



Gadona

THE VOICE OF NCS

Issue 29 | October 2013

Recently graduated and 'homegrown' chefs.
- full story on page 4.

Highlights in this issue

Workplace Program: Stop Violence Against Women	1
Word from the Boss	2
Raibus Ramu NiCo Contract Renewed	2
Stars of the Month	2
From Cleaner to Forklift Operator	3
Adrian Sligar is Our New CFO	3
10 New HOMEGROWN Chefs	4
Domestic Violence: A Workplace Issue	4
New Warehouse in Lae	5
Recipe - Banana Fritters	5
Amazing TAG Food Safety Achievement	5
Health Topic: Food Allergies	6
HAG Staff Commendation	6
Helping Mamas & Babies	7
Wafi Golpu Staff Walking the (Health) Talk	7
Wafi Womens Development Program Success	8
LAG Workers Appreciated	8

Workplace Program: Stop Violence Against Women



Women make up nearly half of the NCS workforce and are therefore incredibly important. NCS would not be able to function, let alone

succeed if it were not for the women it employs. Across every site, within every department, and at every level you will find hardworking NCS women. However, like their sisters working for other organisations throughout PNG, far too many of these women find it difficult to perform at their best and sometimes even come to work due to the violence they suffer at the hands of men.

Violence against women in PNG is out of control and it is destroying our families and our society. In recognition of this epidemic of violence and the important work that our female employees do, NCS will be introducing a workplace anti-violence program.



The program we are researching is the White Ribbon Program which aims to support workplaces to prevent and respond to violence against women. The Program asks organisations to take steps to promote safe workplaces for women by changing organisational culture, practices and procedures. To find out more about the White Ribbon Workplace Program you can go to the following website:

<http://www.whiteribbon.org.au/workplaces>



Meeting the challenge
every day



**Shut down
your machine
before cleaning,
repairing, or
leaving it.**





A word from the boss

It has certainly been an interesting time since our last Gadona. A dramatic fall in the gold price has seen mining companies with gold exposure review their businesses. In most cases this has resulted in cost cutting initiatives and a strong focus on optimising their assets. With reduced staffing on a number of sites NCS has supported our clients by meeting their expectation in making our business more efficient. Sadly, this has led to a number of redundancies at certain sites. Hopefully, as things improve NCS will have the opportunity to re-hire those people affected.

On a brighter note NCS Raibus has successfully negotiated the renewal of our contract to serve the Ramu NiCo Project. We also opened the gates of our new warehouse in Lae which ensures we have the capacity to service not only our existing clients but future clients in the years ahead. NCS subsidiary, The Alliance Group (TAG) will also utilise the new warehouse.

It was very pleasing for Bob Nowak (GM, Alliance Group) and myself to see that EHL and CJJV, our clients at the EPC3 (LNG plant), held an Appreciation Day for the employees of the Laba Alliance Group (LAG) JV. With over 30 million meals served on this site with no food related illness and also 2.2 million LTI free hours they certainly deserved the recognition. Congratulations team!

Included in this Gadona are some articles on domestic violence, particularly to women, and its impact in the workplace. NCS and our parent company Anitua are strongly supporting initiatives that can be put in place to manage the impact of domestic violence in the workplace and to support our wonderful PNG women staff members. Everyone has the right to feel safe at home and at work.

There are also some interesting articles about training and its positive affect on career development and progression.



Enjoy the read
Lukim yu
John

Managing Director

John Gethin-Jones

Raibus Ramu NiCo Contract Renewed

NCS Raibus recently celebrated the renewal of their catering contract with Ramu NiCo. The contract has been extended until June 2016. No doubt the Ramu NiCo staff will be rejoicing to know that another three years of excellent dining has been 'locked in'.



NCS Managing Director, John Gethin-Jones and Ramu NiCo Executive Vice President Gu Yuxiang congratulating each other upon the contract renewal.



MONTHLY

RAIBUS MADANG
Patrick Poi
Albert Damara
Ben Jacobus
Paul Kumora
Kube Utei
Scholar Perry
Kevin Esira
Albert Tobby
Grace Dangep

PNGDF

Doreen George
NCS HOLDINGS
Joshua Begei
Christine Exton
Nick Oksap
LIHIR
Carolyn Sambun
John Zikmalkia
Vincent Ronald
Andrew Nasa
Michelle Silul

5 Year

HIDDEN VALLEY
Norman Waiya
Leon Heropa
Theresa Gusuli
Jerry Napoinakato
Kennedy Saia
Peter Pamula
Mathew Sedio
Willy Ravai
Hauns Samina

HIDDEN VALLEY

Tommy Himma
Kadum Kaug
Andrew Waikino
Maira Ham
Gilbert Pasi
Peter Kandek
Emma John
Rachael Benjamin

From Cleaner to Forklift Operator



Yangu Jerry proudly displaying her Forklift Operator certificate.

Yangu Jerry joined NCS in July 2011 as a cleaner assigned to the Lae office and Warehouse. Later in 2012 when two more cleaners were employed hence relieving some of her workload, Yangu was assigned the additional role of recording and distributing uniforms for Wafi, Hidden Valley, Raibus and Kainantu. In February this year and in recognition of her ability to quickly grasp new skills and accept greater responsibility, Yangu was sent to the Multi Skill Training Centre

where she acquired her forklift operating certificate. Soon after she was issued her Class 7 Forklift Operator License and she has recently successfully completed her probationary period. Yangu says "I'm grateful for the support of my colleagues and supervisors who have in one way or another helped me this far. I've learnt a lot of new skills already and I'm looking forward to learning even more." Well done Yangu for embracing your training opportunities at NCS.

Adrian Sligar is Our New CFO

In our last E-Gadona we advised you of some management changes at NCS, including the appointment of Adrian Sligar as our new Chief Financial Officer

Adrian Sligar is our Lae-based 'tripela bos man bilong lukautim moni'.

(CFO) located in Lae. Given that he hasn't worked for NCS before we decided you'd like to learn more about our new 'tripela bos man bilong lukautim moni'.

Home Base: Sunshine Coast, QLD for the last 10 years but prior to that he was a Sydney boy through and through.

Family: Married to Maree with 3 teenage children (James 19, Claire 16, & Lachlan 14).

Sporting Interests: Most highly competitive sports but Rugby League in particular which he started playing when he was 7 and didn't stop until his late 20s. He is a 'suffering' Parramatta and Blues supporter (given that he lives in QLD there's an easy way to end that pain). He also enjoys Rugby Union, Test Cricket, and the occasional game of Golf.

Other Interests: Spending quality time with Maree and the kids and most types of music from the 80's onwards, as well as opera and stage plays, particularly Les Miserables.

Philosophies: Concentrate on the process, not the person or result (think about improving the WAY we operate and the results will come); A person is either 'rocking the boat' or 'rowing the boat' (be CONSTRUCTIVE); Life is not a

rehearsal (have a GO).

Qualifications: Bachelor of Business (Accounting); Member of Institute of Chartered Accountants.

Career Background: Adrian's first job was as an External Auditor with BDO in Sydney. After receiving his qualifications he ventured into commercial accounting as an internal auditor with the Chase Manhattan bank. He then went on to work in the mining and oil sectors with small public companies, serving in Management and Corporate accounting positions. Feeling like a 'sea change' he relocated his family to QLD's Sunshine Coast and bought an accounting business. He sold his business after 7 years then undertook a variety of contract positions with engineering and other service companies.

John Gethin-Jones (Managing Director) is enthusiastic about Adrian's appointment to NCS stating that "Adrian is a perfect match for the job and his skill set, qualifications and extensive experience in commerce and accounting as well as Pronto ERP will greatly strengthen NCS financial accounting processes and reporting." Welcome aboard Adrian!

10 New **HOMEGROWN** Chefs



Udo Eichelmann and John Gethin-Jones proudly congratulating Alex Martin from Tanga on his graduation.

Ten newly certified chefs were presented with their internationally accredited Certificate III in Commercial Cookery in August on Lihir Island. The presentation was made by John Gethin-Jones (Managing Director) with the assistance of Udo Eichelmann (Chef Instructor, William Angliss Institute, Melbourne).

Their graduation was the culmination of a three year apprentice program on Lihir. It involved onsite training by chef trainers from the William Angliss Institute and on-the-job training and assessment in all NCS culinary departments.

The young chefs, the majority of whom

are from Lihir and nearby islands, worked very hard throughout their apprenticeships. As John Gethin-Jones noted "each and every one of them are to be congratulated for their dedication to their training and for the considerable skills they've mastered. They have now reached an important milestone in their careers and are continuing to prove themselves as fully qualified chefs in our kitchens."

NCS are very proud of our graduates and the example they are setting to our current apprentices and the rest of the NCS team. Well done!

Domestic Violence: A Workplace Issue

Domestic violence can take many different forms including intimidation, isolation, emotional, physical, sexual, financial and spiritual abuse. If you feel scared of a partner, ex-partner or a family member, you may be experiencing domestic violence.

Domestic violence becomes a **WORKPLACE ISSUE** if you're:

- Prevented or delayed from getting to and from work
- Harassed or intimidated at work
- Distressed or crying at work
- Struggling to manage your workload and deadlines

Domestic violence can be a workplace **SAFETY** issue because it is stressful, upsetting and distracting, therefore making it hard to concentrate as you perform your duties. Think of the possible dangers associated with diminished concentration, especially if your work is of a potentially dangerous nature such as working with chemicals, driving, operating machinery, or even working in a kitchen with hot oil and

cooking appliances.

Although domestic violence might feel like a very private problem, you should tell your workplace about it if it's directly affecting or impacting your work.

Is the abusive person:

- Constantly calling, emailing or texting you at work
- Following you to or from work
- Making threats to harm you or your co-workers at work
- Coming into or hanging around your workplace to intimidate you

If any of these things are happening, you should tell your workplace. Your job and your safety might be at risk. Telling your workplace may be difficult, but being upfront about your situation may make it easier if the abusive person tries to cause trouble for you at work.

It's important to remember that domestic violence is **NOT** your fault and you should **NOT** feel ashamed. You have the **RIGHT** to feel safe at home and at work.

Domestic violence is **WRONG**.



Use designated passages when moving from one place to another. Never take hazardous shortcuts.



New Warehouse in Lae

NCS Mainland recently moved to a 'fit for purpose' warehouse and offices facility and the staff couldn't be happier. The warehouse boasts a number of improvements which allow NCS to support its various sites across PNG and in doing so enable it to better serve end customers.



New warehouse. Just look at all the space!

The improvements include:

- Warehousing space capable of holding up to 300 pallets of dry goods
- Laydown yard of 6200 m²
- Office space to fit all NCS departments with space to spare
- 'Secured, fit for purpose design (public cannot walk through like the old facility)'

Peter-John Findlay (GM Operations) says that "one of the best things about our new facility is that we have extended our capability to expand into the market of direct purchasing from international suppliers, where appropriate. With the right mix of both local and international

suppliers we are in a much stronger position to service ALL our clients' specific requirements." An additional key benefit relates to security and workplace safety given that the general public has no access.

NCS Mainland also welcomes Luke More from Lihir who will be assisting with Procurement, Logistics and Policies which will be utilised in standardised practices across all NCS sites. Not only does the new warehouse facility have room for Luke but it is now also accommodating the TAG Operations team. The relocation of the TAG staff was a seamless and successful operation with absolutely minimal disruption to operations. Congratulations to everyone involved in the planning and successful execution of the move.

RECIPE

Banana Fritters

Ingredients

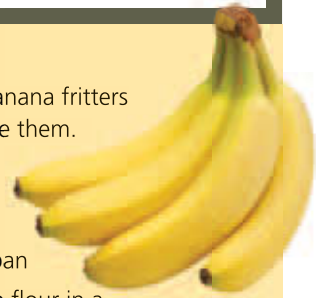
- 6 small ripe bananas
- 1½ cups plain flour
- 1 tablespoon sugar (plus some for dusting)
- 1 teaspoon baking powder
- 2 eggs lightly beaten
- ½ cup milk
- 1 teaspoon melted butter
- ½ cup oil

We hope you'll love this recipe as much as we do. Not only are banana fritters yummy and easy to make - EVERYONE in the whole family will love them. They are delicious by themselves or served with vanilla ice-cream.

Method

- Slice bananas lengthwise into halves
- Sift 1 cup of flour into a bowl and then add the sugar and baking powder
- In a separate bowl mix together the eggs, milk and butter, and then combine with dry ingredients above to form a smooth batter
- Dip each banana slice into the batter and turn over to coat well

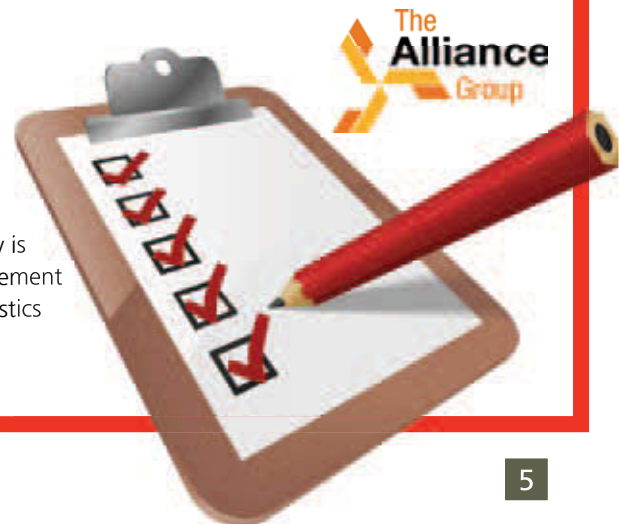
- Heat the oil in a frying pan
- Spread remaining ½ cup flour in a shallow dish and dust the battered banana slices lightly with flour
- Fry the battered banana slices in hot oil in batches – do not crowd the pan
- Drain on paper towels
- Dust cooked fritters lightly with sugar before serving (optional)



Amazing TAG Food Safety Achievement

The Alliance Group (TAG) has prepared and served more than 43 million meals since the beginning of the Hides Project. While this is an impressive statistic in itself, what is "truly amazing" says Gary Potter (GM Hides Project) "is that these

meals have been produced without one single food borne illness." Gary is understandably proud of this achievement given the additional food safety logistics associated with operating in such a remote location.



HEALTH TOPIC

Food Allergies

To most of us food is not only a source of sustenance but also of great pleasure. However, food can also be stressful, dangerous and even bring about death if you have a food allergy. Across the world, particularly in developed countries and those that are moving from traditional diets to highly processed western diets (e.g., PNG), the number of people suffering from food allergies is rapidly increasing.

What is a food allergy?

A food allergy is the body's adverse and abnormal immune response to normally harmless components (i.e., allergens) found in food. The amount of food taken to trigger a reaction and the symptoms of food allergy vary from person to person. Allergic responses can range from mild and slightly irritating to severe and life threatening. Sometimes a person doesn't even have to eat the food they're allergic to in order to have an adverse reaction to it. (For example, if you are allergic to peanuts and someone has cut up peanuts on a chopping board and not washed it properly prior to preparing your meal on the same board.)

Signs of food allergy reactions

Signs that a person is having an allergic reaction to food they have recently eaten include:

- Itching & Swelling – mouth, tongue, eyes, lips, throat, whole face, other areas of the body
- Tightening of throat & trouble breathing



- Nausea & vomiting
- Diarrhoea
- Abdominal cramps & pain
- Drop in blood pressure

Cures for food allergies

Unfortunately there is NO cure for food allergies although some medications can prevent, minimise or treat allergic reactions. The most effective thing sufferers can do is AVOID those foods

they are allergic to.

Key food allergens

Some of the most common allergens are found in the following foods:

- Seafood (e.g., crabs, prawns, lobsters, fish)
- Nuts
- Milk & Dairy products
- Eggs
- Soy
- Sesame seeds

How do you know if you have food allergy?

You may have a food allergy if you experience any of the earlier listed reactions to foods. It is relatively simple for doctors to confirm this via a blood test. In addition to blood tests doctors may try the following:

- **Skin Prick Test:** Selected allergens are applied to the forearm or the back with a dropper and the skin is gently pricked. A positive reaction will include swelling or a red weal or flare within 20 minutes.
- **Elimination Diet & Challenge Testing:** Foods are eliminated or isolated one at a time in order to identify which one(s) is causing the problem. This test is very time consuming, normally lasting several weeks.
- **Patch test:** Allergen patches are applied to the back and observed after 2 – 4 days. A positive result is when there is redness or a blister at the site.

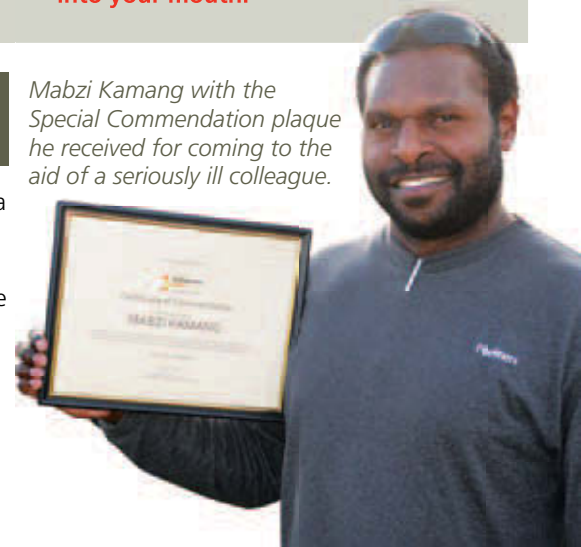
Food Safety Tip: Always know what your food contains before you put it into your mouth.

HAG Staff Commendation

Two HAG staff recently received a Special Commendation for providing initial care and seeking immediate medical assistance for one of their Site Managers. Tekura (Tek) Cooke (HR Officer) and Mabzi Kamang (Site Clerk) rushed to the side of Romeo Reyes when he collapsed suddenly

at work. Tragically, Romeo had suffered a severe stroke and despite the emergency medical assistance he received on-site and further medical treatment back in the Philippines where he was evacuated to, Romeo passed away. Our thoughts are with his family.

Mabzi Kamang with the Special Commendation plaque he received for coming to the aid of a seriously ill colleague.





Do not block access to fire extinguishers.



Health Extension Officer, Helen Wetago, with some of the mothers and babies who got to enjoy an NCS sponsored morning tea as part of the Breastfeeding Awareness and Promotion Campaign.

Helping Mamas & Babies

NCS Lihir were happy to help Lihirian women and their babies through sponsoring a Breastfeeding Awareness and Promotion campaign run by the Lihir Medical Centre (LMC) at the nearby Mama's Clinic. The campaign's aim was to promote the importance of breast feeding over bottle feeding to local Lihirian women.

Hybie de Jager, The LMC's Health Services Director said that "a big problem that we have on Lihir (and throughout PNG)

is that most mothers don't know how easily bottle milk can be contaminated and cause serious diarrhoea. Diarrhoea is the number one killer of babies in PNG and the younger the baby, the more quickly they can rapidly dehydrate and die."

Breastfeeding is better than bottle feeding for several other reasons including:

- Breast milk boosts a baby's immune system
- Breastfeeding helps build an important and loving bond between mother and child
- Breast milk is always ready and 'easy to prepare'

- Breast milk is free

Hybie de Jager was extremely grateful for the NCS catering sponsorship, saying that "the morning tea with lots of cakes and party food that most of the women would not normally enjoy was a great incentive in getting them along to the clinic to learn some very important breastfeeding facts and to help the health of their babies." Hybie also expressed her gratitude to two other important sponsors – Anitua Corporate Services and Anitua Supermarket.

Wafi Golpu Staff Walking the (Health) Talk

The Wafi Golpu staff are 'walking the talk' (LITERALLY) when it comes to healthy living. Not only are they promoting the importance of eating a healthy diet and doing regular exercise to their camp residents via awareness campaigns but more importantly, they are putting it into practice. In the photo you can see some of the Wafi Golpu staff at the base of Mt Golpu getting ready for one of their regular walks.

Amanda Pakau (HR Coordinator) says that "at Wafi Golpu we really believe that being safe also means being healthy. We know that to be healthy we must eat more fresh garden foods and less processed foods, as well as exercise at least three times a week."

Exercising, staying healthy, and having fun together are (L to R) Brendan Mamba (Food Safety Specialist), Amanda Pakau (HR Coordinator), Stephen Newberry (Project Manager) and Gini Numa (HR Coordinator).



Wafi Womens Development Program Success

In our June Gadona we featured an article on how NCS has been supporting women's development in the Wafi-Golpu area by donating vegetable seeds. It's extremely pleasing to see that the women have had great success and are now supplying super fresh vegetables to the NCS kitchens. Not only have the local women been earning money for their

families and communities, they have also been learning improved farming techniques and NCS diners are thoroughly enjoying their extra fresh vegetables.

NCS warehouse staff and local women with some of their vegetables.



LAG Workers Appreciated

The LAG team takes care of almost 10,000 residents through its excellent catering, housekeeping, laundry and maintenance services, making life inside the camp convenient, comfortable and safe – a home away from home.

EHL and CJJV Plant Site Managers have been so impressed with the LAG Team's performance, they sponsored an 'Appreciation Day' to honour them last August. The whole LAG team was treated to a special lunch served by none other than the EHL, CJJV and LAG Managers themselves. For sure, they got a first-hand feel for what it is like serving meals behind the bain maries to hundreds of hungry staff as the diligent LAG Catering Staff do everyday.

The managers commended LAG workers on numerous achievements, including outstanding health and safety milestones which make up a significant part of the total project's safety performance.

- 30 million meals served without a food related illness (a feat unmatched by other EHL-CJ JV projects in different parts of the world)
- 4.4M LTI – Free Mn-Hrs
- 1.8M MTI – Free Mn-Hrs
- 304 Greendays

The real stars of the occasion however were the outstanding staff - Housekeepers, Laundry Attendants, Maintenance Crew, Supervisors, and Chefs - who received Certificates of Appreciation and small

James Anderson (GM, LAG) and Mike Robson (GM Operations, TAG) enjoyed celebrating the LAG team's considerable achievements.



gifts for their good performance in their respective fields. Not to be outdone were the singing and impromptu dance performances by the jubilant staff, entertaining everyone who enjoyed the delicious lunch.

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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