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March

Issue No. 29

TOK STEAMIES

News for Staff and Friends of Steamships Trading Company

Steamships Trading Company announces a profit of K88.7 million for 2014

Steamships Trading Company Limited declared a profit after tax of K88.7 million for 2014, compared to a profit of K114.0 million in 2013 which is a 22.2% reduction.

Logistics

Consort Express Lines, Steamships Shipping and Stevedoring, East West Transport and Pacific Towing are early barometers of PNG's economic health with their exposure to trade flows and resource sector development. Last year experienced slowing activity levels and the critical focus for this year will be on reducing structural costs to enhance competitiveness. Investment in fleet retonnaging was significant last year and the modern tonnage will improve cost efficiency and reliability. Consort continued to suffer from severe congestion delays in Lae but the welcome completion of the first stage of the Lae Tidal Basin should remove this infrastructure bottleneck this year. As reported to the Stock Exchange on the 16th February 2015, East West Transport implemented a decision to exit its operations on the Highlands Highway given an unsustainable operation.

Property & Hotels

In recent years Pacific Palms Property has increasingly focused investment upon developments of scale and quality in good strategic locations. These attributes should position the business to ride out the stresses created by over-supply in some property sectors in Port Moresby. Windward West, Waigani Central, Kittyhawk Industrial Complex, the Madang Retail Centre and SVS Supermarket in Lae were all completed during 2014 and fully tenanted upon opening.

Coral Sea Hotels has and will continue to invest significantly in the upgrade of its product and the service standards of its staff to better attract and retain customer in an increasingly competitive market. Yields were managed to ensure room occupancy rates were maintained despite the entry of new room capacity in the Port Moresby and Lae markets.

Continued page 2

Updates on the 2015 Pacific Games



Steamships is a proud Gold Sponsor of the 2015 Pacific Games

PNG will be ready for the Games, says Tkatchenko

Despite criticisms that the sporting venues will not be completed in time for the 2015 Games, the Game's Committee and Minister responsible, Justin Tkatchenko say the venues will be completed in time for the Games to begin.

Sports Minister Justin Tkatchenko said despite what they hear and read in the media, the venues will be ready. 2015 Games Committee Chief Executive Officer, Peter Stuart also addressed the same issue during the POMCCI breakfast held recently reassuring the business community that the venues will be ready and their support towards the Games is needed to make the 2015 Games a memorable event.

Meanwhile, the Baton Relay was launched at Ela Beach on March 25th. The 2015 Games Relay Team are now touring the provinces with the baton starting in the West Sepik Province.

Story on the Baton launch and the map of the Baton Relay is on page 3.



The completed Games Village where the athletes will be residing during the Games

COMING SOON!!!

"Reliving the 1991 SP Games" Competition

Do you want to win tickets to the Opening
Ceremony of the 2015 Pacific Games?



Read the April Issue of Tok Steamies to find out how you
can win tickets for you and your family to the spectacular
opening of the 2015 Pacific Games on the 4th of July.

Staff training will continue in 2015 despite economic slowdown

Continued from Page 1

Commercial

Management of the transition of Laga Industries from a manufacturer of a variety of consumer goods to a business more focused upon ice cream manufacturing, sales and distribution has been a challenge. New management will be applying a more disciplined and structured approach to delivering the basics in a more reliable manner. Investment in a doubling of freezer and manufacturing capacity reflects the commitment to the potential of the ice cream business. The sale of Datec was completed in 2014. The potential of this information technology and communications service provider was considered to be more readily realisable if aligned with a telecoms provider in an industry that is increasingly communications dependent. Datec was a good business for Steamships but should better realise its potential with its new owner, Telikom.

Joint Ventures

Colgate Palmolive had a much improved performance in 2014 with strengthened supply chain processes and stock control avoiding the product availability problems that undermined the prior year performance. Improved in-store execution and an enhanced distribution presence in second tier markets had a positive impact on sales.

The Harbourside Development, a joint venture with PNG Sustainable Development Program, is due to be completed in the first quarter of 2015 and will boast the best commercial and food & beverage destination in Port Moresby.

Sustainability

Steamships remains committed to the principles of Sustainable Development. Our People remain our key asset and focus on

their health, safety and security is paramount in all we do. Steamships will continue to invest in the training and development of its staff despite the slowdown. We intend to be well positioned for when the economy regathers steam and our team can continue to grow Steamships. We continue to promote community engagement initiatives and are acutely aware of the need to minimise our environmental footprint. We continue for a second year to report against the Global Reporting Initiative (GRI) measures at the C level.

Economy

As anticipated, trading conditions in PNG slowed in 2014 as the stimulus provided by the construction phase of the PNG LNG project came to an end. Weaker agricultural commodity prices and the strong Kina also took their toll on the non-resource sector of the economy which supports the vast majority of Papua New Guinea's citizens. The recent collapse in oil and gas prices will bring uncertainty and possible delays to anticipated projects but the quality of PNG resources should mean that it is a question of when not if development will recommence. The mid-year intervention by the Bank of Papua New Guinea added unwelcome disruption and uncertainty to foreign currency transactions and created a continuing additional burden for much of the business community. Steamships remain confident in the longer term prospects for the PNG economy. In the short term a degree of caution will be exercised and disciplines applied that have assisted Steamships over 97 years to navigate the occasional bumpy road on PNG's journey of development.

***** Some highlights of 2014 *****



Steamships announces names of five staff to participate in the Pacific Games Baton Relay



Staff that will be running the 2015 Games Torch Relay: (L-R) Michaelyn Mokis with Steamships Shipping, Pipi Olho and his support Tom Mel from Highlander Hotel, Peninah Saki from Lae Port Services, Daniel Maibani from Melanesian Hotel in Lae and Agnes Kairuku from Steamships Corporate office.

Pipi Olho, Tom Mel, Agnes Kairuku, Michaelyn Mokis, Peninah Saki and Daniel Maibani are the lucky Steamships staff that will represent Steamships and participate in the 2015 Games Baton Relay.

Steamships ran a competition late in February to see which five lucky staff from its 2000 employees will represent the company in the Games Torch Relay.

Entries for the Torch Relay representative was launched on 24th February and was to close on 3rd March. However, due to the interests, the deadline for nominations was extended to 5th March with the draw done on 6th March.

The five representatives will be representing Steamships in the Western Highlands Province, Morobe Province and the National Capital District (NCD). There will be two representatives for NCD and Lae with one for Mt Hagen. The five staff are very excited and looking forward to the Relay.

The Steamships representative in Mt Hagen is Pipi Olho who is blind and works as the front desk attendant at the Highlander Hotel. Pipi was nominated by Highlander Hotel Regional manager, Peter Howe. Steamships is an equal opportunity employer and is excited that Pipi was nominated and is now representing the company in Mt Hagen. As one of the Gold sponsors of the 2015 Games, Steamships wants its staff to be part of the Games experience as it is a once in a lifetime opportunity for everyone involved.

There will be other competitions run for staff to enable them to win tickets for them and their family members to the various events, and also the opening and closing ceremonies which is expected to be bigger and better than the 1991 South Pacific Games. Steamships staff are excited and are pleased that the company is running such competitions to allow them and their families to share in the experience of the 2015 Pacific Games.

Prime Minister launches 2015 Games Baton Relay



Pacific Games Relay Team Manager, Tamzin Wardley handing the baton to the Prime Minister, Peter O'Neil to officially launch the Relay.

Prime Minister Peter O'Neil launched the 2015 Games Baton Relay to commence the 101 days countdown on 25th March.

The ceremony was held at Ela Beach next to the amphitheatre with a large crowd gathered to witness the significant event.

Prime Minister Peter O'Neil arrived at the event together with National Capital District Governor, Powes Parkop, Moresby South MP and Minister for Sports and Events, Justin Tkatchenko.

Mr O'Neil said he was proud of launching the relay baton because it signified the countdown to one of the most significant events that would be happening in the country in 2015.

The baton is shaped as a traditional PNG kundu and will be carried by selected runners throughout all the 22 provinces of Papua New Guinea.

2015 Games Baton Relay Route for the 22 provinces of PNG



The baton relay started in the West Sepik Province on 29th March and is travelling throughout all the 22 provinces in the following order;

East Sepik	1st April
Madang	10th April
Eastern Highlands	13th April
Simbu	15th April
Western	20th April
Manus	27th April
New Ireland	28th April
Hela	2nd May
West New Britain	5 May
Enga	10th May
Southern Highlands	13th May
Western Highlands	15 May
Jiwaka	17th May
Popondetta	19th May
Tufi	21 May
Morobe	25th May
Milne Bay	1st June
Gulf	9th June
East New Britain	14th June
AROB	17th June
Central	24th June
NCD	29th June

BSP Financial Literacy Training rolled out to staff

Having employees who are financially literate will enable them to know how to save and also how to spend their money.

The company's HR Training department has invited Bank South Pacific (BSP) to roll out its Financial Literacy training/awareness program to Steamships, commencing with staff officed at the Steamships Corporate office.

Key training elements were Savings and Budgeting which was tailored to meet personal financial education and awareness. A total of 13 participants from Coral Sea Hotels, Finance and CSD participated in the training in February.

The Savings session commenced with the Finance Director, Sean Pelling officially opening the training.

Here's what some of the participants had to say about the training when interviewed by the Training & Development Manager, Lorraine Tamarua.

Cassandra Apawa (HR):

This training was definitely an eye opener.

Moresby Konge (HSSE):

Nice, at least I got the basics on planning to save.

WanitaWakus (PR):

It was a very informative session

Jean Sovek (Corporate):

An interactive session. We should be planning to save. For me this training is relevant to my work and not just personal.

Eddie Hota (Coral Seal Hotels):

It was a very interesting training.. I will definitely share with my family what I learned from this session. I am now aware of how important it is to plan my savings.

A second session on Budgeting was delivered in March.

STC Training Dates

Week	Date (s)	ProgramS	Location	Venue
1	07 – 10 April	PC	POM	STC H/O
1	07-08 April	Presentation Skills by Deloitte	POM	Ela Beach Hotel
1	09 April	Corporate Induction	POM	STC H/O
2	13 - 15 April	Effective Communication by WINGS	LAE	Melanesian Hotel
2	13 – 17 April	PC	LAE	Melanesian Hotel
2	16 – 17 April	Business English by WINGS	Lae	Melanesian Hotel
2	16 – 17 April	Finance for Non-Finance by Deloitte	POM	TBC
3	20 – 22 April	HR Workshop by Deloitte	POM	TBC
3	20 – 24 April	PRONTO	POM	STC HO
4	27 – 28 April	Business English by Deloitte	POM	TBC
4	27 April - 01 May	PRONTO	LAE	Melanesian Hotel

HR Policies & Procedures

Paid Public Holidays

Policy Statement 5.02

The State laws provide for certain days to be observed as public holidays. It is the policy of Steamships to recognise these designated occasions.

Employees will be able to take the public holiday as paid time off, or be appropriately paid if required to work on the day.

Policy Guidelines

- The following days are declared public holidays:
New Years' Day
Good Friday
Easter Saturday
Easter Monday
Queen's Birthday
Remembrance Day
National Prayer Day
Independence Day
Christmas Day
Boxing Day
or such other days as may be gazetted by government from time to time.
- Where changes are made to declared public holidays, employees will be notified at the earliest opportunity.
- All employees will be provided with a paid day off for public holidays, with the following exceptions:
 - Casual employees are not entitled to paid public holidays;
 - Employees on unpaid leave of absence are not entitled to paid public holiday (s);
- When a public holiday falls during an approved paid annual leave or long service leave period, the employee is entitled to receive holiday pay in respect of the public holiday.
- It is expected that employees attend on their scheduled work days preceding and following the public holiday. If an employee is absent on a scheduled work day either side of a public holiday without providing a medical certificate, the employee will not be entitled to be paid for the public holiday.

If you would like more information on the Groups Policies and Procedure then log onto the STC Portal and look it up under MYHR > Policies & Procedures > Policy and look up whatever policy you are after.

Safety Statistics Board

Incidents Statistics Summary for the month of January

Division	FAI	MTI	LTI	Total Injuries	Fatality	Total Incidents					Days Lost	LTI Free Days	LTIIR	LTISR	Head Count
						TI	F	PD	NM	S					
Consort	0	0	0	0	0	0	0	0	1	0	0	336	0	0	789
Corporate	0	0	0	0	0	0	0	0	0	0	0	1126	0	0	88
Hotel	1	1	0	2	0	2	0	0	0	0	0	81	0	0	1128
Laga	0	0	0	0	0	0	0	1	1	0	0	341	0	0	512
Property	0	0	0	0	0	0	0	2	0	0	0	3136	0	0	82
Shipping	1	1	0	2	0	2	0	5	5	0	49	0	0	0 ¹	983
Transport	0	2	0	2	0	2	0	11	6	3	0	61	0	0	531
Pactow	0	0	0	0	0	0	0	1	1	0	0	31	0	0	150
Group	2	4	0	6	0	6	0	20	14	3	49	0	0	0	4263

FAI – First Aid Injuries, MTI – Medical Treatment Injuries, LTI – Lost Time Injuries, TI – Total Injuries, F – Fatality, PD – Property Damage, NM – Near Misses, SI – Security Incident, LTIIR – Lost Time Injury Incidence Rate, LTISR – Lost Time Injury Severity Rate

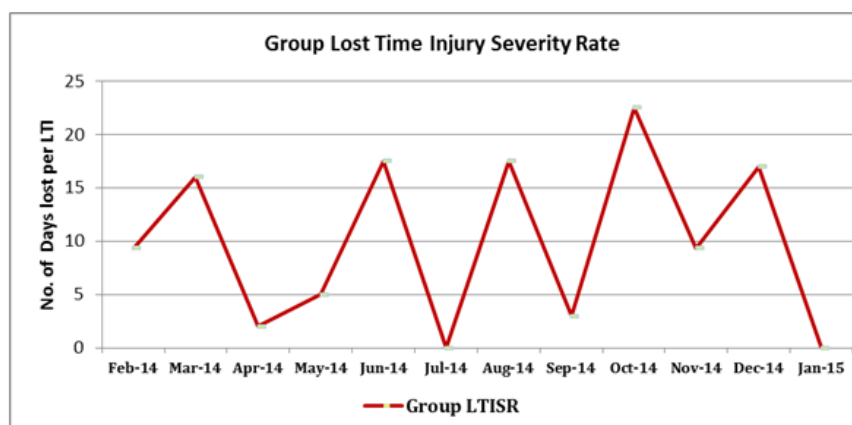
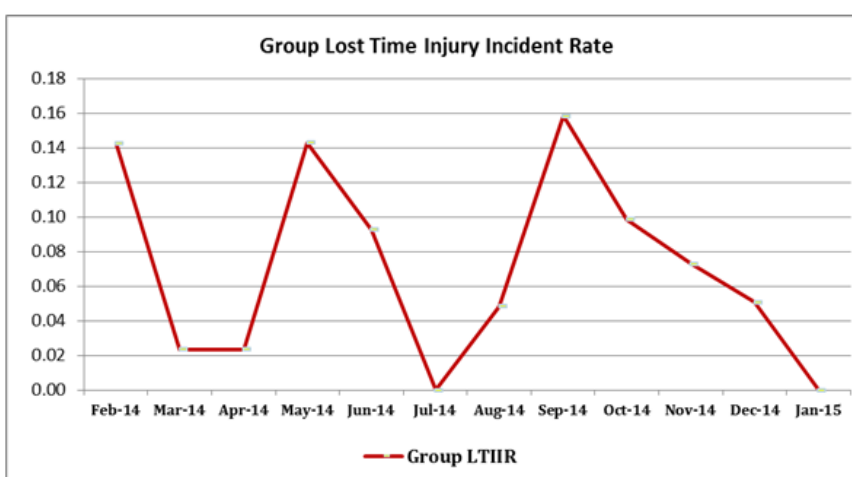
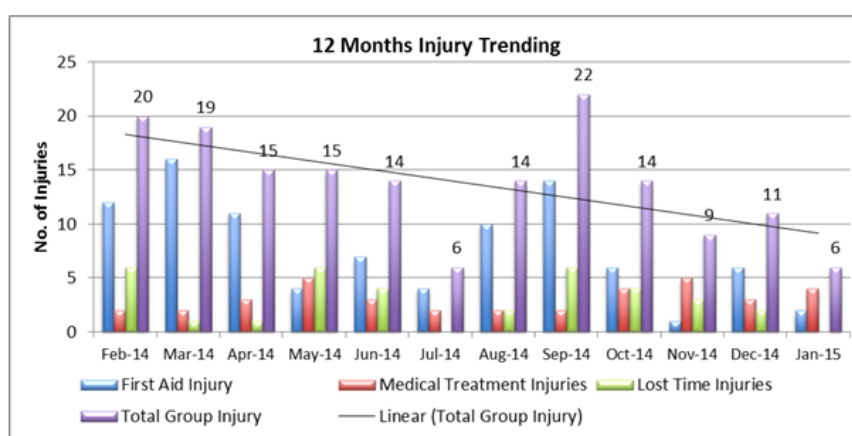
January 2015 marks a significant improvement (recording the lowest number of injuries of 6) in the Group injury trending as compared to the past 12 months. No LTI was recorded for the month of January. Total injuries declined by 45% due to a decline in First Aid Injuries (by 67%) and Lost Time Injuries (by >100%), whilst Medical treatment Injuries increased by 25% as compared to December last year.

The decrease is the result of more training and awareness, continuous meetings/forums and reviewing of safe operational procedures that have improved staff understanding of risks exposed, thus empowering them to be safety conscious in their tasks performed at various levels.

The Group's Lost Time Incidence Rate showed continued improvement since September 2014 up until it reached 0 LTI's per 100 employees for January 2015. This reduction is due to continuous improvement activities performed at various divisions especially in the areas of pre-start meetings, awareness, trainings and hazards identification.

The Group intends to maintain this through effective monitoring of the lead and lag indicator targets and implementing a system that will effectively manage all activities thus achieving a common goal for all divisions, that is to maintain zero harm (incidents).

The Group's Lost Time Injury Severity Rate has improved significantly in Jan-15 as compared to Dec-14. This is mostly influenced by the 0 LTI recorded. The reasons behind it are similar to the LTIIR comments mentioned above.



Bamu Chief joins Steamship's coastal vessel fleets



Top Left: The crew having lunch after the dedication. Above Left: The dedication of the vessel before its departure. Above: Bamu chief sets sail for PNG

Bamu Chief set sail for Papua New Guinea on 20th March after a short dedication ceremony held and witnessed by the Captain and his crew at the Sapor Shipyard in Sibul, Sarawak Malaysia prior to its departure.

Bamu Chief is a sister vessel to *Balimo Chief*. She is a 45 metre shallow draft landing craft with a double bottom hull. She is capable of carrying cargo fuel and standard shipping containers including break-bulk. Coastal Shipping's addition of *Bamu Chief* reflects the company's plans of modernising its fleets for its various operations.

With new and modernised vessels being acquired, Coastal Shipping is taking stock of its fleets. *Obo Chief* was recently sold to an overseas buyer and set sail to Indonesia early in March. *Erima Chief* was donated to the PNG Maritime College in Madang where she will be used for training purposes while *Bosset Chief* is waiting to be decommissioned sometime later this month.



The crew members after the dedication was held on the vessel

Coastal Shipping deck officers undergo GMDSS training

Steamships Coastal Shipping has introduced the Global Maritime Distress and Safety System (GMDSS) training for all its deck officers. The course is intended for all deck officers certified as General Operators (GO) or Restricted Operator (RO) of GMDSS equipment onboard the vessels. The training aims to ensure that the user is trained within the current legislative framework, is familiar with the systems capabilities and knows how to use it during emergencies. There are eight (8) modules in the course and in every module the user is tested with questions relating to that particular module. The pass mark for each module is 75%. The (8) modules are;

1. Introduction to GMDSS
2. Radio Theory
3. Frequency and Antennas
4. Digital Selective Calling
5. Inmarsat
6. Maritime Safety Information
7. EPIRBs and SARTS
8. Radio Communication

The Head of Designated Person Ashore (DPA) Department, Krys Orlowski said the training is part of their plan to improve the quality and standard of its deck officers and masters, especially when it comes to the renewal of their GMDSS certificates.

He said at present the renewal of the GMDSS certificate with National Information & Communications Technology Authority (NICTA) was done without a refreshment course and exam.

He said such a situation is far away from international standards and needs to be changed.

The DPA Department has been in contact with the National Maritime Safety Authority (NMSA) to get their support to change NICTA's requirement in regard to the renewal of GMDSS certificates.

Krys said the GMDSS training is preparing their deck officers to sit their required exams with full confidence.

"We are the first Company to organize such training in PNG and we expect full participation and support towards the training from our Officers and Masters," he said.

The training is kept in the company's video training program called Video on Demand (VOD) and used by the DPA Department for training.

The record of this training is maintained by the Videotel Marine International Company in London and can be obtained upon request.



A deck officer undergoing the training

EWT participates in Haulier conference in Nadi, Fiji

East West Transport is the major contracted haulier for Exxon Mobil in PNG and this year it participated in Exxon's Haulier Conference in Fiji from the 4th -5th of February.

The conference brought hauliers from Australia, New Zealand and other Pacific Island countries together to share their SHE (Safety, Health and Environment) performances in 2014 as well as their best practises. The occasion was also an opportunity for the Exxon Mobil Fleet Team to outline to its hauliers the expectations they had for 2015 and to ensure the hauliers were aligned to their objectives for this year.

EWT was represented by Dwayne Sawaraba, National Fuel Compliance and Outer Ports Operations Manager, who delivered a presentation on the overview of the business and a review of the SHE Performance of the Mobil segment in 2014.

There were a lot of good lessons learnt in 2014's SHE performance from all the hauliers with the following being identified from the incidents reported; complacency, drivers not following procedure, drivers taking short cuts and lack of leadership in driving the safety culture.

Australia and New Zealand shared their innovative upgrade with the use of in-cab cameras and GPS monitoring systems to drive best practices in their operations.

EWT's attendance at the meeting is a show of the company's commitment to the ongoing relationship it has with Exxon Mobil.

EWT will continue to work with Exxon Mobil in ensuring that there is continuous improvement in its systems and processes and in its efforts to satisfy the requirements of its valued customers.



LEFT: Exxon Mobil SHE Technical Adviser Simon Kok presenting Mobil's SHE performance review for 2014. RIGHT: EWT Business Presentation and SHE Performance review by Dwayne Sawaraba

Consort selects 10 to undergo its scholarship training



The graduates that are under the CEL Deck & Engineering Scholarships

Consort's Deck & Engineering Scholarships provides opportunity for young aspiring Papua New Guineans to obtain internationally recognised qualifications with job opportunities in the Maritime Industry.

This year Consort selected ten (10) Cadets under its cadetship programme to study at the PNG Maritime College in Madang. The process was difficult as there were hundreds of applicants

and many were very good but only the top 10 were selected for the scholarship.

Consort's Human Resources Manager Cletus Yendetuo said that Consort was a reputable company and that its reputation should be maintained at all levels. He told the cadets to embrace the scholarship opportunity they have been given and urged them to study hard and not take it lightly.

"To be selected is a privilege therefore you must be good ambassadors of Consort during your studies" Mr Yendetuo said.

Before wishing them well in their studies, Consort's General Manager, Terry Fuery congratulated the young men and encouraged them to make the effort to discipline themselves in order to achieve their goals in the next four years as qualified deck officers & engineers.

Mr Fuery said Consort was investing in these young men because it was the largest shipping liner in the country and would require more skilled personnel.

Consort is committed to maintaining its professionalism, therefore the upskilling of its Human Resource is vitally important. For those interested in applying for the scholarship, applications for 2016 will be out in July 2015.

Residents at Cheshire receive xmas gifts from PPP staff

Pacific Palms Property paid a visit to Cheshire Homes and made Christmas a cheerful one for the disabled children.

This was part of Pacific Palms Property community initiative. The visit gave PPP the opportunity to present gifts to the children as well as share in the smiles and laughter of the children.

Staff brought presents and gift bags to the children and their carers making the children very happy.

Cheshire Disability Services is one of Steamships community engagement partners. This year, a number of the Steamships businesses such as Coral Sea Hotels, Laga, Steamships Shipping, STC Corporate and Pacific Palms will be helping to raise funds for the organisation through its weekly sausage sizzle fundraiser at Boroko Foodworld.



ABOVE: Staff of PPP with Manoka Igo in front of the Cheshire office. FAR LEFT: Staff preparing gifts to take to Cheshire.

Encouraging the spirit of togetherness among staff

Every year Pacific Palms Property hosts a Christmas get together for its staff to encourage the spirit of togetherness amongst its employees.

The exchange of gifts and the coming together of staff encourages its employees to appreciate each other and the various roles that each of them play within the company.

Last Christmas was no different when all the staff and the managers took part in the exchange of gifts.



The staff of PPP and their managers after the Christmas function and exchange of gifts

Investing in staff development



Pacific Palms Property recognises staff development and gives opportunities for individuals to improve and progress in their careers. Last November, Eddie Sonea made PPP proud when he graduated with a Diploma in Accounting at the 45th ITI graduation ceremony.

Eddie, is the Senior Accounts Payable Clerk, who has served in that position for the last 15 years. He is one of Pacific Palms Property longest serving staff

Eddie was sponsored by PPP to undertake studies at ITI so he could attain his Diploma in Accounting.

Pacific Palms hosts xmas BBQ for Windward Tenants



Left: Tenants of Windward at the poolside Right: The kids having fun with Santa.

Melo congratulates its three long serving staff: Suidin, Kagua & Garo

The Melanesian Hotel recently celebrated the service of three of its long serving staff; Julie Suidin, Henao Garo and Koko Kagua. Here is a brief about each of them.

Julie Suidin - Julie joined Huon Gulf right after graduating from the Lae Technical School. Before she started she was asked by the hotel manager then if she could go home to Suau, Milne Bay province for holidays and come back and start work. Since her parents were subsistence farmers and could not afford her ticket, she took up the offer to work right away. She started as a Rooms Attendant and rotated within the other departments. After 24 years, Julie is now the Assistant Hotel Manager for the Melanesian Hotel. She enjoys her work is open to new challenges faced at work.

Henao Garo - Henao joined Huon Gulf Hotel as a Receptionist after graduating from the Lae Technical School. Henao like Julie rotated within different departments of the hotel gaining a better understanding of its operations. This resulted in her being promoted to Hotel Manager of Huon Gulf. Henao enjoys her daily tasks and continues to learn and adapt to new changes and challenges.

Koko Kagua - Koko started his career at the Dabara Motel in the now Autonomous Region of Bougainville. He moved to Lae and then joined Huon Gulf hotel as a room attendant. He has worked as a room attendant most of his working career and was recently transferred to the maintenance department. He enjoys his job and thanks Coral Sea Hotel and Steamships for the benefits the company offers to its staff through Salary sacrifice.



L-R: Julie Suidin, Koko Kagua and Henao Garo with their framed long service plaques.

CSH staff in Lae visit the sick children at Angau Hospital



Far Left: CSH staff at Angau Hospital.
Above: The cake to share with the children
Above: Isabelle Leka with one of the patients.

"We were blessed when we saw the smiles on the faces of the sick babies and children when they held out their hands to receive the gifts we handed to them."

These were the words of Isabelle Leka who is the HR Manager for Huon Gulf and Melanesian Hotel in Lae when they visited the children's ward at the Angau Memorial hospital late in February.

The Health Safety Security and Environment (HSSE) committee from both hotels planned the visit and went during a lunch hour because it was the hospital's designated visiting hours.

"We brought for the children pizza, cakes, eggs, juices and also reading books. Our visit was timely as the school year had

commenced and some of the sick children were not able to be in the classroom with their friends to learn.

"For the children who should be in school but aren't able to because of their illness, we hope that by giving them the books it will help keep them busy while in hospital," Isabelle said.

This community engagement activity is a CSH group initiative which is being undertaken by the respective CSH hotels in Lae, Port Moresby, Mt Hagen, Goroka and Madang.

The visit was undertaken by the HSS&E committee members and the chair Julie Suidin on behalf of the staff from both the Melanesian Hotel and Huon Gulf Hotel.

Papa Hewis celebrates 44yrs with the Bird of Paradise hotel

It was February 10, 1971 when Hewis Wayanori walked into the Bird of Paradise Hotel in search for a job.

He was told by his older brother who worked at the hotel that there was a vacancy for a cleaning job. Hewis had previously spent a couple of years working as a 'haus-boy' or handy-man with the American run New Tribes Mission which was about 15km outside of the Goroka township. With no formal education and only a reference letter in hand, Hewis was given the job with two weeks to prove himself. He proved himself capable of his new role and after the second week was hired permanently.

At the hotel he is better known by 'Papa Hewis'. Small in stature and a very lively person at his age. Hewis likes a joke every now and then with the younger breed of staff and always gives advice for correction. One of his secrets for staying fit and healthy is maintaining his health. He walks to and from work everyday and carefully chooses his meals.

To mark his 44 years with BoP, the Management of the hotel put up a surprise tea party for Hewis. Present to witness the occasion were members of the Housekeeping Department, other fellow staff and the management team. Hewis was presented with a gift package and a certificate for his years of service. Hewis has worked at the Bird of Paradise hotel under three different companies who owned and operated the property. Speaking during his tea party, Hewis reflected on his humble beginnings where he was earning \$7, which increased to \$15, until he was paid in Kina. From this, Hewis has always maintained that a person should be simple and content with life. He acknowledges the good Lord for giving him favor all these years.

Hewis has served in all areas of the Housekeeping Department including rooms, laundry and the hotel's public areas. Hewis currently works the p.m shift and lists honesty as his number one trait in his life and job.

Meet Coasties's hotel manager

Leo Berka is from Bondi beach in Sydney, Australia. He started his Hospitality Career as an apprentice chef at Sydney City Roosters Rugby League Club where he played at some of the under 23 and reserve grade football matches. Upon completion of his five (5) year apprenticeship, he joined the military as a Military Police and served two tours of Cambodia under the United Nations.



Leo Berka

After leaving the Army Leo went back to school and gained an associate diploma in culinary arts majoring in Hotel Management.

He then moved to Noosa in Queensland and was appointed Executive Chef to some of the best restaurants in the Hastings Street precinct area. He worked as a Hospitality Trainer on the Sunshine Coast of Queensland moving into Hotel Management with Noosa North Shore Resort and finally appointed as Assistant Manager of the Hyatt Coolum Resort.

He was later appointed the General Manager of the Seahorse Inn a small boutique 5-star resort on the NSW South Coast. Leo then moved to PNG with Hospitality Leaders International, the then Food and Beverage Operators at the Grand Papua Hotel.

Leo was then appointed as the Hotel manager for Coastwatchers Hotel in June 2014 and is enjoying the challenges and working well with his Team in running the hotel in beautiful Madang.

Laga introduces 3-tier freezers

The producers of Gala-Gala Ice Cream have introduced a new 3-tier ice cream stick freezers into the major shopping centres around Port Moresby. These freezers are part of their strategy to make children and adults feel comfortable when reaching in and picking their favourite choice of Gala-Gala ice cream.



These new freezers have been of great attraction to customers, especially the children because of Gala Gal explosion colours.

There are plans to roll out the freezers at the other shopping centres in Port Moresby, Lae and other parts of the country.

Laga Industries, the maker of sweet heart ice-cream is the first company to introduce these 3-tier freezers and is excited to see how its customers will receive it.



Papa Hewi's long-service celebrations held at the BoP with other staff and their General Manager

LOTUS NOTES - EMAIL TIPS

Mark your new contacts as private

You can make a contact or group private, to hide it from anyone who has access to your contacts but not your mail. If someone has access to your mail, then he or she can see private contacts and groups.

1. Select File
2. Click Preferences
3. Click Contacts and check the option "Mark new contacts as private by default",

~ SA

Color Coding / Message Marking

You can Color Code incoming emails from important senders.

1. Click on your Inbox
2. Click on the More tab on your message header
3. Select Preference / Sender Colors
4. Click on drop-down arrow to load Address book
5. Select sender's name and click OK
6. Select a Background color and click OK

The next email you receive from this important sender will be color coded.

~ KJ

How do I cancel an email sent by mistake?

You can retract a message that you have already sent, if it is saved in the Sent view. This is useful if you sent a message in error, or if you want to edit the content of a sent message and resend it.

1. In your mail box, open the Sent view.
2. Select the message.
3. Above the message list, click Recall Message
4. If the message was sent to more than one recipient, select the recipients to recall the message from.
5. Optional: To recall the message from a recipient even if the recipient has already opened or previewed it, select Recall the message even if it has been read.
6. Click OK.

~ JT

Note: You can print this page out and keep it for reference when you have doubts about the process of going about the steps.

Meet the new faces of Steamies

Maria Anonuevo has travelled all the way from Philippines to join the Pacific Palms Property as the Harbourside Serviced Office Manager. She last worked in Philippines with a number of Customer Serviced based companies where her roles included Property Management and Sales & Marketing.

She is very focused and versatile in her work. Maria is optimistic about her job and believes that with the support of her Harbourside team they will aim high to deliver a great client service.

She is thankful to the PPP family and this what she has to say, *"I feel so welcomed and safe in PNG. Everything negative that I have heard about PNG has changed. I see PNG people as kind and friendly people who are always happy. I am looking forward to more productive years with Pacific Palms Property."*



**Maria
Anonuevo**



**Fale'ua
Marsipal**

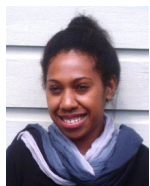
Fale'ua Marsipal recently joined Pacific Palms Property as Service Office Co-ordinator in January 2015, she last worked at Swire Shipping as The International Input Officer. She has an outgoing and flexible personality. She has high respect for others and believes strongly in her faith with God.

She is enjoying her new job and embracing each responsibility as a learning process. Her aim at the moment is to achieve sales and revenue for the Harbourside serviced offices.

Godou Louis is Pacific Palms Property's Human Resource Co-ordinator. He last worked as HR assistant at the Steamships Head Office then as the JVS HSSE Coordinator with Steamships Shipping before joining Pacific Palms Property. Godou has since settled in well and is enjoying the challenges of his new role. His aim in 2015 is to align HR strategy to meet the company's business strategy.



Godou Louis



**Kimberley
Didei**

Kimberley is a recent Architectural graduate from the University of Technology in Lae. She was previously involved in residential and commercial projects before joining Pacific Palms Property. Her architectural interests include Affordable housing design, Civic architecture, Urban Planning and Design. She is also very passionate about Global Humanitarian Architecture and has participated in design-build projects for local communities whilst studying.

Kimberley believes in the freedom of expression in all forms of art. She believes that rather than having to 'think outside the box', one should 'believe there is NO BOX'.



**Buddhika
Nanayakkara**

Buddhika Nanayakkara has taken over Wei Leong Chew as the Group Finance Manager while Chew is now the Corporate Finance Manager. Buddhika was working for Theodist Limited as Financial Controller from 2012 until January this year when he joined Steamships. Prior to that, he was with Maersk Line for seven years in Australia and Africa. "I find my job very interesting and it's an exciting challenge as well.

The staff are very helpful and I'm very happy to be part of Steamships team," he said.

Buddhika is married with two sons, aged eight and six years of age. He likes sports and loves playing cricket during his free time.

Chew's new role involves Group Audit Coordination, new business development, ensuring the company's and division's projects come into fruition, mentoring the graduate accountants and numerous other responsibilities and tasks.



Wei Leong Chew

NOTE: If you have new staff that have joined your business unit then send through a short bio-data of them and a profile picture of them and we will feature them in this section of the Tok Steamies.

It is good to know who has joined the company so we are able to put the name to the face when dealing with each other.

TOK STEAMIES EDITORIAL TEAM

Tok Steamies is a monthly electronic newsletter published by the Public Relations & Corporate Affairs Office of the Steamships Trading Company to inform its staff, friends and stakeholders of the various activities that STC and its staff have been doing in their various business.

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....Picture Board...Picture Board...Picture Board....



Ladies from Steamships Corporate office and Pacific Palms Property staff Vivian Ningis (seated first from left) together with other members of the Port Moresby Women Chamber of Commerce and Industry.



L-R: JV Ports & Terminal Manager, Troy Dean, Pacific Towing General Manager, Neil Papenfus, Pacific Palm Property General Manager, Andrew Potter and Laga Industries Regional Sales Manager, Laurie William



L-R: Sarah Daniels, Sanjeeva Ratnayaka, Hahane Aroma, Evodia Sambre, Brent Wilkie and Maria Anonuevo



L-R: Camara Geita, Stuart Craker, Deidre Halstead, Krys Orlowski and David Toua



Hardy, Marz, Maja



L-R: Stanley Holland, Neil Papenfus, Gerard Kasnari, Sean Pelling and Susana Germino,



L-R: Helen Boas, Helmtrudie N'drasenci, Praveen Gupta and Diana Sigimet



THE BRENTS
PPP Brent Wilkie and
CSH Brent St Hill



Stuart Johnstone & Jack Reilly from
Coral Sea Hotels



Christine Kerepa, Monica Toisenegila and
Vinnie Sere



Steamies Toastmaster's first meeting for 2015 in session at the STC HR Training Room. Brewers Toastmasters were invited to sit in.



Front (L-R): Praveen Gupta, Vagi William, Mark Olatan, Randy Orona, Colin Miere BACK (L-): Johnson Manary, Jerry Tovakuta, Sam Pinna.



Participants in groups working on their project during the BSP Financial Literacy program which was rolled at the STC head office