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May

Issue No. 31

TOK STEAMIES

News for Staff and Friends of Steamships Trading Company

Pipi, Peninah & Daniel have the experience of a life times in the Games Baton Relay



The 2015 Pacific Games Relay has passed through Western Highlands and the Morobe Province where three of Steamships staff were the lucky ones to carry the baton to represent the company.

The baton arrived in the Western Province on 15 May, where Highlander Hotel staff Pipi Olho and Tom Mel took part in walking with the Relay baton.

The baton arrived and spent a week in Lae where Peninah Saki from Lae Port Service and Daniel Maibani where the representatives for Steamships.

On 24th May, Port Services brought style into the race when they had Peninah sit on a PSL fork-lift at the Lae wharf and taken out where she then walked with it to the Sletford compound.

Daniel Maibani had his turn with the baton the next day when the baton passed through Melanesian Hotel where Daniel



Took the baton and jogged with it all the way down to the District Office.

Because of the three participants, some staff from Coral Sea Hotels and Port Services in Mt Hagen and Lae were able to touch the baton as it went past.

The baton will be arriving in NCD on June 29th where Agnes Kairuku and Michaelyn Mokis will be participating.

Go to page 9 for more 2015 Games Relay pictures

Updates on the 2015 Pacific Games



Steamships is a proud Gold Sponsor of the 2015 Pacific Games

Games merchandises are now on sale

The wait is finally over, the Games and Team PNG merchandise have hit the shelves .

Games and Team PNG merchandise comprise of fully branded polo shirts and t'shirts, shorts, caps, gym sack, Official Mascot toys, stubbie coolers, water bottles, thongs or flip flops, key rings and lanyards.

These items will be sold at some Stop & Shop and City Pharmacy outlets in Port Moresby.

The prices reflect the quality of the merchandise and there will be something affordable for all buyers.

Games Organising Committee Chief Executive Officer Peter Stewart thanked City Pharmacy Limited for supporting the Games by distributing the merchandise through their shops.

"We want to ensure that the public have some kind of memorabilia from the Games to take away with them when this is all over.

They are quality items and we encourage everyone to go to the nearest Stop and Shop stores to get yourself an item before they run out," he added.



PPP donates books to school



Pacific Palms Property considers literacy as a key factor in the development of PNG and donated seven boxes of elementary books the children attending the Living Light Church run school at Kaugere.

PPP HSSE manager, Hahane Aroma says he hopes the school books can help the students in their learning.

The company also donated a wheel chair to the church run clinic which serves the community around the Kaugere area.

PPP last year partnered with the Moresby South MP and Minister for Sports Justin Tkatchenko to purchase new supplies for the



Steamships gives K100,000 to Red Shield Appeal



L-R: ANZ Bank Limited managing director, Mark Baker with Salvation Army Colonel, Andrew Westrupp and Steamships Trading Company Managing Director, Peter Langslow.

Steamships supported Salvation Army with its annual donation of K100,000 during the launch of the Red Shield Appeal.

Steamships has been assisting Salvation Army for over a decade due to its community programs which aims at providing refuge for women and girls affected by violence, providing VCT testing, education and community projects.

The guest of honour for the event was wife of Prime Minister, Lynda Babao O'Neill, who also donated K100,000 from the O'Neill Foundation.

Other donors were the Malaysian Association who donated K50,000, Exxon Mobil gave K40,000 while the three commercial banks each donated K10,000.

The Appeal luncheon was hosted at the Grand Papua Hotel.

Toastmasters used as a tool for World Environment Day awareness

The Steamies Toastmasters Club have been going around to the 14 schools that are participating in the Steamships World Environment Day School program to spread the message about this year's World Environment Day theme; Seven Billion Dreams. One Planet. Consume with Care.

Steamies Toastmasters have been using the skills outlined in their competent communication skills booklet to speak with the students in the various schools.

During the visits, the schools were introduced to Toastmasters and the skills entailed in the Toastmasters Program. The toastmaster giving the talk about World Environment Day was given five to seven minutes to talk and was assessed using the normal Toastmasters tools.

During those presentations, Toastmasters engaged the students of the schools by having them participate in the impromptu session. The impromptu sessions for the students were related to the WED theme with each student given two minutes to respond to the questions. An assessment and feedback was given to the participating students after their response.

Steamies Toastmasters Club president, Monica Toisenegila said she was excited about the interest shown by the teachers who wanted to start their



Steamies Toastmaster Club Vice President Education, Lorraine Tamarua talking to students at Busu Secondary School in Lae. Steamships HSSE Coordinator and Toastmaster, Titus Kuman with Lorraine Tamarua and Busu Secondary School Teachers, Mrs Kamaya & Mr Maipo.



Steamies Toastmasters participate in Regional event in Australia



Steamies Toastmasters Monica Toisenegila (1st from left), Theresa Lulopo (2nd from right) and Lorraine Tamarau next to Theresa.

Steamies Toastmasters club was represented at District 69's 44th Annual Convention held at Brisbane in May.

Representing the Steamies club was Vice President Education, Lorraine Tamarua, Theresa Lulopo from Ela Beach Hotel and Steamies club President, Monica Toisenegila.

Lorraine was a 'Test Speaker' for the Evaluation Contest and Theresa was a contestant in the Table Topics (impromptu Speaking) session. Both did very well and delivered their speeches with depth, creativity and clear thought process, weaving into their speeches a touch of humour.

Monica said it was a learning experience for each of them as it gave them exposure to the bigger Toastmaster arena where they networked and forged new friendships.

"Personally I found the sessions very educational and informative. We can take Toastmasters Program where ever we are in the organisation or country and improve the communication and leadership skills of our people," she said.

The District Convention is an annual calendar event for Toastmasters. The 2016 convention will be held in Gold Coast, Australia and Monica encourages other Steamies Toastmasters member to get ready for next year.

Lorraine and Monica will be travelling again in June to attend District 69 Leaders Training.

Steamships Training Dates for June

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

Week	Date (s)	Programs	Location	Venue
1	01-05 June	PC Training	Pom	STC H/O
2	08-12 June	PC Training	Lae	Melo
3	15- 19 June	Pronto	Pom	STC H/O
4	22-26 June	Pronto	Lae	Melo

Finance for Non-Finance Course by Deloitte

Date	Location	Venue
16 th - 17 th June 2015	LAE	Melanesian Hotel

Negotiation Skills course by Deloitte

Date	Location	Venue
18 th - 19 th June 2015	LAE	Melanesian Hotel

Effective Communication Course by WINGS Education

Date	Location	Venue
22 nd , 23 rd , and 25 th June 2015	POM	TBC

Negotiation Skills Training by Deloitte

Date	Location	Venue
29 th - 30 th June 2015	POM	TBC

HR Policies & Procedures

Anti-Violence Policy

Steamships Trading Company Limited (STC) seeks to provide an environment that is free from violence or threats of violence against individuals or groups of employees or threats against STC property, including partner violence, which may occur on any of its properties. This policy requires that all individuals on STC premises or while representing STC conduct themselves in a professional manner consistent with good business practice and in conformity with non-violent principles and standards.

DEFINITION:

Workplace violence is defined as behaviour that includes actual or potential assault, harassment, intimidation, threats to safety, attempted damage to STC or staff property; which occurs at a STC workplace, owned location or while an individual is engaged in STC related activities.

COMPANY REQUIREMENTS:

STC strictly prohibits the use of violence or threats of violence in the workplace. The possession of weapons in the workplace, threats, threatening or menacing behavior, stalking, acts of violence against employees and visitors by anyone on STC property will not be permitted. Violations of this policy will lead to disciplinary action, including termination of employment and reporting to law enforcement authorities.

Any person who makes threats, exhibits threatening behavior, or engages in violent acts on STC premises shall be removed from the property as quickly as safety permits. People who commit these acts outside the workplace but which impact the workplace are also violating this policy and will be dealt with appropriately.

REPORTING PROCEDURES:

STC personnel are encouraged to notify management of any threats which they have witnessed or received, including those related to partner violence.

Reported information will be treated as confidential under STC's Code of Conduct, clause 9, which recognizes and respects the privacy of the reporting employee(s).

PROTECTIVE OR RESTRAINING ORDERS:

All individuals who apply for and obtain a protective or restraining order which lists Company locations as being protected areas, must provide to management a copy of the order.

PARTNER VIOLENCE & THE WORKPLACE:

STC recognizes the impact of partner violence on the workplace. Partner violence may include physical violence, sexual, emotional, and psychological intimidation, verbal abuse, stalking and economic control.

STC will provide guidance for employees and management to help prevent the occurrence of partner violence.

STC intends to make assistance available to employees involved in partner violence. This assistance will include:

- ◆ Confidential communication channels for those seeking help, resource and referral information,
- ◆ Special consideration at the workplace for employee safety,
- ◆ Work schedule adjustments,
- ◆ Leave to obtain medical counseling or possible work place relocation

This will be a two part series of the Anti-Violence Policy.
Read the next issue to know the entire policy

Safety Statistics Board

Incidents Statistics Summary for the month of May

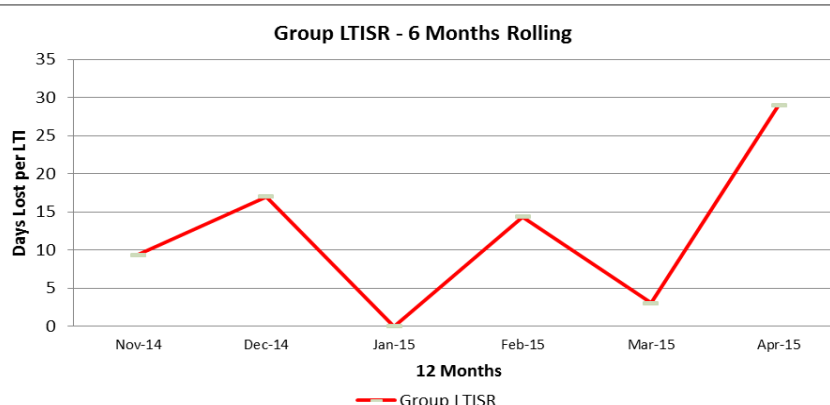
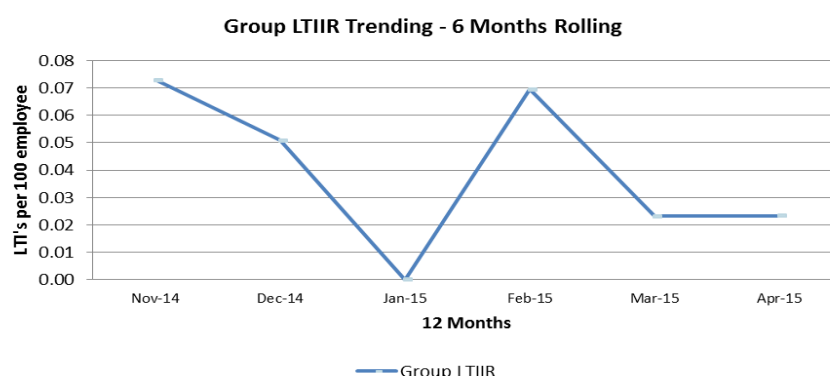
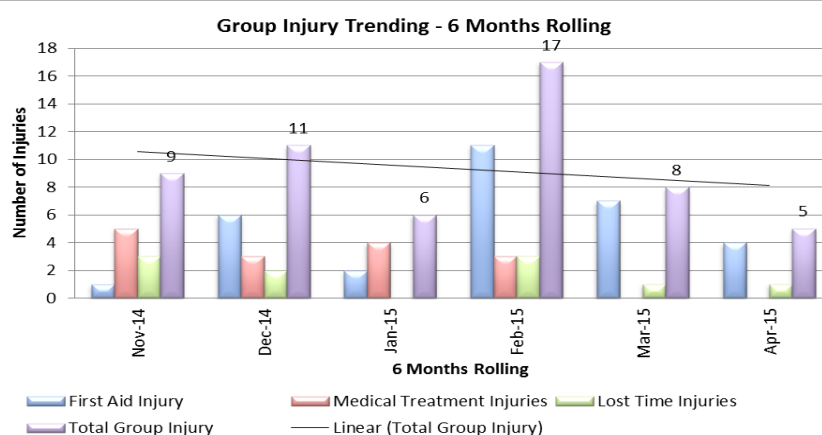
Division	FAI	MTI	LTI	Total Injuries	Fatality	Total Incidents					Days Lost	LTI Free Days	LTIIR	LTISR	Head Count
						TI	F	PD	NM	S					
Consort	0	0	0	0	0	0	0	0	0	0	0	30	0	0	765
Corporate	0	0	0	0	0	0	0	0	0	0	0	30	0	0	86
Hotel	1	0	0	1	0	1	0	0	0	0	0	30	0	0	1172
Laga	0	0	0	0	0	0	0	0	0	0	0	30	0	0	498
Property	1	0	0	1	0	1	0	0	1	0	0	30	0	0	80
Shipping	1	0	1	2	0	2	0	11	5	1	29	0	0.09	29	1157
Transport	1	0	0	1	0	1	0	11	4	0	0	30	0	0	370
Pactow	0	0	0	0	0	0	0	2	1	0	0	30	0	0	163
Group	4	0	1	5	0	5	0	24	11	1	29	0	0.02	29	4291

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

There was a decline in the number of injuries for April compared to March and February. The general six months trending showed a declining trend across the months. Injuries trending is improving, however, recording of LTIs are continuing and divisions are further advised to effectively implement and manage their injuries prevention measures.

The group Lost Time Injuries per 100 employees (LTIIR) has maintained a steady rate for the last two month of April and March since recording single LTI's each. The six monthly trend in general shows a declining trend, except for the month of February which has given a spike. More efforts still needed to improve on maintaining a 0 LTIIR, and that have been a challenge over the past months for the Group.

The Group Lost Time Injury Severity Rate trends showed fluctuations over the six months, and it has further spiked for this reporting period (April). This has been due to the many days lost (29) for a single LTI that was recorded by Shipping (JVS Lae). While safety management programs are continuously being implemented in preventing injuries, considerations must also be given to have programs in place for injury management and return to work programs



Bamu Chief, Kerema Chief and Ok Tarim christened

In November 2012, Steamships Shipping received their first new building in over a decade, the Kopi Chief.

It was the start of the renewal of the Coastal Shipping Fleet and a change in the way it operated and did business. Since the delivery of the Kopi Chief, Coastal has received another five vessels of three different types.

Outgoing Steamships Shipping General Manager, Susana Germino made this statement during her farewell and the christening of Steamships Coastal Shipping's three vessels, Ok Tarim, Bamu Chief and Kerema Chief.

"Today we celebrate the addition of these three types to the fleet, let me introduce you to each! The Ok Tarim, shallow draft tug that has proven to be a reliable and fast asset; the Kerema Chief, sister to Kiwai and Kopi Chief, the bigger vessels, with capacity for 70 containers and 900 tons of cargo fuel. These were the first double bottom landing craft in PNG. Finally, the little Bamu Chief, sister of the Balimo Chief received late last year. Our new small landing craft with double bottom and cargo fuel capacity but only 2.5 mtrs draft, it is a very versatile and fast vessel".

In the last three years, one of Steamships Shipping's main objective was to diversify its client portfolio. Although this is work in progress, the company is now working with more companies than it ever did before.

With new projects like Total elk/antelope and Frieda river upon coming onboard, Coastal Shipping is well positioned: it has the vessels, the processes and the team to fulfil the expectations of all stakeholders.

Susa said renewal and change are an inevitable part of business and of life. New concepts and ideas must replace older ones to allow continuous growth.

"In the last three years there were a number of changes but the biggest change is now upon us. Fusion, the project of restructuring between Coastal Shipping and Consort will be effective from 1st July.

"I am a strong believer in the principles of the Fusion project and I have worked very hard in the last 2 years to develop the concept that is now upon us. I am sure that it will be a success." she said.

Susana was presented with a beautiful painting of herself attired in the Motu traditional wear with the steamships flag flying on the Hiri Lagatoi at the background, a parting gift that will forever remind her of her years in Papua New Guinea..



Monica Toisenegila smashing a bottle of Champaign on Ok Tarim, the traditional christening of vessels.

Bosset Chief decommissioned



In the last 2 months Steamships Coastal Shipping disposed off three (3) of its old ships: The Bosset Chief was sunk in the deep seas (following all the correct procedures, not a drop of oil in sight!). The Obo Chief was sold to a Nigerian ship owner. The Erima Chief was donated to the PNG Maritime College while

Consort staff undergo financial literacy training by BSP



Consort staff display their certificates after graduating from the BSP's financial literacy program in Lae.
Photo: Courtesy of the BSP Media team, Pom

A total of 93 employees of Consort Express Lines Limited in Lae graduated from the Bank South Pacific's (BSP) financial literacy program in Lae on the 23rd May 2015.

BSP's Top Town Manager, Ms Agnes Mark said the employees were divided into various groups to attend a two day training in March and April respectively.

"This is one of the largest number of trainees that BSP has trained in Lae. We encourage the trainees to impart their knowledge and skills, particularly to their families and acquaintances, as this would be a way of educating many other people and financially including the whole population" Ms Mark said.

She said the Bank of Papua New Guinea had introduced the microfinance expansion project to enable local employees to motivate the unbanked population to become financially literate, therefore the training was very vital for all PNG citizens.

BSP is helping more Papua New Guineans adapt to the culture of saving and budgeting so they can manage their finances well for future use. By knowing how to budget, individuals can spend wisely and save for emergency or rainy days and eventually we become financially independent. Consort's General Manager, Mr Terry Fuery, expressed gratitude to the bank for rolling out the program to his employees saying, I was surprised and pleased to see the number of trainees graduating today, this is a very positive feedback. The onus now is on each individual to really practice this".



Top: Consort's IT Technician Leo Sariwa receiving his certificate from BSP Town Branch Manager, Ms Mark.

Below are comments from staff that went through the training;

Mr. Peter Chalapan (CEL Yard Operations Supervisor)

"I realised that to become who you want to be in 10-15 years time, I must master the basics of saving & budgeting. Forget about all the wantoks, tutoks & tritoks."

Ms. Odilia Kuir (GM's PA)

"I have learned to cut down on unnecessary borrowings/expenditures".

Ms. Marianne Braki (Payroll Officer)

"This training helped me cut down on unnecessary financial stress, money is the root of all evil".

Ms. Nellie Benjamin (Mechanical Workshop Secretary)

"Yes, it really helped me manage my money well now unlike before, I am so grateful for this timely training".

Ms. Mara Tavua (Receptionist)

"I am comfortable with budgeting and saving my money now, before that I struggled to do such, thank you BSP & CEL".

Mrs. Pia Marcus (Credit Controller)

"I learned 2 Golden Rules to Save (1) Spend less than you earn & (2) Save something every day or week".



Graduands pose with Trainer Mr Koni, Consort General Manager, Terry Fuery, Captain Andy & HR Manager, Yendetuo after the graduation

Pacific Palms has a new look office & uniforms for its staff

Pacific Palms Property has introduced a vibrant image for its staff and office.

PPP recently moved into its newly designed office which is situated in the same compound as they previously were located.

The new office came with a new look uniform for its staff. The new modern setting of the office is designed to cater for the clients and staff needs.

Pacific Palms Property is an example of that modern cooperate look.

As the head of Operations of Pacific Palms Property, Evodia Sambre (Operations Manager) has commended the new uniforms and this is what she has to say “as a woman and an Executive member of PPP I feel that the new look has blended well with the current market. Our uniforms and new office arrangement speaks out to our clients how important it is to maintain a balance atmosphere in the business”.



Above: Pacific Palms management and staff dressed in their new uniforms in front of their new office

Far Right: Office look

Left: Staff relaxing in the staff lunch room.



Noel Richards clocks 20yrs of long services with Steamships

Noel Richards is Pacific Palms Property’s National Property Manager and the longest serving staff at Pacific Palms.

He was presented with a certificate of loyalty by the General Manager of Pacific Palms Property, Andrew Porter in recognition for his contribution to the growth and development of the company and Steamships as a whole.

The presentation took place at the newly furnished PPP Board room where staff and other senior managers joined in to congratulate him.



Noel Richards with his 20 years long service certificate

PPP staff supports Cheshire

Pacific Palms Property is the fifth Steamships business unit to go out to the Boroko Foodworld to help Cheshire Homes with their sausage sizzle fundraiser.

PPP organisers described the day as a success saying the hard working staff who volunteered spent Saturday slicing up the onions, cutting the bread rolls and standing over a hot barbeque stand while hungry customers lined up for the tasty hot-dog.

Pacific Palms Property held their recent sausage sizzle for the Cheshire on June 20th, 2015 with the Shipping team scheduled for July 11th.

The Shipping division would like to invite the other business units who are doing nothing on that date to drop by at Boroko Foodworld to purchase some of the hotdogs and help raise money for the charity group.



CSH staff spend Mothers Day with Bomana inmates

Mother's Day is a Special Day for mothers right throughout the world. It is a day when fathers and the children show their appreciation towards their women folk who are mothers.

On Mother's Day, the HSSE committee at Gateway Hotel together with some hotel staff made a special visit to the Bomana women's prison to visit the female inmates.

The visitors were received by the Manager for Welfare and Senior Warden of the prison who escorted them into the prison grounds.

The hotel team had to go through three check points and two gates before they arrived at the area where they were to meet with the prisoners.

Once there, the hotel staff set the tables with the food they had brought to share with the inmates before the inmates were brought in.

The hotel staff shared lunch with the women inmates and also presented gifts to them including four bales of linen & a bale of toilet rolls.

The staff had a lot of time to chat with the female inmates who talked about their life both inside and outside the prison.

One of the prisoners said, "It's a hard life being in prison because we miss our children, husbands and family. But the rehabilitation program we go through has helped us overcome the problems that had put us in the place that we're in right now and we hope that we can soon be back with our family".

The prison guards told the visitors that female inmates that showed signs of rehabilitation were allowed to out to do community awareness with the Welfare officers.

The guard said having them go out and give awareness also helps the women in building their confidence because they are scared of being shunned by the community because of the crimes they had committed.

During the time of their visit, there were 37 female detainees and a 10-months-old girl living in the prison. The baby had been born while the mother was in prison.

30 CSH staff graduate from APTC



It was a proud moment for 30 Coral Sea Hotel staff when they received their certificate from the Australia Pacific Technical College after a three month study program.

Of the 30 staff, 15 were cookery staff with the other half from the hospital-ity section. Twelve (12) of the staff that had gone through the training had flown in from Madang, Lae, Mt Hagen, Goroka to attend their graduation. The graduates walked away with an Australian standard Certificate III.

Coral Sea Hotel's partnership with APTC to train its staff has been going on for over two years now.

Chef Brian from Melanesian Hotel farewelled



Chef Brian Puckey was farewelled by the Melanesian Hotel and Huon Gulf Hotel staff recently before he left the shores of PNG.

Executive Chef Brian Puckey joined Coral Sea Hotels on November 7th in 2012 and was working with the Melanesian Hotel when he resigned.

Huon Gulf hotel presented Chef Brian with a PNG Flag while the Melanesian hotel staff gave him a Morobe Flag with traditional artefacts.

Chef Brian had been an active member of the Climb Against Cancer and was the team leader for the staff in Lae last year during the Mt Wilhelm climb.

2015 Games Baton Relay - Mt Hagen & Lae



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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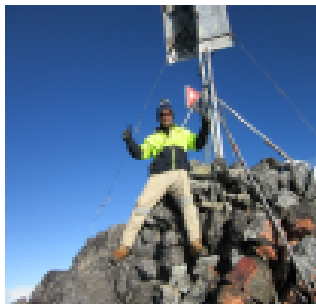
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CLIMB AGAINSTCANCER

MT WILHELM CHALLENGE

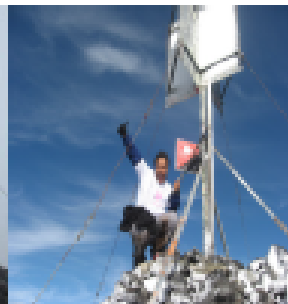
**Join the Steamships Hall of Fame
Climb Against Cancer Champions
who conquered PNG's highest
mountain!**



Titus Kuman, STC Head Office



Theresta Kirriwon, CSD



Mona-Lisa Giheno, Legal



Christine Keropa, PPP

**You CAN make a difference!
JOIN US IN 2015**

CLIMB DATES: 7-16 August 2015

Registration Open!

**Please see Mona-Lisa Giheno or Wanita Wakus at
Steamships Head Office for more details.**