of that in a moment!

The first half of 2015 saw an ever increasing amount of focus on Project Fusion. This was the acquisition and merger of the shipping staff, vessels and trade from Steamships Shipping into Consort itself. The remaining stevedoring business was merged with East West in May. The merger took place on the first of July. Consort instantly doubled its workforce and now has a fleet of 21 maritime units trading all around the rivers and coast of PG as well as weekly down to Townsville in Australia.

The second half of the year though didn't see any reduction in the frenetic pace once the merger had gone through. The El Nino weather event started to be felt in July and almost immediately Ok Tedi moved their operation into care and maintenance mode. Our 'Kiunga Chief' remained employed but spent several months stranded on the Fly River as water levels dropped.

Our overall operation on the Fly has been badly affected due to both the low river levels and the general slow down in the economy of Kiunga as a consequence of Ok Tedi and the drought. July also saw PNG Ports announce that the Main Wharf was to be closed and coastal shipping to be moved over to Motukea by the end of September. This was a very tight schedule but we worked within it and in conjunction with PNG ports such that our first vessel called at Motukea on the 1st October.

Shortly after this historic event Consort Magic created another one by winning the Steamships GM cup at the intra company rugby competition.

One of the reasons the wharf was closed was to make way for the new Paga Hill road and the subsequent development of the area. Similar pressures were evidently going to apply to the Coastal Wharf area and we decided to cease our operations there at the end of the year. We have relocated our coastal service to AES just around from Motukea and where many of the mining support companies have their lay down and workshops.

While the drought weakened an already soft economy, the drop in energy prices also slowed exploration activity in the Gulf. Nevertheless, Consort retained all of our key contracts around the coast despite dogged competition and as the year ended saw our first vessel go on charter to Total to assist with the new Papua LNG project. This had been one of our key goals for the year and it was pleasing to see it achieved despite the weakening market.

A year of change for Consort culminated at the very end with the retirement of long serving GM Mr Terry Fuery and the commencement of Stuart Craker as the new GM from his previous role as COO.

2016 will be easily as tough an operating environment as 2015 was as far as Consort is concerned. In such a market we are focusing on schedule integrity, our customers, and our staff. If we can keep that triangle strong then we will manage to grow even in 2016!



Stuart Craker
General Manager



Pacific Palms Property is one of the largest and most dynamic property developers in PNG. The Division provides residential, commercial, retail and industrial property throughout the country.

Pacific Palms Property has two separate streams of business activity. The development team manages land acquisition, investment assessment and construction management, while the lettings team manages marketing, tenant placements, rental collections and property maintenance.

Building land and assets are located in Port Moresby, Lae, Madang, Wewak, Goroka, Mt Hagen, Popondetta and Rabaul. The Division currently holds a total lettable space of 25,488m² of commercial property, 189,944m² of industrial property, 36,949m² of retail property and 160 residential townhouses and apartments.



Andrew Potter
General Manager

Pacific Palms had a satisfactory year amidst a declining residential market resulting in lower occupancy than budgeted. Rentals came under pressure, primarily for older units, but demand for the premium Windward East ensured full occupancy throughout the year.

Lae had steady occupancy levels throughout the year. Occupancies in Port Moresby fell in the final quarter as renovation works continued on the Windward West apartments to bring them to an equivalent standard as Windward East. The renovations have impacted occupancy through 2015.

The retail sector was steady throughout the year with the unfortunate fire incident at Waigani Central which destroyed the supermarket section of the building. This is an insurance case and plans are underway for a rebuild of the supermarket in early 2016 with anticipation to reopen for business by the early 2017.

Demand continued to remain satisfactory in the industrial category. Two new warehouses with a total floor area of 3,240m² were completed at Baruni. Marketing is ongoing to fully lease these spaces in 2016.

Demand in the commercial office category was steady. The 11,743m² twin tower Harbourside office development has been completed and fully leased. The ground floor restaurant and bar overlooking the harbor which is fully leased. During the year PPP launched its new corporate serviced offices at Harbourside which offers daily, weekly and monthly use including administrative services.

Prospects for 2016 are expected to be relatively stable for the industrial and retail sector with some exception for the industrial warehousing at Baruni. Demand for older residential units is expected to remain under pressure and selective disposal of less strategic properties will be considered. Pacific Palms has plans to commence Harbourside South commercial, retail & residential units in 2016 and will remain alert for opportunities to increase its land banks.

Feature: Steamships Women set the bench mark

Meet our Tug Master!

Pacific Towing—It was after 11 am on Tuesday in December 2015 when I was granted permission to board *Vulcan*, a strong and slightly aged tub boat berthed at the old wharf in Port Moresby. The rain clouds had begun to set in and the sea danced in a rhythm as if it was warning the seamen to take extra care when out at sea. I looked up as I climbed the ladder and was greeted by the Tug Master, an articulate and confident young Papua New Guinean.

On board *Vulcan* I asked the Tug Master if I could take a few pictures before I started my interview. As I clicked away on the camera I could not help but notice that several people on the wharf looked on with curiosity. I smiled and waved and they too waved back. After all, the wharf and boats don't receive a lot of female visitors. I'm not exaggerating here, because the Tug Master is Michelle Boyama, a beautiful, well-spoken 29 year old girl from Trobriand Island! Michelle works for Pacific Towing, a division of Steamships Trading Company in Port Moresby. Michelle completed her primary education at June Valley and went on to Tokarara High School. After completing year 12 at Marienville High, Michelle received a letter from the Maritime College in Madang. In 2006 she entered the Maritime College and spent 6 months doing a Cadet Course. During the duration of her course Michelle embarked on her first Sea Time- sailing to Greece from 2008-2009.

After completing her studies in 2010 she graduated with a Mate Class 4 enabling her to be a Tug Master. "I have always dreamed of traveling and this job allows me to travel". Michelle has travelled to ports in South East Asia; Australia; and most of the Pacific Islands.



Top: Michelle on board *Vulcan*.

Bottom left: Tavurvur, one of the tug boat's Michelle sails when in Pom.

From Monday to Friday, 8.am to 4.30pm a day in the life of Michelle Boyama is exciting.

You can find her either salvaging ships which can take up to weeks or towing ships from the Harbour. "Tug Boats have powerful engines and Tug Masters are specialised in Harbour movement, towing and salvaging ships. Salvaging ships is a hard and expensive job but I love what I do". Michelle says that the sea is therapeutic and healing. When she is out at sea she is at home.

Michelle is 2016 winner of the WOW (Westpac's Outstanding Women) Young Achiever's Award. Michelle won the Young Achievers Category for her contributions to the Maritime Industry. When asked about receiving the award she said "oh my goodness I was going to wear a dress, heels and get my hair and make-up done!" Michelle says she was nervous because she wears a shirt, a pair of shorts and safety boots almost everyday!

Michelle has 10 years experience working on a Tug Boat and has gained respect from her male crew and other male Tug Masters. She is the only female Tug Master at Pacific Towing. One can tell that beneath that beautiful smile and petite frame stands a strong and confident Tug Master who can give orders to the best of her ability, and diligently gets the job done. Michelle

Boyama is determined and focused.

I think about my future and what I will do apart from working. I might get married some day and raise a family. But not in the near future" She smiles as she speaks of what the future holds for her. Asked what advice she would give to young women and men if she was given the opportunity to speak. "I have two things to say; 1. Figure out your dream before you start working hard; 2. Work hard after you have figured out your dream so that you do not waste your time"

Michelle owes her achievements to her parents who have raised her and her siblings in a very strict upbringing. She comes from a family of 3 sisters and 2 brothers. Michelle's parents live in Brisbane with her older sister who is an air craft engineer. Michelle loves cooking; sewing; meeting new people; listening to music and loves to try new things! Steamships is proud to be a part of Michelle's achievements and promote her skills as the only female Tug Boat Master.



Steamships Managing Director Peter Langslow, Michelle Boyama and Pacific Towing General Manager and Michelle's proud boss Neil Papenfus. Michelle received the Westpac Young Achievers Award.

Feature: Steamships Women set the bench mark

Meet our Crane Operator

While looking through pictures in the PR picture gallery, I came across a picture of 4 women dressed in overalls standing in front of a ship! I thought to myself, "I could write a piece on "women in maritime"!! After several emails I was introduced to two inspiring women and their stories about their machines; a Crane and a Forklift.

Meet Nellie Joseph, 30 years old from a mixed parentage of Hanuabada and Samarai. Nellie is the eldest and only daughter and has 2 brothers. She is a single mother with a 10 year old girl who attends school. After completing high school at Badihagwa Secondary School in 2002 she was accepted to study at the Madang Technical College. Due to school fee issues Nellie was unable to take up a course in Building and Construction.

To help support her family Nellie took up various jobs working for Asia Aroma and KKKingston. In 2011 Nellie started with Port Services as the Operations clerk –Shipside. Nellie says that been a single mother and working long hours can be tough.

"I have worked hard and trained 300 hours to get my feet through the male dominated role".

I was nervous the first time I was asked if I wanted to be a crane operator. The shortage in crane operator's in 2012 gave me that opportunity to try it out. "I was fortunate to be trained by our senior crane operator Doura Morea who has extensive experience". Nellie trained during the day time and finally got herself a seat after training for months!

"The first time I got onto the crane I slipped and fell because I was so nervous. The sound the crane makes when it comes alive can be very intimidating and if you are standing next to it for the first time you feel challenged by its might and sound"! Nellie say's that the experience of falling made her want to quite but she was encouraged and motivated by senior colleagues and manager Troy Dean.

The ratio to women and men in crane operations is low and women struggle to be recognised as equal. Only a few tenacious women like Nellie will find jobs in construction. But they are still a minority in their jobs. Women have to work extra hard and gain respect from their male colleagues to find a seat on the crane. "The first time I operated the crane (on the ship) when I completed my training was exciting. My colleagues joked about me and would say, here comes the helicopter because my first lift was not steady."

Nellie is focused and determined in her job. "The crane can lift 20-40 foot containers, I find it most challenging with the 40 foot containers because if you do not operate this right, you could be in serious trouble." The crane can weigh up to 80 tonnes. The magnificent machine sits on the ship and moves containers. Nellie enjoys her job and feels empowered when operating the crane.

"In this job you really have to be a smart worker and work hard too. You have to gain respect from your colleagues and respect others." A crane operator can sit 2 hours on and then the next person sits for another 2 hours on rotation.

"In the evening it is exciting because all you can hear is the sound of engines and watch the lights. Its just you, your crane the ship, colleagues and the containers"



Nellie Joseph on board her crane.

Below: Nellie on board the crane lifting a container.

"Nellie is a hard worker and reliable" according to Thomas

Jeffrey– Operation Superintendent.

Nellie hopes to pursue a course in Accounting one day. She is determined to make a better life for her and her family and most importantly her daughter.

When asked what she would say if she was given the opportunity to speak to young children especially the girls, "Working in a male dominated role is challenging but do not fear. Take up the challenge and work hard and do not give up your dreams. Gain respect and show that you can do the job".



Feature: Steamships Women set the bench mark

Meet our Fork-lifter!



Gimana Ravini of Port Services.

On a beautiful Thursday morning on 11 February I was given permission to access the wharf to take photographs of the Forklift driver. Gimana Ravini is no ordinary staff at Port Services. She happens to be a Fork-lifter! Gimana is 27 years old and comes from Hanuabada and Hula. She is the last child from a family of Five.

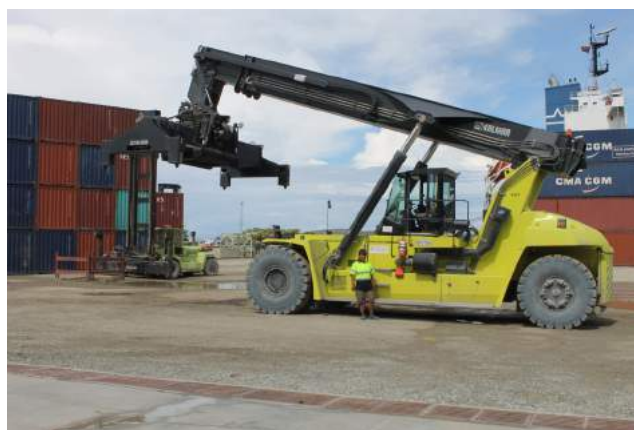
Gimana's education started at Hagara Primary School where she completed grade 8 in 2005. Unfortunately she did not continue to High School as she had hoped.

Gimana was determined to make something of herself and by 2010 her break came through. She was introduced to the Forklift by her cousin. "Naime Tom used to work for Port Services and one day she told me to come out for an interview because Port Services was hiring females. I have never looked back on this opportunity because it opened the door for me to learn new things and meet many people!"

There were four females that went in for the interview that day and started their career. Today, only Gimana continued with Port Services. "The rest have resigned and left doing their own things. They are married and raising a family"

As usual this is a male dominated job. But according to Gimana she receives support from her male colleagues and she respects them in return.

Gimana completed 200 hours of training before she was certified to drive the ForkLift in 2011.



Gimana stands proudly in front of her machine.

Gimana was inspired even more when she saw a female semi trailer driver. One time when I was working I saw a female semi trailer driver and I thought to myself that I wanted to drive it too". The semi trailer driver would pick up the containers from Yard 4 and drive them out to Yard 5. She took up 200 hours as part of her training to be authorised to drive a semi trailer. Gimana has a class 7 licence which allows her to drive heavy machines.

Her typical day starts when she clocks into work and before she can climb on board her Forklift she checks the machine's oil, water and other requirement. This is to ensure that the machine is in good condition and safe for the driver.

"I enjoy my job and working with my machines. We are provided lunch and tea breaks during the day until our shift is completed".

"It is a challenging job and as a female I am fortunate to be able to work with such a good team." Gimana hopes to gain more experience and one day work in other field jobs.

Gimana shows her nephews and nieces the machines that she drive. "They are amazed and proud of me." She shows them how she drives the forklift and what she carries.



Gimana in action lifting a container.

Meet our Steamships Graduate High Achiever!

Moro Wauga is a high achiever. At 25 years old and a mother of 2 year old Peter, she scored an 81 % score in her CPA Exams, earning her a Distinction in her class. In particular the exam in Business Law.

Moro is part of Steamships on-going Graduate Programme which produces some of the best graduate management training in the country. Ron Kusokou is the first of the STC Graduate who passed his CPA exams and is a Certified Practising Accountant. Ron is currently with Pactow.

Moro Wauga is from Kundiawa in Simbu Province with 4 brothers and 2 sisters. She is third in the family. Moro's primary education started at Hohola Demonstration from Elementary to Grade Eight (8). After completing year 8 she was accepted into Gordon Secondary School for grade 9 and 10. However due to the relocation of her family to Goroka, she started high school at Kerowagi Secondary School. After completing Grade twelve (12), she entered the University of Papua New Guinea in Port Moresby (UPNG).

"I wanted to study Law however it was my uncle who wanted me to study Accounting". Moro's high achievement does not start at CPA. She was Dux in Secondary school and graduated from UPNG with an impressive GPA!

"It hasn't been always easy, it's a challenge when you become a wife and a mother. This are two different roles but you play them at the same time!"

Moro's journey with Steamships started in 2015 when she was told by a friend about the Steamships Graduate Programme. "I went online and searched the Steamships Website and got the information and contact details". The rest is history.

Before joining Steamships, Moro was employed by KPMG under its Graduate Programme in 2013 after completing her Bachelor in Accounting. I spent 6 months with their Auditing Division but left due to medical reasons. I didn't want to leave but I had to because I wasn't feeling well most days and it didn't feel right not been consistent with my attendance.

"After I had my first child I was unemployed for a while. My husband Jeremiah who is a Residential Medical Officer assigned to Paediatrics is very supportive."

"It's challenging to do CPA courses, do the 8-5 work and then be a mother and wife, but having a very supportive husband cuts down the responsibilities at home."



Whilst interviewing Moro, I sense determination, confidence and an out spoken young woman. No doubt she is a success story.

"Sometimes you tend to forget who you are in the confusion of life and your responsibilities and when you get reminded of Who You Are, then you build that confidence again. I lost my confidence until that day when I went home and excitedly told my older brother (who is currently studying in the UK) about my CPA exam results."

My older brother reminded me that he already knew that I could pass my CPA Exams. Moro says that one week which was given to study for the exam was so challenging.

"I had to send my son away sadly because he was a distraction!" Her husband stayed up with her helping her to study, cook, and clean. He'd cut out all tutorials from the CPA course book and repeatedly asked me questions until I got the correct answers.

He came from a totally different background which was medicine and most times I had to justify my answers so he could understand. When I sat for the exams I recalled the conversations with my husband and this helped me to answer the questions"

Moro enjoys working with projects and traveling. At present she is working on a project for Consort. When asked what she finds challenging in her role "interviewing people and communication. When you conduct interviews, the process of writing up the report becomes challenging because people tend to respond to your interview without structure and coherence. The writing process become complicated. When asked what she would do in five years' time "1. I would like to master Pronto and its different applications, 2. Do a Master's degree in Business or an MBA; 3. completing CPA."

Moro says that she is blessed to have Rena Lane as her Manager (Business Improvement Manager) and Peril Matlaun as a colleague. Peril is really good at her job and I hope one day I can be like Peril mastering Pronto and its different aspects!



“Sustainability to the Steamships Group represents a meaningful investment in our people’s future, a fundamental commitment to the highest standards of health and safety at work, practical efforts to improve the lives of the communities in which we operate and genuine measures to ensure we minimize any negative environmental impacts from our diverse activities. Only by focusing on these areas will Steamships be able to ensure that our long term growth, along with the economic and social development of Papua New Guinea, is truly sustainable.”



Working in a diverse culture and talent is very exciting. The Three Pillars in which Steamships do business is aimed at celebrating our difference with our staff, customers, stakeholders, our environment and community. We strive to provide social investment within the community and our business. Our three Pillars are:

1. Our Environment

Steamships is very aware of the potential impacts its business operations can have on this unique environment and is committed to minimizing its footprint at every stage of each operational process across the Group.

2. Our People

Steamships’ “People” strategy aims to create an environment that promotes an engaged workforce, encourages the development of both hard and soft skills and facilitates an emerging generation of leaders. The provision of clear performance objectives and regular feedback are crucial components in the process.

3. Our Community

Steamships approach to community development is based on adding value to the communities in which the Group operates, over and above the economic benefits derived from employment, taxes and levies and associated businesses

Health and Wellbeing

Cervical Cancer-Well Women’s Clinic at Lawes Road Konedobu

I know most women will see this topic and cringe at the thought of such publication. But the truth of the matter is that we all need to be made aware of our health this days. And awareness should not only be for women to women. If you are a father, a brother, son, grand father, husband or boyfriend you need to bring this awareness to your woman (women).

Cervical cancer is real. You probably know some one that is suffering from it or who has died from cervical cancer. Maybe you have just learnt that a close friend or relative is diagnosed with cervical cancer. Don’t be scared. Contact NCD Health Services

2016 NCDHS Vaccination programme

As of March 2016, the HPV vaccine will be available to girls between the age of 9 and 13 in NCD. Plans are underway to introduce the vaccine to the rest of the country. Parents and guardians will be asked to give written permission before their daughters can receive the vaccine

Leading experts on Women’s Health in PNG reported that 700 women die each year from Cancer of the cervix.

(Ministerial Task Force on Cervical Cancer, 2009)

For more information please contact NCDHS on telephone: 325 6138 or telephone 325 6295.

Email: cervicalscreening.january2016@gmail.com

Community Building:

SUSTAINABLE SANITATION PROJECT: PHASE 1 Sago Newtworks benefits from Consort Funding.

Consort has funded the Sago network project for a number of years now and will continue to support this community development project. Sago network is a volunteer team of design & development professionals (not for profit team); focused on facilitating community development projects that bring together the skills & energy of designers, architects, engineers, development practitioners, students, local organisations & developing communities. The Sanitation project 2015, was the extension of Sago network’s previous project in Morobe by collaborating on a prototype project with two extended families in Barakau village, in the Central Province. Barakau village, like many other coastal villages have traditionally used the sea toilets but as the population grew the sanitation arrangements became limited.

Sago network report can be viewed <http://www.sagocollective.com/#!/sanitationproject2015/>. Extracted from the Sago Network Water & Sanitation report—Project Report, 2015.





Insert: Wendy John (right); Sineri Vele (with ball), Raga vali . (left). Photo courtesy of The National Newspaper.

Corporate Netball Competition.

Steamships Netball team playing hard against Nebroo Construction on Sunday 30th January during the Private Companies Netball match. Steamships lost 6-24.



UNFPA World Blood Donor Day

They say there's joy in giving then in receiving. On Wednesday 16th December 2015 staff from divisions within Steamships arrived at Pacific Palms Property to donate blood.

More than 20 staff took time off their busy schedules and donated their blood. For some, it was their first time to ever give blood but for others it was a walk in the park for them because it was their third or fourth time.

The blood bank team who supply the blood bags to the hospitals within the city said every day hospitals requests the bank for supplies of blood for their hospital.

The life span of our blood once donated can last for up to 5 days, that's why a lot of the blood are being used and there is always need for more.



PWC Corporate Challenge– Lae

Consort Lae won the Best dressed Team for their participation in PWC's Corporate Challenge. The event raises funds for various charities in Papua New Guinea.

World Aids Day December 2015

Grand Papua Hotel Staff wore Red to support World Aids Day on 1st December 2015. General Manager Alex Wilson and his team have supported charity organizations through 2015. They organized the Movember Cancer Morning Tea at Grand Café and also assisted with Cheshire Homes Sausage Sizzle Day at Boroko Foodworld in November 2015.



Coral Sea Hotels celebrate Christmas.

Staff at Coral Sea Hotels celebrated Christmas with their families. A perfect venue was selected and booked for what planned to be a fun, exciting and social day of spending the festive season with colleagues, friends and family. The Committee who had put tiring efforts into this successful event had planned games in three categories, musical chairs (for the children), water balloon drop (for the adults) and tug of war for all to join in. Lunch was served shortly after by the experienced Gateway Staff and our very own management team. Once everyone had dished their foods, Xmas presents were handed out by Santa. All families who were able to make it applauded the team for putting together a fantastic job and all efforts paid off.

Story & picture provided by Megan Gangloff– Coral Sea Hotels



Scott Cup PNG – January 2016

A small and enthusiastic group of employees attended the Royal Port Moresby Golf Club on Thursday 14th January, to compete in the Scott Cup and the right to represent PNG at the Scott Cup later in the month. The format was Stableford and the field also included a number of players who were playing for the Nathan Swain Memorial trophy, in memory of a former Shipping employee Nathan Swain, who lost his life in the Bali bombing.

Early favorite to defend his title was Noel Richards of Pacific Palm Properties, a regular playing A grader at the RPMGC. Stiff competition was expected from previous winner Brent St Hill of Coral Sea Hotels, whilst newcomer, Gerard O'Brien, the General Manager of Laga Industries, a prolific monthly medal winner at Lae Golf Club, was also expected to give a good account. Regrettably St Hill was a late withdrawal due to illness.

At the halfway mark things were tight and the competition was anyone's. Richards had scored 19 points, tied with David Toua, Steamships Corporate Affairs General Manager, with O'Brien hot on their heels with 17. The Nathan Swain competition was also turning into a close run affair with Sam Blackwood of Consort turning with 22 points, followed closely by Consort colleague and PNG newcomer Peter Keel on 20 points.

After 18 holes Richards and Toua could not be split, both scoring 37 points. The trophy was awarded to Richards on a countback.

A similar result occurred for the Nathan Swain with both Blackwood and Keel scoring 42 points. Tournament officials awarded in favour of Blackwood, with Keel taking the Don Harvey trophy for best individual score of the day. Hahane Aroma of Pacific Palm Properties showed glimpses of potential and his modest score saw him win the Encouragement award. Congratulations and thanks are in order to all who played.

Noel travelled to Hong Kong in late January. The competition was further challenged with temperatures dropping to as low as eight degrees. Noel was up against some stiff competition however he was pleased to have represented Steamships.



Top: Noel Richards in Hong Kong for Scotts Cup.
Bottom: Noel Richards (Left) and David Toua

YWAM sets sail for 2016 deployment in PNG.



Monica Toisenegila on board MV YWAM PNG during the unveiling of the new clinic on Friday 12 February 2016.

GPH donates blood

GPH had a total of 24 staff who donated blood (THE HEROES FOR 3 MONTHS). This will be a part of GPH's wellness program for the staff and will be hosted every 6 months.

The Management would like to thank the staff for taking part in such a worthy event and continue to encourage staff to maintain it to save a life.



Story by Sally Laka-Hotels

Consort Recruits 15 cadets in 2016

Consort Express Lines Limited has recently recruited fifteen (15) Cadets to attend the PNG Maritime College in Madang. We take this opportunity to thank all those who applied for this program in 2015.



Captain Andy Proud (far left) with all 15 cadets flanked on the right by Mr Stuart Craker, General Manager for Consort.

The response for the 2016 Cadetship Program was overwhelming compared to the previous years with academically sound students applying from Secondary and National High Schools respectively. It was very encouraging to see many enthusiastic young men eager to venture into the Maritime Industry, however out of the hundreds of applications only 15 were successful.

The Deck & Engineering Cadetship

The Program for 2016 offered 15 Scholarships, of which 7 will take up the Deck Cadetship Program while the other 8 will take up the Engineering Cadetship Program. These successful applicants are now enrolled at the PNG Maritime College where they will initially undertake classroom studies, which will lead to practical at sea training entailing extensive Professional Training & Development program tailored to International Standards, on board the Consort Express Lines fleet of vessels.

The Deck & Engineering Cadetship Program drive for 2017 will commence again this year and applications will come out in June of this year. To be eligible for this Scholarship, applicant must have or are currently completing Grade 12 Education with A & B grades in Maths A, Physics, English and one other subject. They must have a strong sense of discipline, be of good character, with no disciplinary records while at school. Successful applicants must pass a colour blind test and Medical Fitness test. And have a keen interest in a seafaring career.

Experiences shared by some of the cadets include:

Melly Tiko, 19 years of age, graduated from Vuna Bosco Secondary, ENBP:

“Thank you to Father Clifford who has encouraged and assisted us in applying for this scholarship, it is a blessing to come this far in life, we are privileged to join Consort and thank you to the management and staff of the Marine and HR department in getting us prepared for studies in 2016”.

Michael Banda, 19 years of age, graduated from Lae Secondary, Morobe Province: “On behalf of the students from Morobe, I thank Consort for the scholarship and we are humbled to gain this opportunity as it comes once and as recipients of this dream career we are honoured. We hope to make our parents and company happy, we will study hard at school and one day we hope to make it up the ladder in our career with Consort”.

William Wak, 19 years of age, graduated from Tusbab Secondary School, Madang: “I would like to say a big thank you to Consort, my family and friends who have been instrumental in my decision to venture into the Marine industry. I would like to encourage my fellow cadets that we are going to the PNG Maritime college as ambassadors of Consort and we must work hard, not to waste time and focus on our studies, we all have a vision and that is to achieve the highest qualification in our career”.

Benny Londo, 19 years of age, graduate from Bugandi Secondary school, Morobe:

“As the only Highlander in the group, I am honoured to be granted this scholarship, as many people think it’s for the coastal guys only, but thank you to Consort, on behalf of my countrymen I would like to say, let us all think positive and act positive and prove to the world that we can make Papua New Guinea proud and place it on the world map”.

Generally all the cadets expressed gratitude to the company and are humbled by the words spoken by Captain Andy Proud, Fleet Operations Manager, Mr Cletus Yendetuo, Human Resource Manager and Mr Stuart Craker, General Manager of Consort.

“Thank you Consort and we will do you proud” – was the final remark by the Cadets.

Story and picture provided by Carolyn Pia’afu-Consort



District 69 Executive Training – February 2016

The Toastmasters calendar year starts from 01st of July to 30th of June every year and within that year, the District conduct training for its executive officers twice.

As the Area Director for Area 40, I attended the District Training at Chermside, Brisbane, Australia from February 5th to 7th, 2016. It was well attended by Area and Division Directors from across Queensland and PNG. During this training, we learnt how to run successful Toastmaster Clubs within each of our areas, Club reporting requirements, how to fully utilise the Toastmasters International webpage and how to mentor/coach our club members for their own personal growth in leadership and public speaking.

The training was conducted by very experienced Toastmasters and the sessions were interactive and full of fun.

Three of us from the PNG Division attended. Ms Aro Kia, PNG Division Director, who has worked with Westpac Bank for over 30 years and in Toastmasters for five, Joseph Rangan, Area 41 Director, Training Manager with Oil Search, Iagifu Ridge, (three years with Toastmasters) and myself.

As the Area 40 Director, I am accountable for the training and mentoring of the Club Presidents and Vice Presidents – Education for the following clubs; PwC, KK Kingston and Steamies. The weekend away for training was very useful apart of having some time for shopping as well.



L-R: Aro Kila, Joseph Rangan and Monica Toisenegila.

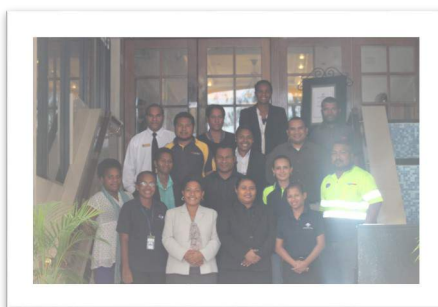
Story by: Monica Toisenegila (Group HR Manager)– Area 40
Director Toastmasters PNG

STC HR Training & Development

Steamships Group training for year 2016 has started with the provision of personal development courses by Deloitte for the Graduate Development Program (GDP). These courses have been scheduled in February month for GDP batch of graduates and rising stars from year 2014, 2015 and 2016 new intakes. Summary of the courses and details are listed below: Supervisory Skills, Written Communication and Starters Toolkit for Effective Performance.

Most participants strongly agreed that both *Supervisory Skills* and *Written Communication* courses were generally interesting with the learning outcomes clearly stated. The activities were engaging, materials were relevant and comprehensible, the facilitator allowed the participants to ask a lot of questions, share their opinions and experiences. The facilitator was well prepared and capable.

By: Lorrain Tamarua



2016 Graduates



2015 Graduates



2014 Graduates



Congratulations Lahui Toua!



Consort– Lahui Toua –Transport Manager (United Stevedoring).
Left: Mr Steve Tyson, CEL Port Moresby's Branch Manager congratulates Mr Lahui Toua, the new Transport Manager, United Stevedoring, Port Moresby.

Norman Agoyave completes his study at APTC



Norman Agoyave from Pacific Towing (PNG) Ltd. has completed his Certificate III in Painting and Decorating from the Australia Pacific Technical College.

Norman, who has been a member of the Pacific Towing (PNG) Ltd. team for 14 years, was successful

in winning a scholarship and attended two 8 weeks programmes in Fiji. Courses included safety, measuring, mixing and preparation, cost construction and scaffolding.

Stanley Holland, Pacific Towing (PNG) Ltd. Workshop Manager, said that Norman should feel proud of his achievement and that the company was looking forward to Norman implementing his new knowledge on the job.

'We expect to see improved safety and more efficient practises that will help us keep costs down,' said Stanley. Norman thanked the Australia Pacific Technical College for the opportunity and Pacific Towing (PNG) Ltd. for the time and support to do his training.

YWAM Thanks Steamships for its support



L-R. Hon. Mike Reynolds (Australian Patron), Monica Toisenegila (STC Group Human Resource Manager), Sir Rabbie Namaliu, (GCL KCMG CSM) PNG Patron.

Steamships support over the past four years was acknowledged during the unveiling of the new clinic on board MV YWAM on Friday 12th February 2016. MV YWAM PNG set sail to Kikori on Saturday 13th February for its 2016 deployment.

Coral Sea Hotels: Winner of Luxury Hotel Awards 2015.



CSH team is proud to have been successful in attaining a number of World Luxury Hotel Awards in 2015:

Coral Sea Hotels: Best Hotel Management Company, Australasia & Oceania

Coral Sea Hotels: Luxury Hotel Brand, Australasia & Oceania

Grand Papua Hotel: Luxury Business Hotel, Australasia & Oceania

Gateway Hotel & Apartments: Luxury Airport Hotel, Australia & Oceania

Ela Beach Hotel & Apartments: Luxury Coastal Hotel, Australasia & Oceania

Coral Sea Hotels: Best General Manager (Glen Murphy OBE), Papua New Guinea.

Grand Papua Hotel congratulates Safo Kila!



**Left– Safo Kila
Right– GPH Management with Safo**

Safo Kila started with Gateway Hotel in 2006 as a telephone operator and eventually Reservations Supervisor.

In 2011 when Grand Papua Hotel opened its doors for business, Safo took up the role as Reservations Manager and helped to set up the Reservations Team. She was promoted to Front Officer Manager in 2014.

Safo loves her family and husband who have been supportive of her role in a dynamic industry. Safo said that patience, been faithful and having passion for her job made it possible to achieve her goals.

Grand Papua Hotel Management & Staff congratulates Safo on her 10th Anniversary!

Story and pictures provided by Mary Oberleuter– Hotels.

Grand Papua Hotel

Did you know that the land on which Grand Papua Hotel is built is historical? The Old Papua Hotel (higher up Musgrave Street) once stood in this area in the 1920s.

More than 80 years later Grand Papua Hotel opened its doors to a warm reception on 17th November 2011. The soft opening was witnessed by more than 200 guests.

The décor of Grand Papua Hotel is an infusion of contemporary design, an influence of traditional Papua New Guinea and the West. When you next check into Grand Papua Hotel, ask the friendly staff to take you on a tour. On every level on each floor you will be greeted by historical pictures lined up along the walls, like a blast from the past!

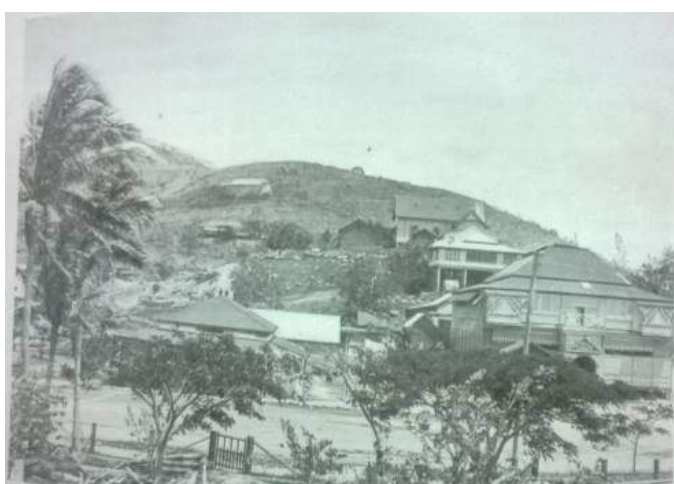
These pictures depict the rich historical beginnings of Port Moresby and Steamships. Some pictures date far back as 1920.

When you next dine at Grand Brasserie, look at the ceilings and you will notice lamp shades influenced by the fish baskets. Each wall paper in every floor has the rich colors of the Papua New Guinea flag; red, gold and black.

The view from the 15th Floor is magnificent. In the evening you can see the great harbour showing off the ships and their starry lights. Or watch the calming ocean on a clear day overlooking Ela Beach and beyond Manubada (Big Bird) Island.



Grand Papua Hotel , 2015



Papua Hotel, Port Moresby 1920s. Higher up Musgrave Street.

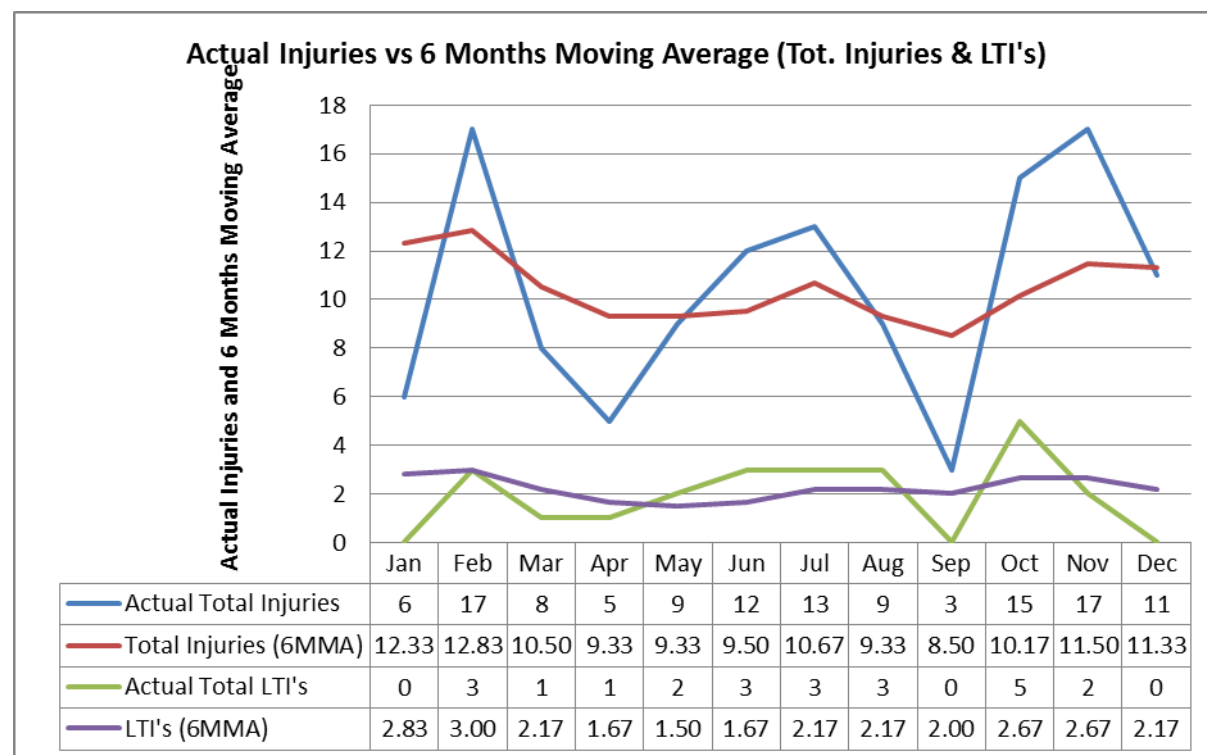
Photo taken from: Steamships Trading Company 1918-2008: A History. Sinclair, James. 2008

Table 1: Incident Statistics Summary for the month of December 2015

Division	FAI	MTI	LTI	Total Injuries (TI)	Fatality	Total Incidents					Days Lost	LTI Free Days	LTIIR	LTISR	Head Count
						TI	F	PD	NM	S					
Property	1	0	0	1	0	1	0	1	0	0	0	31	0	0	110
Hotels	0	0	0	0	0	0	0	1	1	1	0	31	0	0	1,173
Consort	0	1	0	1	0	1	0	2	0	1	0	31	0	0	1,085
Pactow	0	0	0	0	0	0	0	1	1	0	0	31	0	0	170
TPS	6	0	0	6	0	6	0	15	6	4	0	31	0	0	1,196
Laga	2	1	0	3	0	3	0	3	2	0	0	31	0	0	483
Corporate	0	0	0	0	0	0	0	0	0	0	0	31	0	0	75
Group	9	2	0	11	0	11	0	23	10	6	0	31	0	0	4,292
						50									

Key (Total Incidents): F-Fatality, TI- Total Injuries, PD- Property Damages, NM-Near Misses, S- Security

Figure 1: Actual Group Total Injury & LTI Trending vs 6 Months Moving Average



The table above captures all of our incidents statistics on a monthly basis, and the graph below provides a snap shot of how total injuries are trending for the group.

December was a good safety month with no lost time injuries and manageable number of other minor injuries. The goal of every Division is an "LTI FREE" month, so well done to all.

Injuries and/or incidents are an unfortunate part of our working environment, and needs to be measured, monitored and managed regularly. The graph above shows the trending of this measurement and it's encouraging to see positive results in the last quarter.

SAFETY TIP: "Safety is a Team Effort". *Educate everyone* in the workplace about the safety requirement. A workplace safety training/awareness will help them reduce or eliminate injuries and illnesses from occurring in the workplace. After all, Safety is Everyone's Responsibility.