

Gadona

THE VOICE OF NCS Issue 32 | December 2014

*We wish you a merry Christmas
and a happy New Year.*

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NCS Awards Safety

2014 saw NCS participate in the Anitua Group's Safety Awards program for the first time. Levi Zikzamet and Janet Tinalaven took out the NCS Lihir Safety Champion and Safety Star awards respectively. Group General Manager of Safety for NCS and TAG, Eke Kendi flew in especially from Port Moresby to

attend the Awards. NCS Lihir's two most senior staff, General Manager Felix Holi and Operations Manager Alan Bloxwich also attended. NCS and TAG have an exemplary safety record and world class systems – it's great that they are being incorporated in to Anitua's Safety Awards Program.



NCS Lihir Safety Awards winners Janet Tinalaven and Levi Zikzamet together with their GM Felix Holi (Far Left), NCS and TAG Group Safety Manager Eke Kendi (Far Right) and NCS Lihir SHE Manager Ian Banono (2nd From Right).

NCS Helps Aussie Govt Help PNG Business

NCS is again demonstrating its good corporate citizenship by assisting Australia's Department of Foreign Affairs and Trade (DFAT) with a research project that will put an actual monetary figure on the cost of gender violence to the PNG business community. The research builds upon the recent work of the Business Coalition for Women which

identified a series of gender violence business costs associated with:

- Productivity
- Security
- Insurance premiums
- Staff turnover
- Recruitment and training requirements

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Meeting the challenge
every day



A word from the boss

2014 has been a year with many challenges for the NCS Group. The dramatic fall in most resource commodities has resulted in a move, by most of our clients, to introduce austerity measures to ensure that their projects survive the downturn. NCS has worked willingly with our clients to support them during this period. During the year the PNG LNG Project completed its construction phase and moved into the production phase. NCS subsidiary, The Alliance Group (TAG), through its landowner joint ventures with Hides Gas Development Company and the LABA Holdings were awarded contracts from EMPNG (Exxon Mobil PNG) covering the production operations. NCS remains PNG's largest and most successful catering and camp management company and I am determined that it remains so in the future. Winston Churchill said, "Tough times never last, but tough people do." The same could be said of tough organisations. Our Group has been through good times and bad over the last 21 years and our staff, management, Landowners partners and our parent company, Anitua Ltd, have never wavered in their commitment. Our determination has brought us success in training and developing staff and unprecedented achievements in food safety, while our ability to forge strong relationships with clients has extended our organisational reach from its humble beginnings on Lihir to a network which extends throughout PNG. In order to continue growing and succeeding, we must identify and capitalise on new opportunities and we have already been working hard to find logical extensions to grow our business into the future. However, I do want to share some staff achievements which have filled me with pride and which point to a future in which we can

all be proud. Some of those achievements were personal to the staff member such as Josh Begei from Port Moresby completing his Cert III in Carpentry at the Australian Pacific Technical College. Josh has now gone on to bigger and better things with Anitua Constructions and is currently working on several building projects here in POM. We also applaud Amanda Pakau, the HR Coordinator at NCS's Wafi camp, who will shortly be taking up a scholarship to complete a Masters of Business Administration in Australia. In addition we congratulate Eke Kendi, recently appointed Group Manager, Safety Health and Quality (SHEQ), our first Papua New Guinean to step up to this critical role. These are just a few of the many stories of success and we look forward to many more in the future. Another achievement of which I am proud is the strong and visible commitment of NCS and the Anitua Group to the elimination of violence against women. The White Ribbon movement, which began in Canada in 1991, has now spread to over 60 countries around the globe – and NCS and Anitua are proudly at the forefront of this campaign in PNG. There is no doubt that domestic violence directed against women is a serious problem in PNG. In fact, at least 68% of PNG women aged 19- 35 years are said to be physically and/ or sexually abused by an intimate partner. To change this alarming statistic will require a massive cultural shift. I applaud the efforts of the NCS and Anitua Groups and particularly Violet Aopi, our HR Manager, and Linda Van Leeuwen in Anitua Corporate in supporting the White Ribbon initiative, and I look forward to its continuing progress in the future. I also take this opportunity to mention a new



initiative which is coming and which I hope will reduce the scourge of violence in the workplace generally, against all people, be they co-workers, clients, business partners or others. In 2015, NCS will be launching a Zero Tolerance to Violence Program. The program will focus on training, new management approaches to conflict resolution and new penalties for serious and/or repeat offenders, including the potential for LIFETIME bans against future employment. In closing, I'd like to sincerely thank each and every NCS employee for your hard work and commitment during 2014. Remain strong, maintain your optimism, and continue to work hard with your managers and our clients to improve our services. I wish you all peace and joy at Christmas and over the festive season.

Lukim Yu.
John
Managing Director

John Gethin-Jones



cover story
continued

... NCS Helps Aussie Govt Help PNG Business

The cost of gender violence to PNG business is a 'no brainer'. It is obvious to anyone who has been operating in PNG for a while that violence against women both at home and at work has a real cost associated with it. What's going to come as a surprise to many businesses though, is how high this cost really is.

DFAT sources together with their English research partner, the Overseas Development Institute (ODI), believe the forthcoming research results will be an invaluable tool in lobbying businesses to introduce their own initiatives to address gender violence. Adrian Sligar, NCS Chief Financial Officer, agrees: "If one sets aside the moral responsibility to their staff, managers and business leaders who continue to ignore the business cost of gender violence will also be ignoring the financial health of their businesses."

NCS CFO Adrian Sligar agrees that gender violence costs business.



White Ribbon Day

On 25 November NCS staff all over PNG marked White Ribbon Day – the international day of action calling for an end to violence against women and girls.

All of our workplaces held a special morning tea and discussed violence against women as a workplace safety issue as well as a problem that impacts the whole family – mothers, children, fathers, cousins, brothers, sisters, uncles, aunties, and grandparents. Many of our White Ribbon Administrators showed great leadership



Josephine Kaona and Anna Pokana leading one of NCS Lihir's White Ribbon Day awareness sessions.



and initiative by running activities in addition to what was asked of them (e.g., skits, songs, prayers, competitions). In Port Moresby NCS was represented by Head Office staff at the Coalition for Change's White Ribbon Day fundraising breakfast at the Crowne Plaza.

On Lihir, NCS's birthplace, it was heartening to see Newcrest Mining demonstrating industry leadership as they too held their own White Ribbon Day activities. It is very important to NCS that mining companies address gender violence and make their workplaces safer and more supportive of female staff as many of our own staff work in and around mine sites.



NCS Head Office in Port Moresby.

Thank you very much to everyone who assisted with White Ribbon Day – an important workplace safety and human rights initiative. Special thanks must go to the White Ribbon Administrators across our businesses and our workplace safety staff and managers, with extra special thanks to our HR Mainland Manager, Violet Aopi, for her ongoing project management of our White Ribbon Workplace Program.

Although we did a great job across our businesses marking White Ribbon Day it is crucial to everyone at NCS to remember that the 25th of November is just ONE day – there are another 364 days for us to address violence against women.



Healthy Eyes



If you ask someone which of their five senses they most fear losing, the majority will say their eye sight. There are many simple things we can do to help protect our eyes and our vision.

EAT RIGHT: A healthy diet high in green leafy vegetables, fish and fruit may help protect against age-related eye diseases.

WATCH YOUR WEIGHT: Obesity has been linked to the progression of a variety of eye problems (e.g., cataracts, diabetic retinopathy, and glaucoma).

EXERCISE: Regular physical activity may reduce your risk of developing various eye problems as well as reducing the

progression of others.

CONTROL BLOOD PRESSURE, BLOOD SUGAR, & CHOLESTEROL LEVELS: Consult your doctor about a program that's right for you.

SHIELD YOUR EYES: Wear sunglasses and a hat with a wide brim to protect your eyes from ultraviolet rays. Wear safety glasses to protect your eyes from flying debris and dust when you're working.

DON'T SMOKE OR DRINK TOO MUCH: Smoking is associated with all major eye

disorders, and too much alcohol is known to increase the risk of cataracts.

DON'T TOUCH YOUR EYES: The tips of our fingers carry millions of infection producing bacteria. Not only do you risk an eye infection when you rub or touch your eyes, you also risk all sorts of other infections (e.g., the common cold) as the membranes of your eyes are the main entry point of germs in to your body.

DON'T SHARE EYE MEDICATION: As with all medication it is important not to use eye medications unless they've been specifically prescribed for you. Also, eye infections are readily transferred from one person to another through eye medications (even common eye drops).

Scam Alert

Do you want a job that pays K25,000 a month? Do you want to claim your K10,000 Digicel winnings? Have you been left K500,000 in a distant relative's will?

STOP! These are scams and they are illegal! A lot of vulnerable staff have been targeted by scam artists. A scam can happen by various means including email, SMS, and telephone. The 'scammers' not only try to get you to send them money, they also want to steal your details. This is

identity theft. One of our managers was offered a job in the UK by a well-known Cruise Liner Company. He was told that his salary would be in excess of K25,000 a month. He exchanged many emails with an 'employee' of the company. He was asked to send \$1000 to pay for his UK visa. Fortunately for him, he asked his manager about it who, after some quick Google research, found out that he was being scammed! The job offer was a 100 percent lie!

The rule of thumb when it comes to detecting scams is that if something seems too good to be true then it most probably



is. If you're still not sure then ask for some advice from your supervisor. Scammers prey on vulnerable people – please don't end up being a scam victim.



July

KURUMBUKARI
Pandu Gene

August

KURUMBUKARI
Steven Dive

September

KURUMBUKARI
Catherine Koima
BASAMUK
Ugini Adu
LIHIR
Peter Mati
Euginia Wai
Stella Sali
Rachael Obert
Gertrude Ketom
Bungtabu Gaga

October

LIHIR
Gesling Banale
Simon John
Peter Kusa
Genevieve Pule
Ronnie Kinavai

Stars of the Quarter

July

BASAMUK
Martha Bagen

August

BASAMUK
Naomi Kong
LAE
Jack Ismael

September

KURUMBUKARI
Albert Damara
BASAMUK
Lena Walon

Australian Scholarship Success

Congratulations to Amanda Pakau (Human Resources Coordinator, Wafi Golpu) for winning a scholarship to do her Masters in Business Administration (MBA) in Australia! Amanda's studies at Southern Cross University's Gold Coast campus will commence in the New Year and she won't be back on our shores permanently until the end of 2017.

Amanda attributes some of her scholarship success to the work experience and challenges that NCS have provided her with. "It was very daunting being a

new graduate in a Coordinator's role, especially in a challenging environment like Wafi. I'm so grateful to NCS for having faith in me and giving me the opportunities to develop my skills and work with so many different staff and clients. I'm also very grateful for my new confidence in public speaking – I wasn't much of a talker before, especially public speaking but now I know I'm more than capable."

We wish you all the best Amanda – study hard.



A scholarship to study an MBA in Australia next year will greatly enhance Amanda Pakau's career prospects.



EVAW Update

NCS continues to make good progress with its EVAW initiatives, most of which are elaborated upon in other parts of this newsletter such as our DFAT research

partnership to identify the business cost of gender violence and White Ribbon Day activities.

NCS also assisted with the development of a series of resources the Business Coalition for Women recently launched at the Coalition for Change's White Ribbon Day breakfast in Port Moresby. The resources are essentially a 'tool kit' to help businesses change their workplace practices so that they are safer and more supportive of staff impacted by gender violence. In short, the work that NCS has been involved in will not only benefit NCS staff throughout PNG but also staff from

a whole range of other businesses.

Having successfully completed Stage One of the White Ribbon Workplace Program, our HR, Training, Safety and EVAW staff are busy liaising with White Ribbon Australia staff on specific workplace activities and training for 2015. Whilst we have done much to raise awareness of the problem of violence against women both at work and in the broader community, we now need to follow up with ACTUAL CHANGES to the way we think, behave and work in order to achieve our goal of safer and more supportive workplaces.

Literacy Training for Kurumbukari

Some of the training most valued by staff, especially those drawn from remote locations, is literacy training. Adequate literacy is incredibly important when it comes to staff doing their jobs correctly (e.g., understanding and giving instructions, reading safety documents, helping customers) and getting promoted. Literacy

also helps staff away from work (e.g., interacting with government departments, helping their children with school work, opening bank accounts). NCS has developed excellent literacy training programs and staff at our Kurumbukari operation were the most recent beneficiaries with trainer, Edwin Benjamin, conducting lunchtime training.



 anitua news

AMS Moves Off Lihir

It's an exciting time for Anitua Mining Services with two new operations in Manus and Bougainville. "Not only are we generating new business off Lihir" says AMS General Manager, Mark Edwards, "we're also making sure that we get maximum usage of our equipment, some of which would otherwise not be utilised on Lihir with the shrinking of Newcrest's operations there."

Manus: Together with local firm Pusinai Quarry, AMS has formed a new company called Pusani Ltd. The company will be primarily involved in producing

crushed materials from a quarry located in the Polomou area of Manus, with the materials being used both in some major projects as well as routine road maintenance projects. Crushing will soon commence as all of the necessary equipment has arrived on site and staff are in the final stages of the quarry bench work preparation. John Bassett, based in Lorengau, is the Business Unit Manager for the Manus operation.

Bougainville: At the request of Bougainville business, AMS has despatched some of its excess machinery to Arawa to commence a full scale crushing operation to be located between Kieta and Aropa. AMS will be supplying both equipment and expertise in crushing and road works to facilitate the timely and efficient development of Bougainville and to nurture Bougainville business. An important by product of this new project is that AMS trainers will also be providing

Anitua Mining Services are maximising the utilisation of their equipment – using it both on and off Lihir.



highly valued training to the local workforce many of whom have not been in paid employment for significant periods of time. As with the Manus project a new company named Eastrac Ltd has been formed between AMS and a local business. Ron Everson is the Business Unit Manager of the Bougainville operation.

On-line Marketing

2015 will see NCS increase its focus on social media and on-line marketing. NCS already has Twitter, Face Book and Linked In accounts, all of which will experience an increase in posts in 2015.

BUT, social media marketing needs content from our managers and staff – so send through your content or story ideas to newsletter@anitua.com.pg
When online, CONTENT is CURRENCY!



Training ➔ Promotions

NCS has a great reputation for providing staff with excellent training and development opportunities and this is certainly the case on Lihir. A well thought out program of on-the-job as well as formal training, mentoring and professional guidance has paid off at the Lihir Club Haus with the following promotions.

- | | |
|--------------------------|----------------------------------|
| Andrew Nasa | <i>Club Manager</i> |
| Vincent Ronald | <i>Senior Head Chef</i> |
| Regina Palauva | <i>Club Administrator</i> |
| Felix Babarnau | <i>Front of House Supervisor</i> |
| Michael Warangovo | <i>Head Chef</i> |
| Faustine Pori | <i>Safety Rep</i> |
| Robert Wartovo | <i>Safety Rep</i> |



Congratulations to Front of House Supervisor Felix Babarnau and all of his recently promoted colleagues at the Lihir Club Haus.



World AIDS Day



World AIDS Day is held on 1 December each year. It is a day for people to show their support for people living with HIV and to commemorate people who have died.

Being tested positive for HIV is no longer a death sentence. Modern medicine means that many, many people in PNG are living long and full lives despite their positive status. The important thing is to know

your status. So get tested now, take control of your life and protect the people who love you.

Irrespective of age, gender, sexuality, wealth, religion, and ethnicity, HIV/AIDS does not discriminate and neither should

we. So, if you know someone who is living with HIV/AIDS, or a family who has lost a loved one to HIV/AIDS, please remember that a little bit of kindness and understanding goes a long way.

Safety Tok Save

NCS and TAG enjoyed another successful year of SHE performance. Our staff are to be congratulated and thanked for their vital contributions in making our workplaces some of the safest in the country.

Eke Kendi took over the role of NCS and TAG Group General Manager SHE half way through the year and has been working closely with our parent company Anitua's SHEC General Manager Dan Simpson at integrating our SHE management processes in to theirs. It is anticipated that full integration will be achieved by the end of 2015.

2014 also saw NCS participate in our parent company's Safety Awards Program for the first time with NCS Lihir's Levi Zikzamet and Janet Tinalaven being rewarded for their outstanding contributions and commitment to workplace safety. Having awards dedicated specifically to workplace safety is just another way of emphasising the importance that NCS and TAG place on the safety of not only our staff but also our clients and business partners.

SHE Team Leaders and Managers from our operations all over PNG gathered in Lae

in November for a day long workshop, the theme of which was 'SHE Culture'. A renewed focus was placed on providing effective SHE leadership that consolidates past success with fresh 2015 SHE objectives.

The workshop, or SHE Forum, comprised a packed program. Particularly useful were the presentations given by the team leaders, with many providing insightful perspectives into the year that has been. Group activities and lively discussions highlighted SHE system gaps and improvement opportunities for 2015. Participants remarked on the forum being a particularly useful 'eye opener' into what work is like for their colleagues in other parts of the country. The day was declared a resounding success particularly so given the exchange of ideas and sharing of experiences.

By the time this newsletter reaches you NCS and TAG will be dealing with an annually occurring hazard known as the 'silly season' – that is the Christmas and New Year period. This hazard is only exacerbated by the increase of alcohol consumption that accompanies it together with an increase in reckless behaviour especially on the road. Irrespective of the excitement and additional pressures that this time of year brings, it is critical that you do not forget your basics of safety whether at

work or at home:

1. Stay FOCUSED – Don't let your thoughts stray from the task at hand or run wild with Christmas plans and activities.
2. STOP and take time to THINK in the present moment.
3. Stay HAZARD 'SHARP' – Be on the look-out for hazards in your task that could ruin your or your colleagues' Christmas.

NCS and TAG care about each and every one of our staff. We want to welcome you all safely back to work in 2015. Please take care of yourselves, your families, and each other.

*NCS and TAG Group GM Safety
– Eke Kendi.*



These Anitua staff, flanked by their FSVAC trainers Ruby Matane and Anton Melkie, and including NCS's Michael Talar, Michael Yakili, and Eke Kendi, attended gender violence counselling and advocacy training to help them take more effective action to eliminate violence against women. They are now much better equipped to make their workplaces and communities safer for women, children and families.



CHRISTMAS PRAYER
JOY TO THE WORLD!
THE LORD IS COME,
LET EARTH RECEIVE
HER KING,
LET EVERY HEART
PREPARE HIM ROOM,
AND HEAVEN AND
NATURE SING,
FOR NOW AND
FOREVER...AMEN.

EVAW: What Men Can Do

There are many ways that men can work together or as individuals to make a difference and help eliminate violence against women.

- Be role models to other men. Men are uniquely positioned to reach out to other men who are violent at home, to say: "You need help and I want to help you. Your behaviour is unacceptable."
- Take a vocal stand against domestic violence. Men speaking out can have a powerful effect in helping change social norms that support and perpetuate abuse.

- Reach out to a family where domestic violence is present. Just offering to listen and acknowledging what is going on helps chip away at the walls that surround and isolate families living with abuse.
- Act as a role model to a child who lacks a positive male figure in his life. A male mentor and friend can provide consistent support, and even help the child make a safety plan (i.e., a plan on how to escape and seek shelter from a potentially violent situation).

- Take a leadership role in civic organisations, such as sports clubs, churches, and neighbourhood associations, and speak out against violence in the home.
 - Seek out other men in your community who want to take action to end violence against women and support each other in your efforts.
- All men CAN make a difference. For the sake of the women, children and families of PNG please take action to make your homes and communities safer and happier places.

CONTRIBUTIONS WELCOME!

GADONA – The Voice of NCS is produced three times a year for the employees and the clients of NCS. We welcome your feedback and encourage your contributions in the form of articles and photos to: newsletter@anitua.com.pg or hand in your contributions to your Site Manager.

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