



Gadona

THE VOICE OF NCS

Issue 31 | June 2014

TAG impresses clients with their exceptional food safety statistics and numerous international cuisines.

Highlights in this issue

TAG Wins ExxonMobil Contracts	1
Elimination of Violence Against Women (EVAW) Program Update	1
Word From The Boss	2
10 Years of PNGDF Service and Successful Expansion	2
Workforce Integration: Violence is a Barrier	3
Career Accountant	4
Classic Peanut Butter Cookies	4
National Head of Safety: NCS & TAG	4
Bouncing Back from Diabetes: Michael's Story	5
Breaking the Silence to End Violence Against Women	6
JGJ Tour of Duty	6
Pronto Has Arrived	7
NCS Participates in World Bank Gender Smart Policy Research	7
Handyman Graduates in Carpentry	7
Anitua News: Australia PNG Business Forum and Trade Expo	8
Social Media News Flash	8

TAG Wins ExxonMobil Contracts

TAG's ability to exceed client expectations was evident in the awarding of two LNG production phase contracts by ExxonMobil. The two contracts, one with TAG's Hides Alliance Group (HAG) and the other with its Laba Alliance Group (LAG), are for the provision of catering, housekeeping and camp maintenance services for camps accommodating up to 450 residents. Both contracts are for three years with a further two year option.



Bob Nowak, TAG Group GM, says that despite strong international competition in the contracts tendering phase, TAG was the obvious first choice for ExxonMobil. "We've already got a proven track record with ExxonMobil and they know they can trust us to deliver what they need. A key factor in this is the local staff that we recruited, trained and developed during the construction phase we've now re-employed 120 of these staff and they've been able to hit the ground running."

Elimination of Violence Against Women (EVAW) Program Update

1) Meri Seif Haus on Lihir: Lady Winifred Kamit and Amy Luinstra (IFC Senior Gender Specialist) visited the proposed location adjacent to the Lihir Medical Centre prior to marching in the

Lihir Ailan Haus Krai. They both thought the site was perfect and have been delighted to hear that Newcrest will be providing additional support to more quickly progress the meri seif haus from a concept to a reality. (NCS as part of The Anitua Group will help fund the construction of the seif haus.)



2) White Ribbon Workplace Program: White Ribbon administrators at every NCS operation did a great job administering the Stage One Survey – thank you to everyone who participated. Thank you also to our data entry operators. The data has been ...

continues on page 3





These 10 year service award winners worked on the first of what then became many NCS contracts off Lihir Island.

A word from the boss

2014 is shaping up to be better than NCS anticipated, despite cut backs in numbers at many of our sites. On my site visits a few months ago I was delighted with the favourable responses from NCS staff. Their positive feedback reflects on the work we have done over several years to ensure that our most important asset, NCS employees, are treated with fairness, respect and that they can progress in our organisation should they wish to.

Two particular appointments stand out over the past few months. Eke Kendi returned to NCS, following a stint at Anitua Constructions on Lihir, and has been appointed Group Manager Safety covering both NCS and The Alliance Group (TAG). I first met Eke in 2010 when he was one of our drivers and I had just arrived in PNG to take up my role with the company – it was Eke’s job to pick me up at the airport. Years of hard work, study and persistence have prepared Eke for his current and very senior appointment. Eke will be based in Port Moresby and will travel across all our sites to ensure safety remains a KEY PRIORITY across the NCS Group. Anastasia Warpit has been elevated to the position of Corporate Accountant, recognising her outstanding work ethic and experience. Anastasia is based in Lae and now heads up our finance team and will be pivotal in the successful rollout of Pronto during

2014 – 2015, especially across our mainland operations. Anastasia’s appointment is also a testament to NCS’s desire to integrate women in our workforce across all occupations and levels of management.

Recently 10 year loyalty awards were given to 28 employees from the team that look after the PNGDF catering contract. Notably 21 of these employees were members of the original team that kicked off the project. The PNGDF contract is significant because it was NCS’s first step off Lihir and laid the foundation for our expansion throughout PNG.

The Alliance Group (TAG), our wholly owned specialist Oil and Gas catering and camp management provider were rewarded for the quality of their work on the construction phase of LNG-PNG with the award of the first contracts by ExxonMobil, for the production phase both at ECP3 near Port Moresby, and in the Hides region. We are delighted that our existing joint ventures, Laba Alliance Group (LAG) and Hides Alliance Group (HAG), will continue into the production phase and that we will carry on our work for Laba Holdings and HGDC supporting local communities. A special thankyou to the management and staff of TAG for these achievements.

I was honoured that I had the opportunity to speak at the APNG Business Forum and Trade Expo in Cairns recently. My messages were centred around the advancement of



women in PNG business and also on the issue of violence against women. Both Anitua and NCS are doing as much as we can about these important issues, seeking to provide an example to other employers to follow. We continue to “Meet the challenges every day” and at the same time we are also exploring opportunities to expand and develop our activities.

Lukim Yu.
John

Managing Director

John Gethin-Jones

10 Years of PNGDF Service and Successful Expansion

MD John Gethin-Jones is always happiest when he is celebrating an NCS success story and it was no different when he attended the PNGDF 10 year service awards ceremony in Port Moresby.

NCS has now been looking after the PNGDF for more than 10 years and 21 of the original PNGDF contract employees are still working for NCS.

“Our PNGDF contract is significant for many reasons, one of these being that it was our first contract off NCS’s birthplace, Lihir Island. As such, the PNGDF contract marked the beginning of a period of expansion and great success for NCS” enthused John. Congratulations and thank you to all of our 10 year service award winners (some of whom are pictured in the photo above).

- Joshua Begei • Robert Hore • Jeringo Kunimbi • James Kindagel • Jack Bong • Albert Uhamo • Alphonse Weia • Ben Taul Kennedy Gomu • Paul Aro • Peter Lakaly • Saku Jeringo • Simon Tuli • Thomas Gubusu • Wai Eo • Pote Gini • John Yalo Fado Naguewen • James Koo • Ricky Verbina • Kindi Naowen • Kevin Wanea • Tonari Maike • Lambang Winding • Pais Pope Titus Aureke • John Niewa • Joseph Wanenara

... (EVAW) Program Update

cover story continued ...

forwarded to White Ribbon Australia so that they can provide NCS with guidance



on the changes we need to implement in order to make our workplaces safer and more supportive of women who are victims of gender violence.

3) Lobbying Other Businesses to Introduce EVAW Initiatives: This is ongoing. For example, NCS Managing Director John Gethin-Jones did a great job stressing the business case for EVAW programs as part of his keynote presentation at the Australia PNG Business Forum and Trade Expo in May.

4) Using Media to Keep the Problem of VAW in the Spotlight: This is ongoing. Nearly every month we have a relevant article published in a newspaper

or industry magazine. The Lihir Haus Krai also featured on EMTV news. EVAW news is also being distributed via social media as Anitua is now on Facebook and LinkedIn (see back page News Flash). And of course, our newsletters always feature EVAW articles and these are available on the NCS and Anitua websites. Relationships continue to be built with journalists and editors and it is absolutely heart-warming to receive the support of these media professionals.

5) Business Coalition for Women: The Coalition's 'Addressing Violence Working Group' has proposed four different activities to help EVAW and support businesses implement their own EVAW initiatives. Please read the next Gadona for more information on these activities.

Workforce Integration: Violence is a Barrier

Any NCS employee would have been proud to hear their Managing Director, John Gethin-Jones' keynote address at the Australian PNG Business Forum and Trade Expo in Cairns. Largely due to the sheer number of women NCS employs and its increasing reputation as an employer of choice for PNG women, John was invited to talk on how NCS has successfully managed to integrate women through its workforce.

John used many real life examples to demonstrate that women are integrated throughout NCS in TWO different ways:

- (1) Horizontally – Across all departments, functions and roles including those that are typically the domain of men (e.g., safety, warehousing).
- (2) Vertically – From low status positions at the bottom of the organisation (e.g., apprentice, trainee) through to upper management.

An important message that John addressed during his presentation

was that **violence is a barrier to the successful integration of women**. He stressed that women can rarely develop to their full potential and truly excel in the workplace if there is violence in their lives. He asked the audience the following questions to make his argument:

- (1) How can a woman perform to the best of her ability when she is in pain when she moves, or is terrified by the thought of going home to yet another beating?
- (2) How can a woman work back late on an important project for her boss when she runs the risk of being raped or even killed if she leaves the office after dark when all safe transport has ceased running?
- (3) How can a woman hope for a promotion or a place on an important training or mentoring program when due to her poor attendance and haphazard work performance her manager is wondering whether she should even be



John gave examples of many successful NCS women in his presentation including NCS Lihir Safety Manager, Felicity Reu.

employed at all?

John told the audience that business houses must develop their own initiatives to address violence if they were to get the most from their female staff. NCS's Elimination of Violence Against Women (EVAW) program would be a good model for them to follow.

John's presentation had a real impact and although he'd never say so himself it was definitely one of the stand out presentations of the two-day forum.

Career Accountant

Congratulations to Anastasia Warpit who after six years with NCS is now our Corporate Accountant



RECIPE

Classic Peanut Butter Cookies



Ingredients

- 1 Cup Butter
- 1 Cup Peanut Butter
- 1 Cup White Sugar
- 1 Cup Brown Sugar
- 2 Eggs
- 2 ½ Cups Plain Flour
- 1 Teaspoon baking powder
- 1 ½ Teaspoons baking Soda

Method

1. Cream together butter, peanut butter and sugars.
2. Beat in the eggs.
3. In a separate bowl, sift together flour, baking powder, and baking soda. Stir into batter. Put batter in fridge for 1 hour.
4. Roll into 1 inch balls and put on baking sheets. Flatten each ball with a fork, making a criss-cross pattern.
5. Bake in a preheated 180 degree Celsius oven for about 10 minutes or until cookies begin to brown. Do not over-bake.

National Head of Safety: NCS & TAG

Eke Kendi, previously Safety Manager for Anitua Constructions has been appointed to the very important role of Group Manager Safety – NCS and TAG. Eke's promotion is testimony not only to his hard work and dedication but also to the structured career paths and excellent training NCS provides to its staff. Eke commenced with NCS eight years ago as a driver and then moved in to a junior safety role. A series of more responsible roles and training courses followed over the years.

Eke made the difficult move away from his family in Port Moresby to further his career with Anitua Constructions on Lihir. His GM there, Michael Warner, is disappointed

to lose Eke but says "I always knew Eke was going to move on to bigger and better things and I'm glad that his time at Anitua Constructions has played a part in that."

Someone who has taken genuine delight in Eke's success is NCS MD John Gethin-Jones. "There is nothing better than to give employees like Eke who have such obvious potential, the right training and development opportunities so as to allow them to progress their career and get to the position they deserve. It's even better when the people who are really succeeding in their careers are our national staff, Eke's new role for example was previously held

by an expat, now this role has been nationalised and I couldn't be happier."

Eke Kendi is now NCS and TAG's Group Manager, Safety and MD John Gethin-Jones couldn't be happier over the nationalisation of this critical role.



Bouncing Back from Diabetes: Michael's Story



Michael Varapik lost a leg to diabetes but regained his health and his youthfulness and now wants his colleagues all over PNG to benefit from his story. He's pictured here with his colleague and HR Supervisor, Caroline Kayo, just one of the many TAG staff who are delighted to have Michael fighting fit and back at work.

Where is the nearest fire extinguisher in your workplace? Do you know how to use it? Is it the correct fire extinguisher for the type of fire you need to put out?



Today, Michael Varapik (TAG's Manager, National Content and Community Affairs) is on top of the world. Originally from East New Britain and about three years into his role with TAG, Michael is enjoying his work and relishing family life with five children and nine grandchildren. So you might be surprised to know that, only 12 months ago, Michael was diagnosed with diabetes that necessitated the amputation of his left leg in September 2013 and left Michael fighting for his life.

As he describes it, Michael had no idea he was sick until his doctor of 30 years insisted he be tested for diabetes. True, he had lost a bit of weight, but he was happy about that; it never occurred to him his weight loss was an early symptom of Type II Diabetes.

At first, Michael was not overly concerned. He'd given up beer about 12 months earlier and was not smoking, so he hoped that taking a tablet every day and watching his diet and activity levels would be enough. Unfortunately,

this did not work out for him. Within six months of diagnosis, a small scratch on one of the toes of his left foot was infected. Soon a second toe was affected and Michael was shocked to be told that both toes were gangrenous and would have to be amputated.

After the surgery, there was more bad news. The wound was not healing and in fact, a third toe was now affected. Michael's surgeon then asked him to agree to a lifesaving amputation of his left leg below the knee. Without the surgery, Michael's life would be in serious danger.

"I had to do some real soul-searching," says Michael. "I'm a practising Catholic and I prayed for the courage to give up my leg and for the faith and strength I'd need to accept a new life without a leg. It was my faith and the support of my family that enabled me to make that difficult decision. But once I had made it, I was determined that I would not allow this disability to DISABLE me".

Needless to say, the surgery was a complete success. A few months later,

Michael was fitted with a prosthesis (artificial leg) and he has happily adapted to the changes that were needed to survive.

He describes these changes as "Two tablets every day: morning and night. Walking every day. NO soft drinks; NO 'white' foods such as white bread, white rice, white pasta; NO red meat – I keep to chicken and fish only, served with lots of green vegetables and stuff from the garden. NO fried food, we roast it instead. And of course, NO sugar or desserts!" Beer and cigarettes are also off the menu.

Not that Michael's complaining and he is more than happy to tell his story if it might help others avoid a similar experience. He says people should watch their weight, stay active, stick to a healthy diet, and ask their doctor to test them for diabetes NOW. Michael says he has "never felt better. I'm just so glad to be alive and back at work. And I like being 92 kgs and feeling on top of the world again!"



Above: GM NCS Lihir Felix Holi and Supply Chain Manager Tony Saldana led their staff at the Lihir Ailan Haus Krai.

Left: Lady Winifred Kamit (Centre) with the IFC's Amy Luinstra (Right) and Haus Krai organiser Vagi Hemetsberger marched with hundreds of staff from various Anitua businesses to protest violence against women.

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



Breaking the Silence to End Violence Against Women

One thousand people including NCS managers and staff marched to protest violence against women at the Lihir Ailan Haus Krai in May. Not only did NCS lend their support to the Haus Krai theme of "Break the Silence – End the Violence" by marching, they also provided sponsorship (i.e., water, lunch and marquees). GM NCS Lihir Felix Holi and Supply Chain Manager Tony Saldana proudly led NCS Lihir staff through the streets of

Londolovit Town. They were joined by VIPs Lady Winifred Kamit and World Bank IFC gender specialist Amy Luinstra.

Other Anitua businesses also sponsored various aspects of the Haus Krai and it's estimated that approximately 300 Anitua staff from eight different businesses, including NCS Lihir, participated in the march. The high level of involvement from The Anitua Group is in accord with its Elimination of Violence

Against Women (EVAW) program and our commitment to make all of our workplaces safer for women and more supportive of those of our female staff who are victims of male perpetrated violence. The Group's support also helped organisers secure considerable media coverage and in doing so, is keeping the problem of violence against women in the public eye.



JGJ Tour of Duty

Managing Director, John Gethin-Jones, tours each NCS site three times a year to (a) see if staff are happy and listen to any concerns they may have; and (b) check that departments are functioning well and that all staff are performing at their best. John returned from his most recent tour especially pleased. "It was vastly different from the first time I visited our sites a few years back when quite a few staff weren't particularly happy and not everyone was performing as well as they could have been." These days John's site tours are much more positive and he is looking forward to when he can next take to the skies and catch up with his staff across the many NCS operations throughout the country.

MD John Gethin-Jones always finds something to celebrate when he tours NCS sites and at Basamuk it was no different when he participated in cutting NCS's 20th birthday cake.

Pronto Has Arrived

2014 is proving to be extra exciting and challenging for NCS, as we implement our new 'one stop shop' software program – Pronto. Pronto is Business Management software which will effectively and efficiently address the majority of NCS Management Information System (MIS) needs by incorporating all our current programs into the one package. The reporting areas will include: Accounting, HR, Inventory, Payroll and Projects.

To date, initial workshops involving a range of NCS staff to help understand our requirements have been conducted by Pronto consultants. The next phase of making Pronto a reality will be its initial set up, then training of staff, business simulation, and then go-live. Initial set up of Pronto for Lihir and Mainland has

already taken place, ensuring that our information is the same throughout our group of businesses. Training and implementation will then follow, first on Lihir, before being extended to the Mainland sites.

The NCS team of Gus McKenzie and Talita Dobbin will be facilitating the implementation of Pronto on Lihir, while Kila Mauri and Anastasia Warpit will support the Mainland. This implementation team will combine to form solid support to all NCS users across the group.

Pronto is scheduled to be up and running on NCS Lihir towards the end of 2014, while the Mainland will likely follow by early March, 2015.

Handyman Graduates in Carpentry

Handyman Joshua Begei recently graduated with a Certificate III in Carpentry from the Australian-Pacific Technical College (APTC), something that he had only dreamt about a few years ago.

Joshua commenced his career with NCS over 10 years ago as a storeman under the PNGDF Project at Murray Barracks. He then expressed interest in working as a handyman and was moved in to that position and transferred to the NCS Head Office in Port Moresby. Over the years Joshua continued to express interest in furthering his knowledge especially with regard to carpentry. His request to undergo formal study was approved in 2012 and he was ecstatic to commence his studies in 2013.

Joshua is very grateful to NCS for the opportunity to gain a formal carpentry qualification and the associated new skills. He encourages all staff to prove their capabilities in their chosen careers and in particular to pursue any training opportunities that arise. He is also adamant when he says "there are no short cuts to success – everyone must set their own goals, but more importantly, they must work very hard in order to achieve them." Congratulations Joshua – your hard work has definitely paid off.



A very proud Joshua Begei is accompanied by APTC CEO Denise O'Brien (Left) and Australian High Commissioner Deborah Stokes on his graduation day.

NCS Participates in World Bank Gender Smart Policy Research

NCS is one of six PNG businesses participating in a World Bank – IFC sponsored 'gender smart policies' pilot study. Gender smart policies give women greater access to employment and advancement in the workplace (and therefore a higher quality of life) whilst simultaneously benefiting the employing organisation. Gender smart policies are central to truly being an Equal Opportunity Employer.

The study will firstly determine what gender smart policies and programs are already in place to assist women to participate fully in the workforce. The PNG Business Coalition for Women's 'Gender Smart HR Policies and Practices Working Group' of which NCS Group HR Manager Monica Benyk is a part, will then develop new policies, strategies, procedures and programs to fill the gaps between what exists and what is needed. These can in turn be communicated to PNG

companies to assist them to become more 'female friendly'.

Not only will the results of the study be of benefit to women in numerous workplaces throughout PNG, they will be of great value to business, including our own NCS, TAG and Anitua businesses. NCS was asked to participate in the study as it is recognised by the World Bank – IFC as a leader in promoting the elimination of violence against women and thus demonstrating its passion for advancing PNG women's human rights. Likewise, NCS is recognised as a genuine Equal Opportunity Employer and increasingly as an 'employer of choice' by PNG women.

The Gadona will keep you informed of the results of the pilot study as well as the results of the subsequent main survey involving other major PNG businesses that will take place later in the year.

anitua news

Australia PNG Business Forum and Trade Expo

The Anitua Group, including NCS, was well represented at the recent Australia PNG Business Forum and Trade Expo which it sponsored in Cairns in May. In addition to the excellent opportunity provided by the forum to forge new business relationships and strengthen existing partnerships the forum also provided our management team with insights in terms of PNG business trends and opportunities. Anitua Executive Director Colin Vale, together with Anitua Chief Financial Officer Anthony Neck and NCS Managing Director John Gethin-Jones took advantage of their time in Australia to meet with DFAT over business opportunities on Manus Island. Likewise,



Prime Minister Peter O'Neill visited the Anitua trade booth and indicated that he was clearly impressed with the success of NCS with his comment "your businesses are all over PNG now".

they were able to spend some time with World Bank representatives.

There were several highlights of the conference including (1) Prime Minister Peter O'Neill's commendation of NCS's successful expansion throughout PNG; (2) John Gethin-Jones' excellent keynote presentation on the integration of women throughout the NCS workforce and his

message that violence is a barrier to this integration; (3) the Financial Review's coverage of the conference which included positive and considerable back page coverage of The Anitua Group and specific reference to John Gethin-Jones' presentation and our Elimination of Violence Against Women (EVAW) program.

NEWS FLASH

Social Media News Flash



You can now find The Anitua Group on Facebook and on LinkedIn.
www.facebook.com/anitualtd www.linkedin.com/company/anitua
NCS and TAG will be joining them soon.

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:

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or hand in your contributions to your Site Manager.

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Meeting the challenge every day

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