



# Gadona

THE VOICE OF NCS

Issue 27 | February 2013

Anitua ED Colin Vale with the trainee chefs who prepared the NCS Board's 'fine dining luncheon' – story below.

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## NCS Celebrates 20 Wonderful Years

2013 is a special year for NCS – it is the year that we celebrate it being 20 years old. From very small beginnings, NCS has grown into the largest and most respected Catering and Camp Management Company in the country. It is also recognised as being a prime example of a successful landowner company – something that all NCS employees can be truly proud of. NCS's success is due to a number of reasons – but a key factor has been the commitment to training and development throughout the company. *"It is truly a remarkable achievement – 20 years of growth and development that has made NCS the leader in its*

*field. It is something all NCS employees should be proud of. Congratulations!"* Anthony Neck, Anitua Group CFO.

**So – join us in celebrating NCS's 20 Year Anniversary!**



## Trainees Treat The Board

First year chef apprentices at the Lihir Training School treated NCS Board Members to an impressive fine dining luncheon when they gathered on Lihir for their first board meeting of

2013. Preparation of the luncheon was part of their training and it was a great opportunity for the young chefs to test their skills in a high pressure environment – It doesn't get more stressful for an apprentice chef than having to cook for your boss, let alone a whole board of bosses! Skills gained by undertaking the Certificate III in Commercial Cookery which is delivered on site by the ...



*Continues on page 2*

*Apprentices working hard!*



Meeting the challenge  
*every day*

## A word from the boss

I trust all of our Gadona readers enjoyed a peaceful and enjoyable time over the Christmas and New Year period. For NCS staff across our many sites in PNG this is always a busy time with lots of functions and of course special Christmas meals prepared to satisfy our client's staff. Also in December a special banquet was prepared by NCS Raibus staff to mark the commissioning of the Ramu Nickel project which was attended by the PNG Prime Minister and many other dignitaries.

NCS staff were saddened by the untimely death of Gary Merchant just before Christmas. Gary was a great colleague and had earned the respect and admiration of his peers. Our heartfelt sympathy to Gary's wife Louise and her family.

We welcomed a new Chef Trainer named Patrick Reed who has already made a

significant contribution to teaching our people better ways to carry out their roles. We are continuing to invest very heavily in Safety and Training and this is paying dividends for our clients and staff.

2013 is shaping up to be another very busy year with activity on the Wafi-Golpu site picking up. Also, The Alliance Group operations in the Hides area and the processing facility near Port Moresby are reaching peak numbers of camp residents during the construction phase. A number of other new potential opportunities are on the horizon.

Once again I would like to acknowledge the hard work of the NCS staff that make our company a great one. Also thanks to our clients for their ongoing support.



Lukim Yu  
John  
Managing Director



John Gethin-Jones

**COVER STORY CONTINUED...**

## Trainees Treat The Board



Colin Vale with group of apprentice chefs.

William Angliss Institute Melbourne were evident as all Board Members thoroughly enjoyed their lunch. Both Colin Vale (Anitua ED) and Marcus Gosling (NCS Director) trained as chefs before going on to enjoy successful senior management roles and Colin was also a once a William Angliss apprentice.

The lunch was held in the training room

which was set up 'restaurant style' for the event. Located right next door was the training kitchen which was an absolute hive of activity. William Angliss instructor, Udo Eichelmann, reported "It was fantastic to see what the guys could do under pressure and the apprentices learnt a lot from the experience." Colin and Marcus took the opportunity to impart some words of wisdom and relay some stories from their own days as young chefs. Overall, it was a great learning opportunity for this team of up and coming chefs."



**October 2012**

BASAMUK  
**Patrick Poi**  
KURUMBUKARI  
**Stanley Waso**

**November 2012**

BASAMUK  
**Grace Dangep**  
KURUMBUKARI  
**Cathy Bruce**

**December 2012**

BASAMUK  
**Laura Saul**  
KURUMBUKARI  
**Lydia Phipip**



*Whether cooking up a storm with his trainees or researching new menus in the office, Chef Trainer Pat Reed's years of international experience are really adding value to NCS Lihir's Catering Department.*

## Globe Trotting Chef Now Training the Troops on Lihir

Chef Trainer Patrick (Pat) Reed became an instant hit with the culinary staff and clients in the Main Mess on Lihir when he arrived in November 2012. He brings a wealth of knowledge and experience to the role as Chef Trainer and has been busy passing these skills on to an eager crew.

Pat started his career with the Royal Air Force ("a long time ago") and then moved on to remote site catering as a civilian contractor. He has worked in Europe, Africa the Middle East and several of the old Soviet bloc countries,

before moving to the Pacific region.

With a back-to-basics and hands on approach in the kitchen Pat is improving the dishes and teaching all those around him good work practices and ways to expand our menu whilst cutting down on waste. He is also concentrating on time management, kitchen organisation and of course customer service. In the true spirit of NCS Pat loves a challenge and says "I am very happy to be here and enjoying working with a staff that are so keen to learn."

## Safety & Training Staff Now at EPC3 LNG Site

Last November the NCS Safety & Training team moved in with the Laba Alliance Group in the HSEQ&T Department at the EPC3 LNG Site, Port Moresby.

There are four NCS staff who work full time on this site providing management support to the HSEQ&T Department. The team is led by HSEQ&T Manager, EPC3 Craig Myers. Although new to

NCS, Craig is not new to the country as some years back he was working out of Port Moresby for another company. Supporting Mark is a great team with varied backgrounds, site and industry experience - Daphne Kawa (Document and Data Controller), David Kivovia (Safety Officer), and Zaralyn Yakopa (HSEQ Coordinator).



*Craig Myers, The New HSEQ&T Manager, EPC3.*

### January 2013

HIDDEN VALLEY  
**Harry Etape**  
**Shubert Mambu**  
 BASAMUK  
**Lyn Tittiku**  
 KURUMBUKARI  
**John Muru**

## Leading Stars

### Stars of the quarter

BASAMUK  
**Catherine Gembu**  
 KURUMBUKARI  
**Miri Bruno**  
 LIHIR  
**Petronila Lakasum**  
**Antonia Pilai**  
**Janet Tinlaven**

### Senior Supervisor Award

LIHIR  
**Peter Gobona**

### GM's Award

LIHIR  
**Nancy Mirian**

### Employee of the year Awards

LIHIR  
**Dorothy Richard**  
**Freeman Kehani**  
**Anastasia Zimih**



# 5, 10 & 15 Year Employment Anniversary Awards on Lihir

The hard work and loyalty of 52 NCS Lihir staff were acknowledged at the Sports and Social Club on 1 February as part of the Company's 'Reward and Recognition' program. The program rewards and recognizes those staff who have reached the significant 5, 10 and 15 year milestones of employment tenure.

Unfortunately not all of the 52 staff could attend as some were away on their field breaks but those that did were treated to

a generous spread of tasty treats from the NCS kitchen. Awards for 5 years of loyal service were given to 39 staff, whereas 8 staff received their 10 year awards, and a further 5 staff received awards for a most impressive 15 years.

NCS Managing Director, John Gethin-Jones and NCS Lihir's General Manager, Felix Holi (a VERY long-term NCS employee indeed) attended the significant event and handed out awards to the



15 Year Award Winner Jackson Tiani with John Gethin-Jones.

proud winners as many other NCS staff looked on and cheered for their colleagues.

## 5 YEAR AWARDS

### Catering

Ben Wirkiah  
Bruno Lamse  
Cathy Zikpursie  
Christine Sapkia  
Davidson Lila  
Edward Kuragik  
Eshwine Willie  
Esther Tami  
Gabriel Singamai  
Gabriel Wandua  
Jacob Yenlo

John Bab  
Josephine Bolton  
Justus Taduku  
Melchior Nangan  
Michael Taran  
Michael Warongovo  
Monica Gramnot  
Nick Dickson  
Poni Gava  
Sebastian Sawa  
Steven Patan  
Wendelyn Sormaki  
Janitorial

Clodia Milemaniel  
Germane Zikzaki  
Ludwina Biet  
Martina Sopot  
Michael Akot  
Moses Wirau  
Pauline Sangin  
Pius Tagor  
Rose Maskot  
**Training**  
Raphael Vanak  
Camilus Tangabe

## Administration

Les Okep  
Steward Ongia  
Nelson Mamu  
Tom Muriki  
**10 YEAR AWARDS**  
**Catering**  
Amos Sikala  
Caroline Lapen  
Chris Patorea  
John Lusor  
Minica Henry  
Roselyn Marum

Janitorial  
Joanne Tuarino  
Seth Tade

## 15 YEAR AWARDS

### Catering

Jackson Tiani  
Nick Karabu  
Warehouse  
Edward Koraiwa  
Joe Lanbot

### Administration

Richard Chan

# Staff Literacy and Numeracy Assessed on Lihir

The ability to read and write is important for staff who want to excel in the modern workplace. So too is the ability to understand and work with numbers. Good literacy and numeracy is absolutely essential to those staff who are seeking promotion and wanting to fill more responsible leadership positions.

This month the Lihir training team commenced a program of assessing levels of literacy and numeracy of its site

employees. Information gleaned from this process is critical in assisting the training department with the development of training resources, delivery styles and assessment procedures best suited to the needs of our employees. Additional vocational literacy and numeracy programs will be developed based around the overall results of this process.

To date 100 + employees have been assessed and general feedback has been

very positive with most understanding that the program is designed to assist in their vocational development in the longer term.

The process is anonymous, with only job role and grade information required from those undertaking assessment. Employees are informed that the process is not a 'pass/fail' test but is designed to help our training department to improve the ways in which we train and assess competency as well as address learning needs and support.

*Brad Harris*

*Manager – NCS Centre for Excellence.*

# Safety & Training: Recap of 2012 Plus What's in Store for 2013

Hello again Olgeta and Happy New Year. 2012 saw a very busy year for the Safety and Training Department within NCS with a heavy focus being on refining our already robust OHS and Food Safety management systems, developing new training frameworks and heavily investing in the training and development of our safety and training teams to ensure we are able to safely provide services to our many clients across PNG. 2013 will see a considerable focus on staff development allowing for clearer promotional paths for all NCS staff upon completion of specific training packages developed for each and every area of our business.

Training and development was the focus for the HSEQ&T team last year and this will continue in 2013. A big step forward for NCS as we continue to develop our staff firstly on the WAFI / GOLPU project and then across the country, is a partnership formed with NCS and the Australian Pacific Training College (APTC). This partnership will see APTC trainers delivering a Certificate III in Hospitality (Commercial Cookery) SIT30807 on site. The training will be made available to all NCS staff on site (i) who have one year of current experience on the site as a chef or cook, or (ii) who have completed a minimum 12 month training program in a related subject area. This onsite training is invaluable as the staff are trained in a familiar work environment using the equipment and facilities they use every day and it also eliminates the requirement to have long periods away from site.

The Certificate III in Hospitality (Commercial Cookery) is designed to offer our staff the opportunity to increase their skills and experience and further enhance the NCS business on the Wafi Golpu project and other businesses

units as we expand the training to all NCS sites across the country. This course is the first of its kind to be conducted in PNG and has been developed specifically by APTC to accommodate the PNG remote site service industry's unique training needs. Moreover it provides all our staff that successfully complete the training with the opportunity to gain Australian approved qualifications. We look forward to working closely with APTC on many other training opportunities this year and beyond.

2012 was an exciting year in training for our Safety Officers and Trainees. All of our Safety Officers did us proud in the Safety Officer Levels 1, 2 and 3 courses with no one scoring under 90% on their exams and 2 even achieving the magic 100% pass mark at the IBBM Training school in POM. It has been great to see the team members transform from their old positions as drivers, cooks, housekeepers and cleaners into extremely competent Safety Professionals and Trainers. This training and further specialised auditing training will continue this year as the team grows with the business.

We also developed a new team of Food Safety Specialists in 2012 who are all UPNG qualified Food Technologists and are extremely knowledgeable of Food Safety HACCP programs and implementing and auditing. They are also proving to be outstanding trainers as they travel the country sharing their knowledge and skills with the entire NCS team.

Safety is our **NUMBER 1** priority at NCS. As we progress through 2013 we need to ensure we focus on every task that we perform and remember that the safety of our staff, our clients and the public is our highest priority.

Have a safe year.



Julian Fenn, NCS General Manager – Safety, Quality and Training.

Carelessness  
doesn't bounce;  
it shatters.



## NCS STAFF COMPETITION

Short of Kina? Why not contribute an article for the next Gadona newsletter for your chance to win a cash prize! K100 & K200 prizes up for grabs! (K500 total maximum prize pool.)

# BE IN IT TO WIN IT!

Send your articles/entries to:  
[newsletter@anitua.com.pg](mailto:newsletter@anitua.com.pg)

Senior management is excluded from this competition. Judge's decision is final and no correspondence will be entered in to. Winner/s will be announced in the next printed edition of Gadona.



## 20 Years of Successful Trading – What does it mean?

The 20 year milestone is important to employees, clients and landowner groups alike. It demonstrates the strength and experience gained by NCS as a viable trading company.

To an employee it probably means they can rely on us being here for them into the future – many companies close, and close quickly, often leaving staff without their entitlements. This often occurs within the first 5 years of operation. As we approach our 20th birthday our valuable employees can take confidence

in training for their future, the payment of their wages and the accrual of their entitlements. NCS is proud to have employees who have served the entire 20 years with NCS. It shows the employee has been loyal to us – and this would not be the case if NCS was not equally loyal to our employees.

Our clients rely on our experience and knowledge when they award a job to NCS. It means they have faith in us to deliver to them as contracted. Landowners who approach NCS to

work with them do so as the reputation we have earned over the past 20 years allows them to place the trust of their current and future generations in NCS to keep our promises and abide by our landowner agreements.

The 20 years of successful trading demonstrates to the country of PNG what can be achieved through guidance and tenacity, with a finance model based on long term goals and planning for the collective benefit of thousands of PNG's people, right across the nation.

**Happy 20th Birthday NCS.**

### RECIPE

## Thai Coconut Fish Stew

We hope you enjoy this tasty Thai-style fish stew. It's quick and easy to make and will be a hit with the whole family (just add more chilli if you like your food spicy).

### Ingredients

- 2 onions – finely chopped
- 2 cups fish or chicken stock
- 3 cups coconut milk
- 2 tablespoons fish sauce
- 2 tablespoons sugar
- 3 stalks lemon grass (bruised)
- 8 kaffir lime leaves
- 1 small red chilli
- 8 pieces of fish
- 1 tablespoon lime juice (and extra limes for garnishing)
- 1 bunch coriander chopped (1/2 for the soup and 1/2 to garnish)

### Method

- Put all ingredients (except fish, lime juice, and coriander) in a pot and bring to a boil. Simmer for 15-20 minutes.
- Add fish and cook until just tender – remove the cooked fish and set aside.
- Rapidly boil the soup until reduced – remove from heat and stir through lime juice and 1/2 the coriander.
- Add fish to thickened soup.
- Serve the fish stew with boiled rice.
- Garnish with coriander and a wedge of lime.

SAFETY & TRAINING

# HSE KPIs Being Met Across Sites



*A straight back and bent knees make for a safe lift.*

We've received several stories of sites successfully meeting their HSE training KPIs. Congratulations to all of you who have worked so hard to achieve this. As emphasised by Julian Fenn (NCS General

Manager – Safety, Quality & Training) in his article earlier in this newsletter, Safety and Training are areas of TOP priority for NCS.

Unfortunately we didn't have enough room in this edition to feature everyone's KPI success stories and photos but we would like to feature the Hidden Valley team. The HV Warehouse Staff were so happy to have received their Manual Handling Training that they even provided us with a couple of 'action shots' depicting correct lifting techniques.

Supervisor and long term employee, John Kopon, reports that their daily heavy lifting tasks are now "very easy to manage and result in no pain at the end of the day." Isn't it amazing how such a short and simple course can make such a big difference?



*Heavier items require a 2-person lift.*

**Know safety, no injury. No safety, know injury.**



RAIBUS CHINESE BANQUET

## Fit for a King and a PM

The Raibus team exceeded all expectations with their Chinese banquet at the celebration of the Construction Completion and Load Commissioning of the Ramu Nico Project in Madang Province. Held in December at the Basamuk Refinery, the ceremony and accompanying banquet were attended by a large delegation from the government and private sectors of Papua New Guinea, China and other parts of the world.

Special guests included the Prime Minister, Mr Peter O'Neill; Honourable Grand Chief Sir Michael Somare; Honourable Minister for Mining, Byron Chan; Honourable John Pundari, Environment Minister; Honourable Bart

Philemon, Director of Highlands Pacific Limited; and the Managing Director of Mineral Resources Development Corporation, Mr Augustine Mano. Other invited guests included China's Ambassador to PNG, Mr Qiu Bohua; Mr Guo Wenqing, President of MCC Group; and Chairman of the Basamuk Land Owners Association, Mr Lima Mullung.

Following official proceedings, the guests and dignitaries were treated to their mouth-watering feast in the Refinery Mess Dining Facility. Mr Ruan Yong Sheng (Chinese Specialist Chef), Tom Gieta (Chef Supervisor) and Miss Francisca Bosely (Shift Supervisor) proudly led the Raibus team's outstanding efforts. Diners enjoyed numerous traditional Chinese

dishes, including homemade spicy tofu, marinated roast beef, braised chicken, soup and dumplings. Many thanks must go to the entire team; 95% of whom were recruited directly from the villages of the Rai Coast, a remarkable achievement.



*Prime Minister Mr. Peter O'Neill welcomes Grand Chief Sir Michael Somare to the celebrations.*



CHRISTMAS ON LIHIR

# They've done it again!

The team on Lihir has proved (yet again) that nobody does Christmas in PNG better than them! The reputation and popularity of their Christmas feast was such that the venue - the Newcrest Sports and Social Club - overflowed and tables had to be set up outside.

Over 200 happy diners, enjoyed traditional Christmas fare (baked hams and turkeys, fruit mince tarts, and all the trimmings) as well as tropical treats such as juicy mangoes and towers of



Christmas Lunch – NCS Lihir Style. YUM!

sumptuous seafood. The guests included many families from Newcrest Mining Ltd's residential townsite, government workers, and a variety of contractors amongst others. Small children in party hats and cheeks bulging with lollies tossed streamers and played with balloons as they darted in and out between the hard

working and ever smiling wait staff. The event showcased our catering and hospitality professionalism and expertise but just as importantly it demonstrated our Christmas spirit and love for the job. An enormous thank you to the NCS Lihir team who have outdone themselves AGAIN!

## Staying Safe Around Electricity

Every day we use electricity in the workplace without really noticing it. Electricity has made many of our labour intensive tasks quick and easy – doing the laundry, cooking, and cleaning. In many ways electricity is our best friend but it can also be a deadly enemy. Electricity can (and *does*) kill! So here are some tips for staying safe around electricity:

- Never try to fix an electrical appliance yourself – always use licensed electricians for electrical work.
- Make sure all socket outlets are protected by a safety switch.
- Keep electrical equipment and leads away from water.
- Use waterproof covers or protect power points from water by keeping them clear from water sources like sinks.
- Make sure testing and tagging is current.
- Keep leads away from hot plates, hot equipment and walkways.
- Secure and protect extension leads from damage.

### 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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