

Gadona E-Letter

THE VOICE OF NCS

Issue 5 | December 2013

Be safe this Christmas!

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Christmas Message From The Boss

As the Festive Season approaches and 2013 draws to a close I want to express my sincere thanks to all of the Staff and Management of the NCS Group for their significant contribution to another successful year for NCS. I applaud the continued success of our ongoing work on the PNG LNG sites through our

subsidiary 'The Alliance Management Group' (TAG) and its joint ventures with LABA Alliance and HIDES Alliance. The size and scope of this work has been very challenging and it is a testament to our people that they have worked so hard to deliver a successful outcome in 2013. *continues on page 2*



White Ribbon Day Success



NCS staff on 28 sites throughout PNG marked White Ribbon Day (25 November) – the international day of action for the elimination of violence against women.

White Ribbon Day activities are part of the White Ribbon Workplace Program which NCS will be rolling out across all sites. The Program aims to make workplaces safer for women and more supportive of those women who do suffer violence.

The NCS Project Manager of the White Ribbon Day Program, Human Resources Manager Violet Aopi, did a magnificent job working with enthusiastic reps from each site to make NCS's White Ribbon Day very successful. Anita Group Executive Director Colin Vale commended her in person, saying that "NCS is extremely fortunate to have someone as dedicated, competent and professional in charge of White Ribbon initiatives."

Statistics indicate that up to 80% of



PNG women are victims of violence. This means that potentially 1,200 of our employees are suffering. Managing Director John Gethin-Jones describes this as "sickening and completely unacceptable" continuing with "this is exactly why we are rolling out the White Ribbon Workplace Program. We see it as an effective means to address violence against women and make a real difference to the lives of our female employees."

An important first step in the White Ribbon Workplace Program is a site-wide staff survey scheduled for early in the

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Meeting the challenge
every day

COVER STORY CONTINUED...

Christmas Message From The Boss

In the second half of 2013 our gold mining clients suffered setbacks due to the declining gold price, challenging their profits. NCS has taken proactive steps to support these clients by improving our own efficiency and assisting in the challenges faced. We thank these clients for their ongoing support of NCS.

Across the NCS Group in 2013 we have continued to refine and deliver tailored training across all our people and the Group is benefiting from this investment through our core asset, the NCS people.



We continue to maintain gender equality and to promote PNG citizens when they are ready for advancement. Our new warehousing facility in Lae has been commissioned and is now fully operational. This facility will deliver an improvement to our supply chain management, our purchasing efficiency and prepares NCS for growth in the years ahead.

In 2013 we have also taken steps to support our very valuable female staff via our participation in the PNG Business Coalition for Women. We have also instigated moves to address Violence Against Women through the Australian developed 'White Ribbon Workplace Program'. These initiatives have been actively supported by our parent company, Anitua.

I extend to NCS staff, management, clients and suppliers all the very best

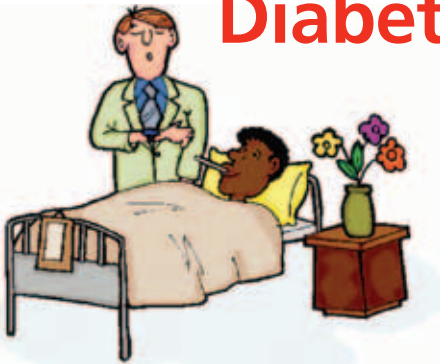


for the festive season and wish you all a safe and prosperous future in 2014.

Managing Director

John Gethin-Jones

Diabetes – Act Now and Live Longer!



First, the BAD NEWS. Diabetes is a deadly disease and more and more PNG people are suffering from it. Diabetes can damage almost every organ in your body and increases the chance of stroke, heart attack, kidney failure, blindness and severe infections. Many people with diabetes end up having toes, feet and legs amputated due to poor blood circulation.

Symptoms of Diabetes

- Constant thirst
- Tiredness

- Blurred vision
- Very frequent need to urinate
- Possibly sudden weight loss or gain
- Tingling fingers and toes
- Itchy skin around your private parts (genitals) or recurrent infections

NB If you're suffering some of these symptoms you need to see a medical professional NOW!

Causes of Diabetes

- Obesity or being overweight
- Bad diet (too much fat, salt & sugar; not enough fresh garden food))
- Lack of exercise
- Heredity (someone else in your family has the disease)

Now, the GOOD NEWS. For most people diabetes is PREVENTABLE.

Preventing Diabetes

- Exercise every day or most days for about 30 minutes.

- Incorporate as much physical activity as you can in your day – walk instead of catching the bus or driving your car, stand rather than sit at your desk, deliver a message in person rather than send an email or make a phone call, catch up with friends in the gym or at the pool rather than over a beer, go dancing.
- Limit the amount of sugar, fat, and processed foods you eat. Try to eat more traditional, garden foods as well as whole grain products, beans and legumes. Remember it's better to boil and steam your food than fry it.
- Reduce your alcohol intake. Beer, wine and mixers (e.g., cola, lemonade) you have with spirits are FULL of sugar.
- Lose weight if you're carrying too many kilos.
- Think about your family. What would they do without you?

COVER STORY CONTINUED...

White Ribbon Day Success

New Year. We look forward to all of our staff participating in the survey. Literally dozens of photos of White Ribbon Day activities were sent in to the newsletter editorial team from NCS sites all over the country. Unfortunately we cannot feature all of them but we appreciate each and every one. Congratulations to everyone at NCS who helped make White Ribbon Day a success. World Bank IFC consultant Jean Kekedo was absolutely correct when she described NCS as “champions” and “leaders of PNG” when it came to businesses addressing violence against women.



We let everybody know that we support White Ribbon with this huge cloth ribbon draped outside head office in Port Moresby.



The NCS Lihir team did an impressive job with their White Ribbon Day cakes and cupcakes.



Wafi cake decorator Jocksy Muto perfecting his White Ribbon Day cake which was later enjoyed by staff during a Violence Against Women tool box talk.



Mainland Human Resources Manager, Violet Aopi and Bob Nowak, Group General Manager of The Alliance Group (TAG) next to just some of the many “I Believe Violence Against Women is Wrong” declarations signed by NCS staff.

Lihir Training Centre Gets New Computer Lab

NCS Lihir have added a computer lab to their site training centre. The lab accommodates up to 10 learners and has its own dedicated training server which was set up by Anitua IT Services.

Learners will be able to undertake training in basic computer skills, Microsoft Office applications and internet use. The computers also allow for E-learning products to be developed and used. Dynamic computer based assessment software will soon do away with many of the paper based assessments currently

used which is great news for the environment.

Learners enjoy using the interactive computer based quizzes as they minimise literacy issues faced by many staff, speed up the knowledge based assessment process and have the added benefit of computer skills practice.

Apart from structured classes, employees will have the option of ‘free time’ sessions where they can practice under the general supervision of a trainer.



Trainer Raphael Vanak assisting apprentice Byron Tommy with his computer studies.

Training + Hard Work = Promotion

Numerous NCS employees have progressed from humble beginnings to senior roles with considerable responsibility. There are many career paths to choose from within NCS but a critical element to each of them is training. NCS prides itself on providing high quality training and vocational pathways for each and every employee. All NCS managers worked very hard to achieve their goals of self-improvement and career progression. No doubt at some point they struggled with courses that seemed too challenging or workloads that seemed overwhelming. Any manager will tell you that promotions rarely come quickly or easily but with determination and dedication to your

training and your work you can be assured that they will eventually cross your path. Some of the NCS Lihir employees who started in very junior positions then went on to secure several promotions and enjoy career success include Paul Basil (Trainer), Policarp Katapurea (Manager), and Ben Rausim (Chef).

Trainer, Paul Basil commenced his career with NCS as a kitchen hand in 2004. He was offered management training soon after but he expressed a passion for cooking instead and so was offered an apprenticeship which he completed in 2010. Demonstrating patience and skills in educating others, Paul is now the Senior Chef Instructor at the NCS Lihir training

centre.

Manager, Policarp (Poli) Katapurea also began his career as a young kitchen hand in 2004. Having partially completed an apprenticeship at Lae Technical College, Poli was selected to complete an Australian Quality Training Framework (AQTF) gap training program which earned him an Australian Certificate 3 in Commercial Cookery. He demonstrated such good leadership skills that he was quickly promoted and now Poli is employed as a Catering Manager.

Chef, Ben Rausim joined NCS in the kitchen at the same time as Paul and Poli. His diligent work and attitude earned him an apprenticeship in cooking which he completed with the William Angliss Institute, Melbourne in 2012. Ben's positive attitude and focus on quality paid off and he was promoted. Today Ben is one of our most respected Chefs.



Left: Paul Basil (Far Left), Ben Rausim (2nd From Right) and Policarp Katapurea (Far Right) together with other NCS Lihir colleagues at a recent staff awards ceremony.



SAFETY TIP

There is a very strong relationship between sexual violence (rape) and HIV/AIDS.



Stop Violence Against Women → **Stop HIV/AIDS**

Christmas is best enjoyed at home, not in hospital



Managing Fatigue At Christmas Time

Workers are urged to avoid the dangers of fatigue during the busy Christmas period when many of us are working long hours to complete jobs before we go on holidays.

Did you know that working when you are fatigued can be as unsafe as working under the influence of drugs and alcohol? The level of fatigue varies for individuals and depends on workload, length of shift, previous hours and days worked, time of day or night worked and driving times to and from work.

Common effects associated with fatigue are the desire to sleep; lack of concentration; impaired recollection of timing and events; irritability; poor

judgment and decision-making; reduced capacity for interpersonal communication; reduced hand-eye coordination; reduced visual perception; reduced vigilance; difficulty in undertaking complex tasks and slower reaction times.

Your ability to think clearly is vital when making safety-related decisions and this can be impaired when mental or physical exhaustion sets in. Everyone needs time to rest and recover or else they could make a mistake in the workplace that threatens their own health or that of a workmate.

Workers must ensure they are fit for duty and should raise any concerns about workloads and work pressures such as deadlines with their supervisor. It is YOUR



LEGAL OBLIGATION to tell your boss if you believe that you are too tired to work safely.

Source: QLD DEIR E-Safety Newsletter, December 2012 (www.deir.qld.gov.au)

HIV/AIDS – Know Your Status

Knowing your HIV status is one of the best ways you can protect the people who love you and depend on you. Throughout the world, including PNG, many HIV positive people are living long, enjoyable and productive lives due to increasingly sophisticated HIV/AIDS medications.

The National Aids Council recently reported that whereas HIV/AIDS infection rates had slightly decreased

overall in PNG, they had INCREASED in certain communities including mining communities and amongst fly in – fly out (FIFO) workers. Sadly, many FIFO workers in particular infect their families – knowing your status helps prevent this.

Voluntary counselling and testing (VCT) is available at numerous medical centres. VCT is provided in a supportive and confidential environment. World AIDS Day (1 December) may have passed but



that's no excuse for not knowing your status. So go ahead, stop worrying and get tested. Your family will thank you for it.

CONTRIBUTIONS WELCOME!

GADONA E-Letter – The Electronic Voice of NCS is produced three times a year for the employees and 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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