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June & July

Issue No. 32

TOK STEAMIES

News for Staff and Friends of Steamships Trading Company

Steamships Coastal Shipping now operating under Consort Express

Steamships Coastal Shipping is now fully operating under Consort Express Lines as of the 1st of July.

The official move came about when the signing took place on 30th June at the Steamships board room between Steamships Managing Director, Peter Langslow and Consort Board Director, Denniston McInnes. The signing was witnessed by Consort's Chief Operating Officer, Stuart Craker, Steamships Finance Director, Sean Pelling and the legal team from both companies.

The move sees Steamships Shipping which operates charter liners and coastal shipping river services now come under the management of Consort Express Lines. With the recent changes, Consort Express Lines which is a leading provider of liner trades that calls into 15 ports in the country and Townsville in Australia, including project charters will now provide coastal and river shipping services in Papua New Guinea.

Prior to the merger, Steamships Trading Company had a 51 per cent shareholding of Consort but now has increased its shareholding to 70 per cent.

The merger will allow the company to enhance its business operations in the marine industry and continue providing its shipping services in the country.



Seated: Steamships Managing Director, Peter Langslow and Consort Express Consort Director, Denniston McInnes with (L-R) Consort's General Manager, Terry Fuery, Steamships Finance Director Sean Pelling and Consort Chief Operating Officer Stuart Craker

Updates on the 2015 Pacific Games



Steamships is a proud Gold Sponsor of the 2015 Pacific Games

The spirit of the 2015 Pacific Games

The Pacific Games returned to PNG after 24 years and it was a spectacular two weeks for the country.

The city of Port Moresby came alive with the hustle and bustle of mothers, fathers and children going out in numbers to support the various countries that participated as well as to watch their favourites sporting events.

Although PNG is diversified in its cultures and languages, the 2015 Pacific Games aroused the spirit of patriotism amongst the people of Papua New Guinea like no one has seen since the 1991 Games.

The swim races by Ryan Pini, the track races for Toea Wisil and the tennis matches by the Apisahs all brought the country's nationalistic feeling to new heights. And every time the red, black, gold and white flag was raised, the spirits of the people soared with it.

Team PNG did the country proud and they are great role models for the younger generation who are aspiring to one day wear the red, black and gold to represent PNG.

As Gold Sponsors of the 2015 Games, Steamships would like to congratulate all the athletes of Team PNG, especially the staff who participated as athletes, officials and volunteers at the Games to make it a memorable one.

One Billion Dreams, One Planet, Consume with Care

The Steamships World Environment Day school program saw Jubilee Secondary school and new comer to the program, the Charles Luanga Primary School take out the Debate Awards.

Schools in Lae were Busu Secondary School and *Lae Secondary School*.

The WED Debate and Essay were rolled out to the schools in Port Moresby and Lae in early May with awareness on this year's theme; 'Seven Billion Dreams. One Planet. Consume with Care,' conducted by staff of Steamships who are members of the Steamies Toastmasters club.

The school debates were held at the Coral Sea Hotels, Melanesian Hotel in Lae and the Gateway in Port Moresby.

Steamships Corporate Affairs General Manager, David Toua said he was pleased to see that each year the students were improving in their public speaking skills and their knowledge of climate change increasing.

The program ended with the presentation of the prizes to the first, second and third place winners of the Essay competition and the best affirmative and opposing teams in the Debate.

The presentation of the prizes were done at the celebration of the World Environment Day on June 5, where the Minister for Environment and Conservation, Hon, John Pundari thanked Steamships for its initiative in helping the children who are the leaders of tomorrow understand the importance of protecting the environment.



Steamships Corporate Affairs General Manager, David Toua opening the one day WED Debate



World Environment Day in pictures



Steamies Toastmasters WED awareness draws interests from Lae teachers

Teachers in Lae have shown their interest in chartering a Toastmasters club in their province.

The interest came about after the Steamies Toastmasters club used Toastmasters skills to carry out the World Environment Day awareness at the Busu Secondary School.

During the awareness at Busu Secondary School, the Language and Literature teacher, Susan Waide commended the Steamies Toastmasters team for their talk and asked how interested teachers could be part of the world-wide Toastmasters International.

Information was passed on and after a couple of weeks, Susan secured over 20 interested people that wanted to be part of Toastmasters and contacted Steamies Toastmaster club asking if they could assist them in setting their club.

Steamies Toastmasters president Monica Toisenegila and vice-president education Lorraine Tamarua are working closely with Susan to help them start their club.



Susan Waide (2nd from left) is spearheading the charter of a Toastmasters club for teachers in Lae

Steamships Training Dates for August

The STC Training and Development team is pleased to announce its Training Schedule for August 2015.

Week	Dates	Program	Location	Venue
1	03–07 Aug	PC	POM	STC HO
2	10–14 Aug	PC	LAE	Melo
3	17–21 Aug	PRONTO	POM	STC HO
4	24–28 Aug	PRONTO	LAE	Melo

Safety Officer Level 2 Training by Concept

03rd – 07th August 2015 POM Steamships Head Office
17th – 21st August 2015 LAE Melanesian Hotel

Effective Communication Course by WINGS Education

03rd – 5th August 2015 LAE Melanesian Hotel

Business English Course by WINGS Education

06th – 07th August 2015 LAE Melanesian Hotel

Presentation Skills Training by Deloitte

11th – 12th August 2015 LAE Melanesian Hotel

HR Policies & Procedures Anti-Violence Policy

A continuation of the Anti-Violence Policy from last issue

In responding to partner violence, STC will maintain confidentiality and respect for the rights of the employee involved. STC may disclose the confidential information without the concerned employee's prior written consent where such information is already in possession of the public or becomes available to the public other than through the act or omission of STC; or is required to be disclosed under applicable law, regulation or rule or under the employment contract between STC and the concerned employee.

Leave Options for Employees Experiencing Threats of Violence

STC will make every effort to assist an employee experiencing threats of violence. If an employee needs to be absent from work due to threats of violence, the length of the absence will be determined by the individual's situation through consultation with their Human Resources Manager. Paid leave will be considered as an option.

Suggested Procedures for Safety and Protection of Employees Experiencing Threats of Violence

EMPLOYEE:

- ◆ Encourage the employee to save any threatening mail, whether, electronic mail, voice-mail messages or text messages. These can potentially be used for future legal action or can serve as evidence that an existing restraining order has been violated
- ◆ The employee should obtain a restraining order that includes the workplace, and keep a copy on hand at all times. The employee may consider providing a copy to the police, his/her supervisor, security, or human resources [or appropriate individuals/departments within your Company]
- ◆ The employee should provide a picture of the person subject to a restraining order to reception areas and/or security
- ◆ The employee should identify an emergency contact person to the employer
- ◆ If work absence is deemed appropriate, the employee should honor the return to work date. While absent, the employee should maintain contact with their Human Resources manager.

EMPLOYER:

- ◆ Have calls screened, transferring harassing calls to the Health Safety and Security Officer and remove the employee's name from automated phone directories
- ◆ Limit information about employees disclosed by phone. Information that would help locate a victim or indicates a time of return should not be provided
- ◆ Relocate the employee's workspace to a more secure area or another site
- ◆ Work with local law enforcement personnel and encourage employees to do so regarding situations outside the workplace
- ◆ Keep photographs of perpetrators of violence at receptions or front desks of Offices.

Safety Statistics Board

Incidents Statistics Summary for the month of June

Division	FAI	MTI	LTI	Total Injuries (TI)	Fatality	Total Incidents					Days Lost	LTI Free Days*	LTIR	LTISR	Head Count
						TI	F	PD	NM	S					
Property	0	0	0	0	0	0	0	0	0	0	0	30	0.00	0.00	94
Hotel	1	1	1	3	0	3	0	0	0	2	2	25	0.08	2	1222
Consort	0	0	0	0	0	0	0	1	1	0	0	30	0.00	0.00	764
C/Shipping	0	0	0	0	0	0	0	3	0	0	0	30	0.00	0.00	286
Pactow	0	0	1	1	0	1	0	1	2	0	1	25	0.61	1	163
TPS/EWT	1	0	0	1	0	1	0	7	12	6	0	30	0.00	0.00	344
TPS/JVS	5	1	1	7	0	7	0	3	6	1	10	15	0.13	10	753
Laga	1	0	0	1	0	1	0	2	1	1	0	30	0.00	0.00	480
Corporate	0	0	0	0	0	0	0	0	0	0	0	30	0.00	0.00	81
Group	8	2	3	13	0	13	0	17	22	10	13	15	0.07	4.33	4187

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, LTIR – Lost Time Injury Incidence Rate, LTISR – Lost Time Injury Severity Rate

Serious injuries (LTI's and MTI's) are continuously being recorded. For this month, serious injuries were mainly due to employees not following basic safety procedures, such as poor PPE compliance, not concentrating on work, and omitting or by-passing work procedures. Divisions are encouraged to focus on effectively managing their leading indicators (*toolbox sessions, safety observations, inspections, audits, committee meetings, etc.*) to improve the safety culture and avoid injuries.

Generally, June's actual total injury statistics have further increased compared to previous months. This was mostly influenced by the high number of FAI's recorded. The six months moving average trend for both total injuries and LTI's have been showing steady reduction since February 2015, but that will change (increase) if the actual injury statistics continue to increase, which is the case for this reporting period.

Confusion in the definition of near misses has now been clarified to include near misses as a leading indicator, and not a lagging indicator. So far near miss reporting has not been effectively reported by some divisions except for Transport and Shipping who continue to record high statistics. Other divisions with similar operations have not been reporting effectively, these concerned divisions are expected to improve on this going forward.

June's high risk near misses statistics have indicated that employees are not following basic safe work procedures and third party faults were common causes to the near misses recorded. These areas are highlighted here for divisions to properly address in their various programs.

There will be some further changes to be included in this reporting page for HSSE in the coming months to include the Lead & Lag indicators. That will be the primary reporting content which incorporates all the incidents statistics as well as the good things we are doing. Also note that LTIR and LTISR trends have been omitted.

*LTI free days since last LTI of the month. This monthly LTI free day's count will change back to Nov 2013.

Figure 1: Group Actuals Vs 6 Months Moving Average Trending for Total Injuries & LTI's

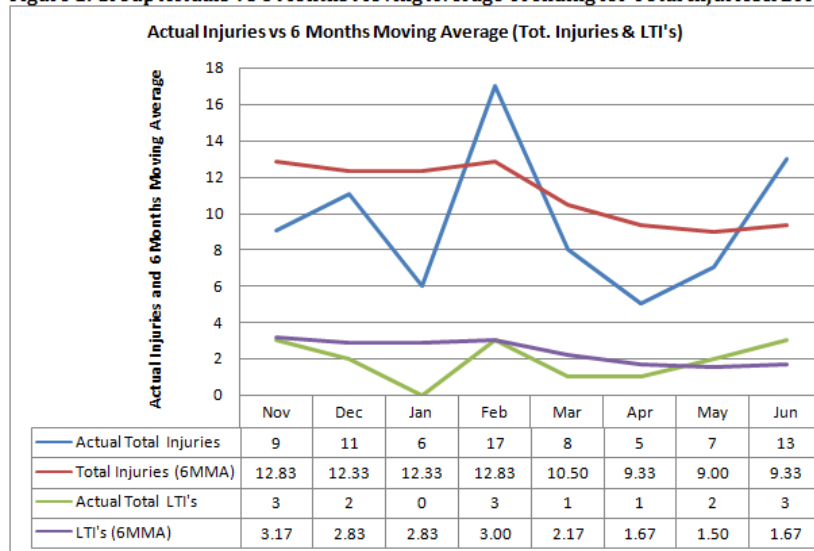
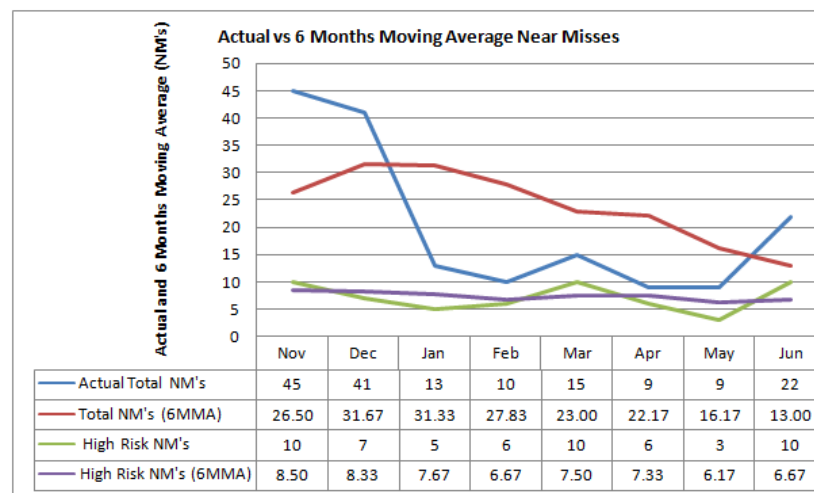


Figure 4: Actual vs 6 Months Moving Average Near Misses & HRNM's Trending



Palm Stevedoring participates in Alotau Corporate netball comp



Palms Stevedoring team during one of its games with another company

Palm Stevedores in Alotau, Milne Bay province participated in a Corporate Mixed Netball Challenge recently.

Similar to the Steamships Mixed Netball Tournament, the business houses in Alotau registered teams and took to the netball courts in a one day tournament.

Palm Stevedores participated through registering a team and donating K500 to the tournament.

Pactow receives recognition



L-R: Rotary Club President Ron Seddon with Pacific Towing general manager, Neil Papenfus hold his company's certificate of Appreciation.

Pacific Towing was given a Recognition Award for salvaging *MV Helene Rickmers* that had onboard 32 containers of mosquito nets for Rotary Club of Port Moresby to use for its Rotary Against Malaria Program. The *MV Helene Rickmers* had ran aground outside Alotau in January this year

Port Services assists PNG men's team to attend World Cup Touch Football

Thanks to Port Services Limited, PNG's Touch Football men's team secured 3rd place in the Men's 30s division and 4th in the Men's 35s division out of 50 countries that participated.

The team had been preparing for the World tournament but were unable to secure sponsorship for their travel.

Joint Venture Stevedoring manager, Troy Dean was advised of their efforts in raising funds and got the company to sponsor the team's travel.

The 30s division went into the bronze play-off and beat USA, while the 35s went into the Gold playoffs but were beaten and had to play for the bronze play-off. Unfortunately the men lost to France taking out the 4th spot.



JVS & Port Manager, Troy Dean handing over the airline tickets to the executives of the club.



Team PNG marching in during the opening of the Games. Picture courtesy of World Cup Touch Football. <http://www.touchworldcup.com>



PPP boss participates in Pacific Games Baton Relay

Pacific Palms Property boss, Andrew Potter was one of the Baton Relay carriers when the Pacific Games Baton was brought to the National Capital District for its final leg before the Opening Ceremony of the Pacific Games.

Mr Potter and 10 selected staff from Pacific Palms office were ready outside the entrance of their property at Badili along Scratchley Road when the Baton was passed onto him.

The street was filled with people who were eager to see the baton pass their way, some even joined the walk as the baton made its way to Downtown.

Staff who accompanied Mr Potter got the opportunity to hold the Baton and have their pictures taken with the Baton.

Mr Potter said he was glad to have been given the opportunity to carry the Baton during its last leg. The Baton had been to all 21 provinces of the country before returning to the Nation's Capital.



PPP General Manager, Andrew Potter holding the baton with staff walking alongside

Rushing for public transportation, now a thing of the past for PPP staff



The staff of PPP with their General Manager, Andrew Potter in front of the new bus that will be used for pick-up and drop-off of staff

With the increasing population in Port Moresby, public transportation is becoming a concern for commuters and business houses. Getting to work on time and leaving the office at 5pm has always been an issue for staff at Pacific Palms Property so a decision was made to assist staff in the area of transportation.

The company decided to purchase a new 30-seater-bus that can pick and drop off its staff.

Staff are now happy with the pick and drop off arrangement

because it is more convenient and comfortable.

The use of their own bus keeps the staff safe as they do not have to stand at the bus stops where pick-pocketing and bag-snatching by opportunists endangers the safety of the staff.

"With the new transport arrangement, I now get to go home early and avoid the hassle of rush hour," one staff excitedly said. Rushing to get onto the public motor vehicle (PMV) bus is now a thing of the past for PPP staff.

Pacific Palms gives Fun Run shirts to Living Light Academy School

Living Light Academy School's participation in the Trukai Fun run was made possible by Pacific Palms Property.

Last month Pacific Palms presented 300 Fun Run t-shirts and K600 cash contributed by staff.

The head mistress of the school while accepting the shirts from PPP offered her sincere thank you to the company and said the sponsorship was timely because they not secured a sponsor to provide them shirts.

HSSE Manager Hahane Aroma said during the presentation that the assistance the company gives to the surrounding communities helps strengthens the ties it has with the community.



LEFT: Pacific Palms Property, Jessica Peter presenting the funds to the school representative RIGHT: Pacific Palms Property Human Resources Coordinator, Godou Louis presenting the Fun Run shirts to the school

Special needs children get Fun Run shirts from Ela Beach Hotel



LEFT: The presentation of the shirts to the school representatives. RIGHT: The Ela Beach team taking time to meet with the children from the school

The Community Engagement team from Ela Beach Hotel in June donated Trukai Fun Run T-shirts to the Red Cross Special School.

The Ela Beach Hotel HSS&E Committee members went to the school located at Hohola Stage 2 and presented the shirts to the students and staff.

The donation of the shirts is part of Ela Beach Hotel's community engagement program which commenced in January this year.

Ela Beach Hotel manager, Stuart Johnstone said the hotel was glad to assist the school because they were committed to helping children who were either blind, deaf or mute.

Games Baton visits Ela Beach Hotel



CSH Marketing team get to hold the Baton



Coral Sea Hotel's Marketing and Reservation team that are based at the Steamships Head Office. Below: Individual staff getting the opportunity to hold the baton.



What is Toastmasters International?

Toastmasters International is a leading movement devoted to making effective oral communication a worldwide reality.

It is simply about being a leader who can communicate effectively through oral communication. Toastmasters helps members to be able to speak and present compellingly, think quickly and clearly and become strong leader through effective listening.

It provides a mutual and supportive learning environment in which everyone has the opportunity to develop oral communication and leadership skills which in turn fosters self-confidence and personal growth.

Toastmasters International has a number of clubs and community groups in its PNG Division. The clubs are restricted while the community groups are open to anyone who wants to become a member. Clubs are focus groups, such as the Steamies Toastmasters. The club was chartered by Steamships to have employees registered so they can improve their communication and leadership skills.

Upon registering, the member gets two training manuals, the Competent Leadership Manual which assist the member to improve on his or her leadership skills and the Competent Communication manual which helps to develop the members communication skills. Each manual has 10 lessons which the member needs to complete in order to move onto the next set of manuals.

A number of contest is held annually for Toastmasters to attend and participate to select representatives to speak in overseas Toastmasters conference.

This year a contest was held at the Ela Beach Hotel in March to select speakers for the 44th Annual District 69 convention that was held at Gold Coast in Australia from the 1st of May to the 3rd of May this year.

The contest was divided into the categories of Table topics, which is impromptu speaking and the six minute different speeches.

Ela Beach Hotel staff, Theresa Lulopo came first in the Table Topics segment and was selected to represent Coral Sea Hotel, Steamships as well as PNG at the 44th Annual District 69 convention in the Table Topics Impromptu speaking contest.



Theresa Lulopo and other members of the Toastmasters PNG division and visiting Toastmasters from Australia



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 businesses.

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THE SPIRIT OF THE GAMES.....THE SPIRIT OF THE GAMES.....THE SPIRIT OF THE GAMES

Steamships would like to thank all its staff and businesses who took part in the Games Relay in Lae, POM and Mt Hagen. As well as the staff who participated directly in the Games as athletes and volunteers. Well Done!!!

