



# Gadona

THE VOICE OF NCS

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Now even more qualified, the team of trainers are pictured here with 'Training and Education' Trainer Mike Tait (4th from left). Story below.

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## Safety Alert: Alcohol, Drugs & Machinery

Did you know that you WILL lose your job if you are found to be under the influence of alcohol and/or drugs whilst operating work machinery (including light vehicles outside of work hours)? There will be NO exceptions.

**Sefti em i namba wan!**



## Even Trainers Need Training

Congratulations to the NCS training team on its successful completion of a Certificate IV in Training & Education. Well qualified trainers are central to NCS being able to provide the best possible services to our clients in the safest possible way.

Both NCS Mainland and Lihir trainers attended the course which was delivered at the NCS Lihir Training Centre by Anitua Mining Services (AMS) Training Superintendent, Mike Tait. AMS operates under the auspices of Vertical Horizonz, an Australian RTO

with whom it has a training partnership.

The intensive five-day training program was described as "challenging and exhausting but incredibly worthwhile." The team studied all aspects of Vocational Education Training (VET) and associated assessment methodologies. Each team member was required to deliver three training sessions to the rest of the group as a part of the assessment process. The trainers take with them the skills and knowledge to develop quality training programs and resources to improve delivery to NCS site employees.

A particularly important unit was related to adult literacy and numeracy which remains an issue for many NCS employees. Our dedicated training team will focus on this as they develop new programs and associated training resources to enable our staff to meet the challenge every day. Congratulations again to all of the participating trainers for receiving this latest qualification.



Meeting the challenge  
every day



## A word from the boss

A belated Happy New Year to all our clients, suppliers, employees and management. I am writing this after attending the NCS employee loyalty ceremony on Lihir Island, where we acknowledged those loyal employees who have worked for NCS for 5, 10 and 15 years. Twenty-four awards were granted to employees who have worked for NCS for 5 continuous years. A further 5 were granted for 10 continuous years and 6 awards for 15 continuous years. Next year the first of our 20 year employees will be rewarded. These awards are intended to foster loyalty and to provide rewards to those employees who work hard for NCS over extended periods. I thank all the recipients for the work they do in helping to make NCS a great company.

Although 2013 was a very successful year for NCS, 2014 is likely to be a challenge with lower commodity prices impacting activity levels in the mining industry. In addition to this the PNG-LNG project is moving

toward operational status as construction moves towards completion. A significant demobilisation has commenced and will be spread out over an extended period of time. We will need to focus on efficiencies within our existing operations and look for new opportunities. Anitua, NCS's parent company, have acquired a warehousing facility in Brisbane with a view to upgrade our procurement capabilities. NCS and its subsidiaries will benefit from this initiative.

This edition of Gadona contains an update on the White Ribbon initiative which is focussed on addressing male-perpetrated violence against women. There are several training related articles as we continue to believe that proper training is a business imperative for NCS. Some of our second year apprentices conducted a baking challenge focussed on Christmas cakes with a surprising outcome when judged! I hope you enjoy this issue of Gadona.



Lukim Yu.  
John

Managing Director

John Gethin-Jones

## Adrianna Moses – Lihir Employee of the Year

Travel Coordinator Adrianna Moses from Namatanai NIP took out NCS Lihir's most prestigious award for 2013 – 'Employee of the Year'. Adrianna has a reputation for continuous outstanding performance and works very well under pressure. Congratulations Adrianna.



NCS Lihir GM Felix Holi congratulating Adrianna Moses.



### Monthly

RAIBUS MADANG  
**Mensley Newman**  
**Lineth Dibum**  
**Priscilla Sam**  
**Albert Damara**  
**Margaretta Bare**  
**Mopu Peter**

LIHIR  
**Gertrude Ketom**  
**Herman Kaouri**  
**Joanne Tuarino**

### Quarterly

RAIBUS MADANG  
**Aba Wagi**  
**Albert Udd**

LIHIR  
**Freeman Kehani**  
**Joanne Tuarino**  
**Lucas Lamel**

### Employee of the Year Award

LIHIR  
**Adrianna Moses**

# Stars

# White Ribbon Update



Lots of people are talking about our White Ribbon Workplace Program. The general aim of the Program is to make our workplaces safer and more supportive of female staff

who are suffering from male perpetrated violence. More specifically, the key objectives of the Program are to:

- Increase the knowledge and skills of staff and managers to address issues of men’s violence against women in the workplace.
- Enhance the capacity of workplaces to respond to the issue of men’s violence against women by adapting organisational cultures, practices, and procedures.
- Accredite workplaces taking active and effective steps to stop men’s violence against women.
- Change the attitudes and behaviours that allow men’s violence against women to occur.

The first step in the White Ribbon Workplace Program is the administration

of a site-wide questionnaire which ALL staff are required to complete. We’re hoping to do this in March. The questionnaire will be confidential – you will not need to put your name on it. (A very big ‘thank you’ to the team of NCS and Anitua staff who worked on the Tok Pisin translation.) The results of the questionnaire are very important as they will be used by White Ribbon staff in Australia to advise NCS/Anitua of the changes we need to make to our workplaces, policies and procedures. Please take your time and answer all questions honestly.

The White Ribbon Workplace Program also requires NCS/Anitua to have Ambassadors. Ambassadors are men who have sworn an oath to never commit, excuse or remain silent about violence against women. More information about being an Ambassador is available on the White Ribbon website ([www.whiteribbon.org.au/ambassadors](http://www.whiteribbon.org.au/ambassadors)). You don’t have to be a boss or well-educated to be an Ambassador. The key requirement is that you believe in your heart that violence against women is wrong and that you want to do something about it. If you think you’d make a great White Ribbon Ambassador for NCS please email NCS’s White Ribbon Project Manager ([violet.aopi@ncs.com.pg](mailto:violet.aopi@ncs.com.pg)) or ask your boss to do this on your behalf.

NCS/Anitua is making a big effort to address violence against women. **However, we abhor and will not tolerate all forms of violence, including violence committed by women against men.** Just like the recently passed Family Protection Bill, the new policies that we are writing are gender neutral – they apply equally to men AND women. We believe that EVERYONE has the right to live a life free from violence.



**Near miss or hazard reported today, is the accident that doesn’t happen tomorrow.**



## Service Awards

**5 Years**  
WAFI  
Tex Goltre

**5 Years**  
LIHIR  
Agnes Matt  
Alex Martin  
Augustina Tukiah  
Christine Maron  
Edwick Mose  
Felix Sahoto  
Francis Arike  
Fred Begeni  
Gertrude Ketom  
Herman Sogome  
Jeffrey Enoch  
Jimmy Gaganam

**5 Years**  
LIHIR  
Joane Likou  
Josepha Pezbiah  
Nita Tamao  
Peter Somi  
Robert Taksir  
Scholly Marlot  
Stanis Mos  
Steven Moet  
Tabai Tomaku  
Taisi Prin  
Tonny Patorea  
Wesley Tengerepaa

**10 Years**  
LIHIR  
James Winsailas  
Jane Arau  
Joe Rabbie  
Rose Kavanamur  
Samuel Rapolonga

**15 Years**  
LIHIR  
Dorcas Pilul  
Geoffrey Tikianbeh  
Jessie Kuli  
Orim Kikar  
Peter Pundo  
Raphaela Pasingan

## anitua news



After 10 years of operating in New Ireland Province, **Anitua Constructions** is 'taking the leap' just like NCS did many years ago to commence business operations on the Mainland. GM Michael Warner confirms that his team of more than 150 staff can provide a complete suite of construction services including:

- Comprehensive project scoping and planning
- Survey, earthworks and site preparation
- Custom design and construction of camp, commercial and residential structures
- Provision of any or all resources including labour, equipment and materials.

Anitua Constructions has a reputation in its home province of providing high quality construction services and is now in the position to take this reputation and its expertise to greater PNG. Clients can rest assured knowing that Anitua Constructions adhere to stringent Australian and PNG mine safety regulations and are working towards ISO 18001, 9001 and 14001 compliancy. For further information on how Anitua Constructions can service your construction requirements please contact GM Michael Warner (Michael.warner@anitua.com.pg) or Operations Manager Paul Thorpe (Paul.thorpe@anitua.com.pg), PH: 9864 851/852.

## Learning at Work

Did you know that the average person does most of their learning at home or work, NOT at school? Well, it's true - and getting better at learning will help you to succeed at work.

Here are a few tips to help you become a better learner.

### 1. Learn to be very observant - and don't be afraid to ask questions.

Most people will be happy to help you and even pleased that you have asked (especially if you've asked them for their opinion).

### 2. Be aware of what you do NOW - then actively look for new and better ways to do things.

Talk to others. Ask your supervisor or manager for guidance and watch what they do. Doing these things are most likely to lead to the 'Aha' moment - when you suddenly realise there is a better way to do something.

**3. Learn with others.** Share what you've learned. Talk to others in your work group or team if you would like them to help you (or if you can help them). If you learn with others, you not only get the benefit of their experiences, but also a group of people who can help you improve work practices in your group.

**4. Remember that learning is a process, not a single event.** You won't learn a new skill the first time you try. No one does. For most of us, there is observing and listening, then trying it ourselves, reflecting on how that worked for us, perhaps changing our technique, trying again, practising, watching someone do it again, then trying again . . . and again! Don't be discouraged - even tiny improvements add up to big improvements over time. Consider a baby learning to walk - they will fall down many, many times before they master it, but eventually almost ALL babies learn to walk. And remember changing the way you do things can feel awkward and will take some effort.

**5. It takes time.** But if you persist, you can develop new habits and ways of



doing things in about six weeks.

**6. Remember that your team work and communication skills also need to be practised and worked on! Are you a good listener? Are you a clear communicator?** Don't just trust your own answers to these questions but ask your colleagues and supervisors for their opinions.

**7. Use a variety of methods to learn.** Do you prefer to listen to someone explain and just to watch them, or to look at diagrams and work it out yourself? What ways of learning suits you best?

**8. It can be hard to work out WHAT you need to learn.** And it can be hard to describe exactly what it is to others. We learn best from experience, but for many of us, it can be hard to put it in words. However, you will learn more quickly if you take time to think about what it is you want to learn, and then what you have learned, and explain it to others!

**9. It is easy to start to learn, but then to get too busy or to lose interest.** Don't be discouraged - this is normal. Just try again. And again!

**10. Answers to your most important questions may not always be clear.** Or there may be more than one way to do something. What you should be trying to do, is to improve, not necessarily to be perfect!

**But what about if what my manager thinks I need to learn is NOT what I think? What if she wants to send me on a course and I don't think it's worthwhile?** Two things to remember: (1) She may know something that you don't; and (2) Look for what is of use to you in the course and don't worry about the rest!

# Sexual Harassment in the Workplace



The 2013 employee survey revealed that sexual harassment may be a problem in some NCS workplaces. Sexual harassment can interfere with the victim's work performance and creates a hostile or offensive working environment for the victim and often others as well. Sexual harassment is wrong and will not be tolerated at NCS.

**What is Sexual Harassment?** Sexual harassment is unwelcome behaviour which is of a sexual nature which happens at work. The behaviour can be verbal, nonverbal, or physical.

**Verbal:** Suggestive comments or jokes about a person's body, dress, sexuality, desirability, or sexual preferences; asking someone for sex; or making sexual insults or threats.

**Non-verbal:** Suggestive or obscene gestures, whistling, staring at the victim, or displaying obscene pictures.

**Physical:** Touching, standing too close, intentionally brushing against someone's body, or grabbing someone, right up to indecent assault or forced sex (rape).

**Is sexual harassment always a man harassing a woman?** No, although most complaints do arise from a male supervisor harassing a female subordinate. But victims can also be other men and occasionally perpetrators can be women. Harassers can also be a client or customer, a peer or friend at work, or some other supervisor.

In order to determine whether something would be considered workplace sexual harassment, the severity and frequency of the conduct must be serious enough to create a work environment that a 'reasonable person' would find hostile or abusive.

Therefore, a couple of rude jokes or inappropriate comments would not be considered sexual harassment, but if that continued for day after day, it would.

If you ask someone to go out with you or make any sexual overtures once, it's probably not harassment, but if you persist in asking someone out again and again after they've already said no, it would be sexual harassment. Likewise, emailing or texting sexual jokes or images or photos just once might be considered bad judgement, but if you did it again and again after you were told to stop, it could be sexual harassment. **(NB Transmitting obscene email using NCS/TAG/Anitua work email is also a serious disciplinary offence!)**

More offensive actions might only have to occur once or twice to be considered harassment, such as physically grabbing or restraining someone and touching them in a sexual way (possible sexual assault), putting your hands under their clothing or trying to remove their clothing, or forcing them to kiss you etc. In general, if your behaviour is welcomed or reciprocated by a woman (or man), it is not sexual harassment. But remember that just because it's been welcomed once, it doesn't mean, it will always be welcomed. So be sensitive to how your behaviour is received.

If you are in any doubt that what you are doing might be considered sexual harassment, **STOP**. Sexual harassment can lead to disciplinary action, including termination, and is not worth your job!

**What should I do if I'm being sexually harassed in the workplace?** Firstly, tell the person very clearly that you are not interested in their advances or inappropriate behaviour and ask them to stop. If the behaviour still continues, tell your manager who will take it up with HR. If your manager is harassing you, raise it with HR yourself OR with your manager's boss.

## RECIPE

### Pork & Broccoli Stir-Fry

#### Ingredients (Serves 4)

- Fresh Singapore noodles 500g
- Peanut oil 2 Tbsp
- Pork strips 750g
- Large onion, sliced 1
- Garlic, crushed 3 cloves
- Broccoli, chopped coarsely 500g
- Oyster sauce 1/3 cup
- Soy sauce 1 Tbsp
- Bean sprouts 1 cup

#### Method

1. Place the noodles in a large heatproof bowl, cover with boiling water and stir gently to separate the noodles. Drain immediately and cover to keep warm.
2. Heat half the oil in a wok or frying pan and stir-fry the pork, in batches, until browned and cooked through.
3. Heat the remaining oil in the same wok and stir-fry the onion and garlic until the onion is soft.
4. Return the pork to the wok with the broccoli and combined sauces; stir-fry until broccoli is just wilted. Add the bean sprouts.
5. Toss the pork mixture with the noodles before serving.



HEALTH TOPIC

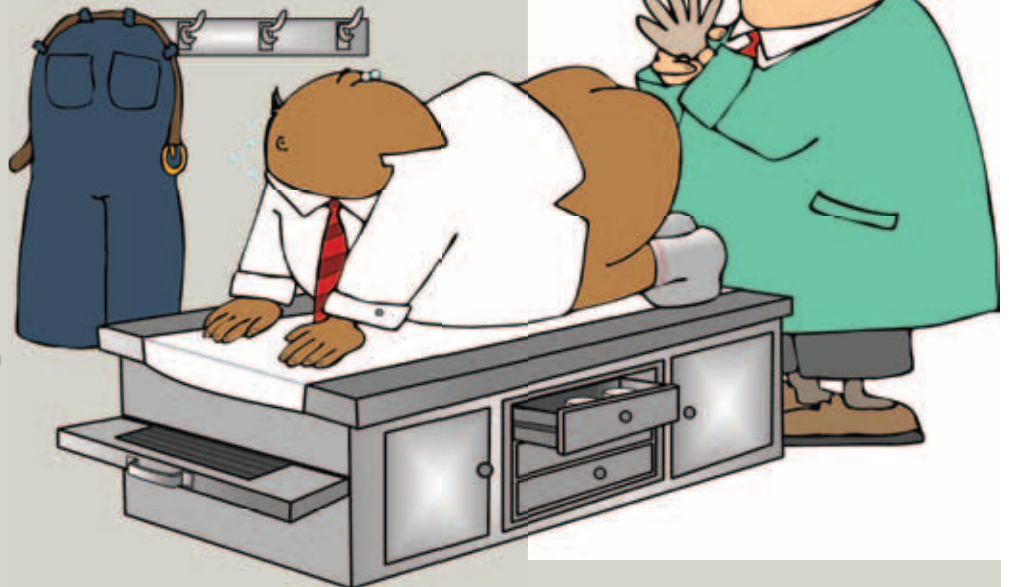
## Men's Health – Prostate Cancer

**Prostate cancer** is the most common cancer in men and the chances of developing this type of cancer increase with age. The prostate is a small gland about the size of a walnut located between a man's penis and bladder. It surrounds the urethra which is the tube that carries urine from the bladder to the penis.

The **symptoms** of prostate cancer don't usually appear until the cancer has grown large enough to put pressure on the urethra and can include:

- Needing to urinate more frequently, often during the night
- Needing to rush to the toilet
- Difficulty in starting to urinate (hesitancy)
- Straining or taking a long time while urinating
- A weak flow while urinating
- Feeling that your bladder is not completely empty once you have urinated.

These symptoms should be investigated by your doctor, but they don't mean you have prostate cancer. Many men's prostates get larger as they get older due to a non-cancerous condition known as 'benign prostatic hyperplasia' or prostate enlargement.



The **outlook** for prostate cancer is generally good because it usually progresses very slowly. A man can live for decades without having any symptoms or needing any treatment.

There are a number of known **risk factors** for developing prostate cancer which include:

- Age: The risk of prostate cancer rises with age, from about 50 years, and increases as you get older
- Family history: Having a close male relative who had prostate cancer seems to increase the risk

- Obesity, diet and exercise: Research suggests that there may be a link between obesity and prostate cancer.

Prostate cancer can usually be cured if it is treated in its early stages. Therefore it is extremely important that you see your doctor if you're experiencing any of the symptoms listed earlier. **Treatments** include removing the prostate, hormone therapy and radiotherapy (using radiation to kill the cancerous cells).

You can find **more information** on prostate cancer at: [www.prostate.org.au](http://www.prostate.org.au).



## Seafood a Big Hit for Lihir Diners

Christmas may be well and truly be over but on Lihir at least people are still talking about how fantastic the food was at the mess. So we couldn't resist including a photo of what many NCS diners voted as the best part of the Christmas feast – the delicious SEAFOOD! NCS Lihir brought in a bountiful supply for clients and staff alike to enjoy.

*Levi Ziksaket (Safety Rep, Catering) with one of many platters of seafood NCS clients and staff enjoyed as part of their Christmas lunch on Lihir.*



# Safety Song A Hit at Hidden Valley

Last year the Hidden Valley crew sent in a number of safety themed stories for the Gadona. Unfortunately we didn't have enough space to include a great song they wrote for Mine Safety Week but we're featuring it now (better late than never – especially with Mine Safety Week 2014 approaching).

Congratulations to Antony Hebron (NCS HV Project Manager) and his team for a great safety initiative. Using John Denver's classic 'Country Road' for inspiration, they created 'Safety Road'. Like the original, once you've sung it a few times (to the original tune) you won't be able to get it out of your head – and that's a GOOD thing.

### VERSE 1:

Safety haven, Hidden Valley  
Gold ridge mountains, Hamate River  
Life is safe there, safer than the trees  
Reporting hazards lots of LLBS

### CHORUS

*Safety road takes me home  
To the place, I belong  
To my family, who I love dearly  
I feel safe in Hidden Valley*

### VERSE 2:

Protective clothing keeps me safe from harm  
Must be worn when working, can be used  
at home  
Safety is our passion we are learning fast  
Looking to our future, learning from our  
past

### CHORUS:

*Safety road takes me home  
To the place, I belong  
To my family, who I love dearly  
I feel safe in Hidden Valley .....  
We practise safety Hidden Valley*



### BRIDGE:

If you want to return to your loved  
ones and families  
Then think safety first when you are  
at work  
Winding down the safety road I get  
the feeling  
That I should be thinking of .....  
A safer life



## 7 x Benefits of Exercise

The health benefits of regular exercise and physical activity are hard to ignore. What's more, the benefits of exercise are yours for the taking, regardless of your age, sex or physical ability. Need more convincing to exercise? Just check out the following seven ways exercise can improve your life.

**Control your weight:** Do you need to shift a few (or perhaps many) kilos?

**Combat health conditions and diseases:** Are you facing an unhealthy and frightening future of diabetes, high blood pressure, and cancer?

**Improve your mood:** Would you like to

feel happier, more positive, confident, or even relaxed?

**Get an energy boost:** Could you do with a bit more 'up and go' to get you through your busy day?

**Get a better night's sleep:** Do you like the idea of a long, deep sleep which will have you wake up refreshed and ready to take on the world?

**Put the spark back into your love life:** Are you too tired or too out of shape to enjoy physical intimacy like you used to?

**Have some fun:** When was the last time you chased the kids around playing until

you all fell down laughing; or has it been far too long since you hit the dance floor with your BFF's?

So stop making excuses – admit it, they're pathetic excuses and no one believes them anyway. Take control of your health and well-being by starting to exercise TODAY. As a general goal, aim for at least 30 minutes of physical activity every day. If you want to lose weight or meet specific fitness goals, you may need to exercise more. Remember to check with your doctor before starting a new exercise program, especially if you have any health concerns.



Above: Judges struggling to identify the best cake.

Left: Some of the cake competition winners pictured with their new phones.

Below: Judges found it impossible to select just one winner amongst these fabulous apprentice-baked Christmas cakes.



## Apprentice Chefs Baking Challenge

There's nothing like a bit of competition to bring out the best in NCS staff. This was evident when the Lihir Training Department challenged their eight 2<sup>nd</sup> year chef apprentices to bake their best possible Christmas cake, with the overall winner being promised a great prize.

The talented young apprentices (six males and two females) were given a week to complete their cakes while working in between their shifts at the Camp 1 Main Mess and the Clubhouse. Despite all of the extra pressure that Christmas time brings to catering staff, they all managed to have their cakes ready in time. Come judging day the apprentices stood proudly

and nervously as the judges including 'big bosses' John Gethin-Jones (Managing Director), Felix Holi (General Manger), Tony Saldana (Supply Chain Manager) and Alex McCartney (Facilities Manager) closely inspected their creations.

It soon became obvious that judging a competition can be nearly as challenging as entering one! The judges walked back and forth, and around and around. They bent their heads together and exchanged whispers. There were frowns of concentration and even more whispered consultation. All the while the eight apprentices anxiously waited for the final verdict.

So what was the result? Who was the winner? As it turned out the judges decided to award all apprentices with a prize – an Alcatel One Touch phone. John Gethin-Jones said "we agreed that all of the cakes were of such a high quality and that they were all equally so impressive that we really couldn't pick just the one winner." We can only imagine how good the cakes these young apprentices bake next year will be after another year of training. Congratulations to the winners, their trainers, and the entire training department!

### 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.

### CONTACT DETAILS

NCS Holdings Limited  
P O Box 707  
Port Moresby  
Papua New Guinea  
Phone: +675 3021 500



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