

# WAVU NEWS



THE OFFICIAL NEWSLETTER OF FIJI PORTS CORPORATION LIMITED

## IN THIS ISSUE



**Passenger Safety  
Remains Crucial**



**Reducing Our Carbon  
Footprint**



**RINA Membership Sets  
Fiji on Global Stage**



“Under the corporate mandate to ‘Go Green’, the decision was made to do away with the diesel incinerator that produced high and harmful emission levels.”

**Read More on Page 7**



Installation of new incinerator

“The Access Control System brings considerable relief in minimising 80% of regular congestion along with improving various adjunct safety concerns.”

**Read More on Page 8**



Wharf attendant administering the new access control system

## ICT - Migration Towards Cloud

Fiji Ports Corporation Limited (FPCL) is transitioning its operations online with the introduction of Office 365. It's a cloud-based subscription solution provided by Microsoft that offers the distinct MS Word, PowerPoint, Excel, and email services as opposed to the traditional in-house softwares that organisations normally use to conduct their business.

As the name implies, Office 365 allows users to access the system anywhere and at any time. A complementary app that is installed on the computer makes it easily accessible offline. This system is also secure and protects users from potential hackers.

The implementation of Office 365 was possible in conjunction with Vodafone who is a partner for the software. It was installed by FPCL's ICT team early this year and has been strategically rolled out to all departments.

Additional features of Office 365 includes:

- ◆ Intranet system integration
- ◆ Team collaborations (live chats and team meetings) all done online from the comfort of their offices
- ◆ Sharing and saving of documents
- ◆ Less risk of data loss (software has 90-day backup)
- ◆ Cost effective

## FPCL Represented at International Conferences & Workshops

FPCL CEO, Mr. Vajira Piyasena, attended the International Association of Ports and Harbors (IAPH) Conference held from 6th to 10th May at the Guangzhou Baiyun International Convention Center in Guangzhou, China with the theme 'Collaborate Now, Create Future.'

Strategic aspects of Ports and Maritime business within global perspective were one of the many topics discussed at the IAPH conference.

Mr. Piyasena was also a participant at the ADB Regional Maritime Transport Workshop held from the 28th to 30th at the Pan Pacific Hotel, Singapore with the theme 'Smart and Green Ports.' As part of its 5 Year Strategic Plan, FPCL aims to be the Smart, Green Gateway

for trade in the Pacific Region.

Additionally, Mr. Roshan Abeyesundere, CFO, attended the Asia-Pacific Business Forum with CEO from 20th to 21st June at the APEC Haus, Port Moresby, Papua New Guinea with the theme 'Global Goals, Local Opportunities' Inclusive and Sustainable Development for the non-urban Asia Pacific.

The forum showcased current and future business opportunities and best practices case studies. CEO was a panel member for discussions on the topic 'Infrastructure and Connectivity Game Changers'.



Mr. Vajira Piyasena (second from left) at the panel discussion

## Preparing For Future Challenges



FPCL Staff at the Risk Management Workshop

FPCL approached one of its shareholders, Fiji National Provident Fund's Risk and Governance Team to assist in the development of its risk management framework and new risk register.

A risk management workshop was held at the Tanoa Plaza Hotel in early August to educate staff on their understanding of risk, its association to their work and its overall impact to FPCL.

According to Mr. Jope Serea, FPCL's Risk and Compliance Analyst, all Heads of Departments attended the workshop. A risk register is used to document any

unforeseen events which will hinder FPCL from achieving its objectives.

Prior to the workshop, pocket meetings were held where staff identified and discussed all risks associated with their various departments which were then presented at the workshop to the management.

At the conclusion of the workshop, a draft risk register was compiled. The risk register documents all determined risks that are associated with FPCL from operational to strategic levels. Once all risks were identified and documented (the causes and the

contributing factors), mitigating plans will then be devised. This will be followed by addressing ways to implement strategies and responses along with a timeline of how to achieve the treatment plan on schedule. The risk register is compiled to be in line with the six objectives of FPCL's 2019-2023 Strategic Plan.

Once finalized, the treatment plans will be tasked to individual officers (risk owners) within each department who will be responsible wherever that risk is associated.

## RINA Membership Sets Fiji on Global Stage

To successfully complete its Strategic Management Plan and attain a crucial KPI, Fiji Ships & Heavy Industries Ltd (FSHIL) is working towards ensuring that relevant staffs become members of the Royal Institution of Naval Architects (RINA).

As a result, their Estimation Team has accomplished a significant feat in being professionally certified with RINA Memberships. The acquiring of such recognized accreditation greatly boosts not only the company's consultation and surveying services, but also a sense of achievement for the individual.

Operations Manager/Naval Architect/ Marine Hull Surveyor for FSHIL, Mr. Lopeti Radravu was the first to receive RINA Associated Membership in 2018.

Following suit in February this year, the following FSHIL personnel also joined this prestigious fold:

◆ Mr. Meauke Finauga: Senior Estimator

◆ Mr. Neori Duvaga: Draftsman

◆ Mr. Navitalai Ratukalou: Senior Technical Officer

Additionally Mr. Vajira Piyasena, Fiji Ports Corporation Limited CEO, is a Fellow of RINA (FRINA).



FSHIL Staff with their RINA Memberships

## Human Resources - Focus on Talent Management



Fire safety at work training

The Fiji Ports Corporation Limited's Human Resources Department is tasked to ensure that employees remain focussed and encouraged to report for duty every morning.

With a total of 157 employees, FPCL's Human Capital Services Officer, Mr. Anare Leweniqila shared that their work promotes employee engagement in all facets which involves:

- ◆ Monitoring work culture
- ◆ Performance reviews
- ◆ Staff recruitment and termination
- ◆ Disciplinary issues and counselling
- ◆ Employee attendance
- ◆ Employee motivation
- ◆ Feedback on the above

At FPCL, employees leave for many reasons such as expired work contracts, personal agendas and the very rare disciplinary issues. FPCL is an equal opportunity employer with an exceptional team comprised of experienced and young talents. A vibrant team is ensured via a renewal of every employee's contract based on a satisfactory performance review.



A Staff participating in a financial literacy workshop

## Promoting Financial Literacy for Non-Financial Staff

As part of Fiji Ports Corporation Limited's financial wellness program, workshops have been conducted by the Unit Trust of Fiji to help employees engage in healthier saving habits to help employees and their families create a comfortable and sustainable retirement plan.

According to FPCL's Human Capital Services Officer, Mr. Anare Leweniqila, the financial literacy workshops began 2 years ago with the full support of Management.

The response has been extremely positive and the HR

Department is determined to ensure that every one of its employees become financially literate. As a result, participants are also encouraging their families to do the same as well.

## Let's Meet Two of Our New Staff



Anasovaia Tudrau – Quality Assistant

Ms. Tudrau joined FPCL in February. Her current role is to focus on certification of ISO 9001:2015. Australian external auditors from Det Norske Veritas (Norway) DNV completed Stage 1 audit in mid-September for Suva and Lautoka with the second audit planned for October to November. Internal audits are also undertaken.



Jope Serea – Risk and Compliance Analyst

Mr. Serea joined FPCL in June. His current FPCL position offers exciting new challenges and responsibilities where he has been able to expand his knowledge and expertise in some of the broader areas of risk management; this includes port management, environmental pollution, infrastructure, etc.

### Staff Announcement:

#### We Welcome:

- ◆ Lusiana Ratulevu

#### We Farewell:

- ◆ Salote Madanavosa
- ◆ Paula Tuiqalau
- ◆ Melaia Luke

#### We Congratulate:

- ◆ Joeli Tupua
- ◆ Mosese Cirikisuva
- ◆ Repeka Ratu
- ◆ Meauke Finauga
- ◆ Joeli Tuinadau
- ◆ Isoa Logavatu
- ◆ Rishal Singh



## Passenger Safety Remains Crucial



The new Mua-i-walu 2 Deck Overlay

The Mua-i-walu wharf at the Narain Jetty serves a vital role in linking Fiji to the outer islands by offering both passengers and cargo a consistent mode of transportation.

In 2017, a consultant was brought in to undertake an overall assessment of the 120m long wharf and discovered that 42m of it had deteriorated due to gradual aging since the 1970s.

In dire need of repair works and safety being a paramount priority, the Fiji Ports Corporation Limited commissioned the Mua-i-walu 2 Deck Overlay Project in May 2019. A new and stronger concrete slab was placed on top of the

declining structure to ensure that the wharf load was evenly dispersed throughout the entire platform.

According to Mr. Akila Abeyrathne, the Senior Maintenance Engineer at FPCL, explained that the deck overlay project was pivotal as it guaranteed the safety of all passengers, visitors and employees at the jetty. Also, it was critically important to reinstate the original loading capacity of the structure given its regular usage.

The project was successfully completed in August without any major disruptions to the wharf's daily operations.

“The Project was pivotal as it improved the safety of all passengers, visitors and employees at the jetty.”

# Leading the Way for a Sustainable Future

## Making Ports 'Greener'



FSHIL's company green garden

Fiji Ships & Heavy Industries Ltd (FSHIL) has taken a positive step towards making its port 'greener' by successfully developing its very own company garden, a testament of their support for environmental sustainability.

A brainchild of FSHIL's Operations Manager, Mr. Lopeti Radravu, the green garden initiative accomplished a Port Management System KPI and was fully supported by Mr. Vajira Piyasena, Fiji Ports Corporation Limited CEO, and was also acknowledged by the Board.

In line with FPCL's aim, Mr. Radravu identified environment management as an important part of FSHIL's Management System. A business trip to China in 2015 exposed him to how the Chinese looked after their

environment by adding specialised cement to tree cavities that prevented existing old trees from dying. With further inspiration derived from the appointment of Fiji's Prime Minister as President of COP23 in 2017, the garden was ultimately brought to fruition with the additional support of the Ministry of Environment.

FSHIL encourages all their stakeholders to each bring a plant and to add their mark to the garden with a plaque placed in their honour. The picket-fenced garden has its rocks generously supplied by Golden Rock.

Another successful green initiative of FSHIL's environment management is the filtering of all loose oil spills from their ships together with hull cleaning waste water. Incredibly, this is all now being

used to water its company garden... creating a truly sustainable outcome. Mr. Radravu and his team are also aiming to help FSHIL become a paperless company by 2023. Currently they are experimenting with the use of LED lights and solar energy systems to gauge how better FSHIL can contribute to lowering its carbon emissions footprint.

FSHIL is hoping to support corporate wellness through these green initiatives by combating rising health risks for its employees as well as breaking down departmental silos and hierarchies. Mr. Radravu is confident the garden will be a place for much needed rest and relaxation that also instils a sense of shared responsibility and teamwork in its care.

# Reducing Our Carbon Footprint

“Not only is this operation more environmentally friendly, but it is ultimately moving ahead with today's more financially efficient technology.”



FPCL's new eco-friendly incinerator

In keeping to its vision of transforming the Fiji Ports Corporation Limited to being a smart green port, a new incinerator was installed to replace the previous infrastructure at the Kings Wharf that has been in use since the 1990s.

Under the corporate mandate to 'Go Green', the decision was made to do away with the diesel incinerator that produced high and harmful emission

levels and to be far more electrically powered. The new incinerator house project began in June 2019 and plans are to complete the project by the end of this October.

According to Mr. Akila Abeyrathne, the Senior Maintenance Engineer at FPCL, this was initiated in compliance with International Maritime Organization (IMO) standards and regulations while also increasing incinerating capacity.

## A Healthy Workforce is a Productive One

Fiji Ports Corporation Limited employees are being encouraged to utilise the indoor table tennis facility on the second floor of its office complex.

Initiated by the HR Department, FPCL's Human Capital Services Officer, Mr. Anare Leweniqila explained that they gathered every Friday afternoon for a 30-minute session of table tennis.

The activity is a simple and inexpensive way to build up fitness and team bonding whilst improving the health and well-being of staff. The facility can also be used as a stress reliever for mental recharging from work.



Staff enjoying a game of table tennis

# Digital is the Way to Go

In September, Fiji Ports Corporation Limited welcomed the introduction of its new Mua-i-walu 2 Access Control System at the wharfs. Developed and installed in December 2018 by A1 Networks, a Pakistan-based company, the system brings considerable relief in minimising 80% of regular congestion along with improving various adjunct safety concerns.

FPCL's Local Wharf Supervisor, Ms. Stella Hanfakaga, shared that the technology is akin to an e-ticketing system for all vehicles that enter the wharf where individuals load, unload or wait for cargo to be offloaded.

Previously, individuals had to pay a manual entry fee of \$1.50 for an unlimited time. Now with the Access Control System, depending on the length of time they've spent on the premises, individuals pay \$1 for the first 15 minutes, \$3 for 15 to 30 minutes, etc., when they exit the wharf.

However, exemptions are available for regular port user licence holders, NGOs and Government vehicles. These vehicles are whitelisted and are not liable to pay. Every vehicle that enters the wharf is issued a card which will be used at the exit to determine the payment of fee. The system is useful in gauging the number of vehicles that enter to develop solid metrics for future infrastructure purposes and maintenance programs.

The Access Control System has made work much easier for the attendants especially when a vessel is either loading or unloading. As a result, the wharf has less outside vehicles, a decrease in loitering, particularly young children, and the revenue is also being correctly captured with no room for fraud by visitors and/or attendants.



Address: Walu Bay, Muaiwalu House, Lot 1,  
Tofua Street, Suva

Postal Address: GPO Box 780, Suva.

Phone Number: 331 2700

Email: [info@fijiports.com.fj](mailto:info@fijiports.com.fj)

Website: [www.fijiports.com.fj](http://www.fijiports.com.fj)