



WELCOME TO 2023

Bula Vinaka from Fiji Ports Corporation Limited (FPCL).

Welcome to a new year of new challenges and new hopes for 2023.

FPCL Management hosted a Welcome lunch on the first week of 2023 as a motivational way in getting staff to start off a New Year with positive energy and enthusiasm. The program comprised of devotion led by Reverend Fui Thomas Wong, followed by CEO's address highlighting plans for the new year. After the formalities, staff and management from FPCL enjoyed refreshments.



Reverend Wong delivering his address to staff and management

EVENTS

Fiji Ports' scoops double Gold Awards at the FHRI convention

Like every year, FPCL participated in the 2023 Fiji Human Resources Institute (FHRI) convention, themed as "Involve everyone in HR development". It is at such events like these where everyone comes together to learn, discuss, network and sharpen their skills in human resources. While in his opening remarks, the Prime Minister Sitiveni Rabuka encouraged FHRI to involve all stakeholders in human development, to ensure that Fiji continues to create a developed and educated workforce.

For the first time, this year Fiji Ports made submissions in "Excellence in Learning & Development" and "Excellence in Health & Safety" and was awarded Gold Awards in both categories. It is indeed a remarkable achievement for the entire team of FPCL.



Human Capital Services Team receiving awards at the FHRI convention

US Coast Guard conducts assessments for Suva and Lautoka Ports

The International Ship and Port Facility (ISPS) assessment conducted by the US Coast Guard in January was a success as FPCL's Port Security department had worked on the corrective actions and response time from the previous ISPS assessment held in 2019. Further to the site visits, FPCL CEO made a brief presentation on an overview of its 5 Year Strategic Plan implementation, monitoring and reporting progress via dashboards, as well as discussed key priority projects for this year. Quality Assurance at FPCL and FSHIL



US Coast Guard having meetings with management and staff

Quality Assurance at FPCL and FSHIL

FPCL received recertification for its ISO 9001: 2015 Quality Management System with renewed certificate validity till November 2025.

FPCL's Internal Audit program commenced with the first set of audits that was concluded at Lautoka Port and Lautoka Local Wharf on 16th and 17th of March 2023.

FSHIL successfully completed its ISO 9001: 2015 Quality Management System external audit from 18th – 20th January which was conducted by Shri Lankan Standard Institute (SLSI). FSHIL completed its external audit on a high note with zero non-conformities recorded.



SLSI Lead Auditor auditing the Estimation Team at FSHIL.



FSIL Team, FPCL Quality Assurance Officer and SLSI Auditor after successfully completing the audit

FPCL celebrates International Women's Day

The world observes March 8th as International Women's Day. FPCL commemorated the occasion by recognizing dedication and hard work displayed by female employees at Fiji Ports. The Management as well as the invited guest Ms. Jane Koi, President of Fiji WIMA, was present on the occasion. With this year's theme #EmbraceEquality, Ms. Koi's message was to encourage equity, and recognize the significance of women and their role in the society. The celebration concluded with three female staff sharing their experiences working for FPCL, followed by refreshments.



Ms Koi with staff and management during IWD celebration

Welcoming of Cruise liner MSC Poesia

The Port of Suva welcomed cruise liner MSC Poesia on 20th February 2023, on its maiden voyage from USA. As usual, there was hype here at the Suva Port as the ground operational team prepared for its berthing and welcoming of the passengers and crew.



Fiji Ports participates at the Association of Pacific Ports Winter Conference, Hawaii

As joint speakers on the topic, "Fiji Ports Corporation Pte Limited: Charting a Smart, Green Path and Managing Risk", FPCL Executives, CEO and CFO participated in the Association of Pacific Ports Winter Conference which took place in Hawaii from 8th – 10th February 2023 that featured topics on risk management, port modernization, sustainable asset management and involving, networking opportunities as well as an on-site tour of Pasha's Pier 51 Terminal.

The Association of Pacific Ports (APP) is a trade and information association founded in 1913 as the Pacific Coast Association of Port

Authorities (PCAPA) for the purpose of promoting increased efficiency and effectiveness of the ports of the Pacific. It is noteworthy that Fiji Ports' Executive Management have been requested to speak at this global conference who are also recognized as South Pacific regional strategic leaders in the international ports' community.



Fiji Ports attends the Capital Investments and Infrastructure Bankability and Screening workshop in Philippines

The Chief Finance Officer and the Risk & Compliance Analyst attended a workshop from 13th – 15th March in Manila, that featured presentations and panel discussions by senior officials and subject-matter experts from the United States, on importance of quality investments in port infrastructure and the benefits—efficiency, security, competitiveness, and sustainability.



Fiji Ports attends Waste Management and Pollution Control roundtable discussions

FPCL was one of the stakeholders that attended the roundtable discussions at Radisson Blu Resort in Nadi, organised by the Department of Environment which aimed to highlight the importance of information sharing on legislations and raising awareness, which will enable businesses and stakeholders to ensure full compliance. Environmental protection and pollution prevention are an essential component of sustainable practices of FPCL's business operations and is embedded in the everyday operations/practices of FPCL's facilities.



PROJECT UPDATES

Queen's Wharf Rehabilitation Project

The Queen's Wharf Rehabilitation Sub-Project continues to progress with the contractor conducting underdeck breakouts, progressing to the lower section of the wharf. The contractor has also continued the replacement of deteriorated steel components.



Contractor working on breakout sections at Queen's Wharf

FSHIL Slipway Rehabilitation Project

The Slipway Rehabilitation (1000T and 500T) Project for FPCL's subsidiary, Fiji Ships & Heavy Industries Limited (FSHIL) commenced on 27th February 2023. The contractor has initiated site mobilization with works currently underway on the 1000T slipway including site set-up, dilapidation survey, the disassembly of the 1000T cradle and removal of pawl tracks. Rehabilitation of the 500T slipway will commence after works on the 1000T is complete. The project has an estimated duration of 251 days, and the expected completion is late 2023.



Contractor working on dismantling the 1000T Cradle

Kings Wharf Rehabilitation Project: Geotechnical Investigation

Works for the geotechnical investigation of the King's Wharf Sheet Pile Walls commenced on 30th January 2023. Based on the Project Scope of Works, Consultant's contractor will conduct Cone Penetrometer Tests with Pore Pressure Measurements and Rotary Cored Boreholes at various specified locations on King's Wharf. From the samples taken, the Consultant will then conduct lab tests and assessments and produce a Factual Report for FPCL to use for the Wharf Rehabilitation Project Package A: King's Wharf & Walu Bay Wharf.



FPCL Staff observing geotechnical investigations at Kings Wharf

Lautoka Foreshore Development Project

The Consultant for the Lautoka Foreshore Development project conducted the first phase of consultations with key stakeholders including local Council, operations and shipping stakeholders for the Port of Lautoka. The Consultant has also submitted the Project Inception Report after reviewing the provided resources on the project and is expected to progress to the assessment of proposed development options from mid-March to April.



Consultations with shipping stakeholders at the Port of Lautoka

Muaiwalu 1 Tenants EFL Account Transfer Project

The Consultant for the Muaiwalu 1 Tenants EFL Account Transfer Project completed the site investigation and production of the 'as-built' Electrical Plans of the current electrical infrastructure at Muaiwalu I. The Assets and Engineering team assisted the Consultant with the site investigations and cable tracing with the consultant presenting the draft 'as-built' to FPCL on 2nd March. The Consultant verified the 'as-built' on 14th March with the assistance of the Assets and Engineering teams and the project is expected to progress to the approval of the 'as-built' and initiation of the Concept Design in the next quarter.



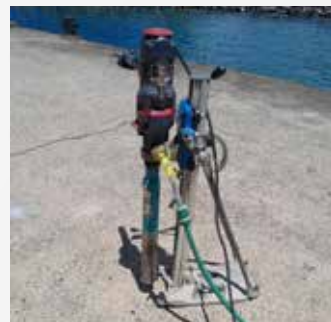
Consultant presentation to FPCL Projects, Asset & Engineering Team

Levuka Wharf Rehabilitation: Carbonation & Chloride Ion Content Testing Project

The kickoff meeting for the Carbonation and Chloride Ion Content Testing for the Levuka Wharf Rehabilitation was held on 21st February 2023. Held virtually on Teams, the consultant briefed the FPCL Projects Unit and Executive Management on the Project schedule, logistics, site visit and tests they will conduct at Levuka Wharf. The Carbonation & Chloride Ion Penetration Test at the Levuka Wharf is a preliminary assessment that will determine whether the wharf structure can be rehabilitated, or a new wharf is required. If the test confirms that the wharf cannot be repaired, then FPCL will save significant cost on conducting a full wharf condition assessment and proceed directly with the Detail Design of a new wharf. Site investigation and coring was conducted on 14-15 March before the samples were shipped to Australia for testing. The factual report is expected to be completed by mid-April.



Pile coring under the Levuka wharf deck during the site investigation



Deck coring during the Levuka Wharf site investigation.

Muaiwalu II Interisland Passenger Terminal Design Project

The pre-bid site meeting for the Muaiwalu II interisland Terminal Project was held on 13th February. The site visit was a success with many interested bidders attending the meeting at the Muaiwalu II Project Site. The Project aims to develop a state-of-the-art passenger terminal for domestic travelers at FPCL's Muaiwalu II. The project is of strategic value to FPCL and will flagship FPCL's Green Port Master Plan for new developments. Tenders for the Project closed on 3rd March with evaluations commencing from mid-March.



Deck coring during the Levuka Wharf site investigation.



Concept design of the proposed M2 Interisland Terminal

Shed 6 Upgrade Project

The Projects Unit facilitated the pre-bid site meeting for the Shed 6 Upgrade Project on 17th February. The project aims to refurbish the Shed 6 facility at Princess Wharf to a modern and sustainable Cruise Terminal to provide convenient and accessible services for Cruise Vessel Passengers and Crew at the Port of Suva. The team also facilitated site inspection requests from consultants with the inspection on 21st February coinciding with the visit of MSC Poesia to the Port of Suva allowing the consultants to observe cruise ship operations and movement of passengers at the Wharf. Tenders for the Project closed on 10th March with evaluations underway from mid-March.



Consultants with the FPCL Projects team at the Shed 6 site inspection on 21st February



The Project Officer briefing the consultants during the site inspection

LEARNING AND PROFESSIONAL DEVELOPMENT

Diversity and Inclusion Workplace

A diverse and inclusive workplace is one that makes everyone, regardless of who they are or what they do for the business, feel equally involved in and supported in all areas of the workplace. Managers and few senior staff participated in a one-day workshop where the purpose of training was to understand the growth of diversity and inclusion in Fiji and its related challenges, identify effective diversity & inclusion initiatives that can be implemented to foster diversity & inclusion, ensure diversity transitions from a traditional to a modern culture and mindset and to recognize the importance of diversity and inclusion at FPCL.



OHS Training Module I & II

Occupational Health & Safety (OHS) deals with all aspects of health and safety in the workplace and has a strong focus on primary prevention of hazards with preventing accidents and harm to people from work-related activities as its main goal. The training was conducted for both Lautoka and Suva staff by the Human Capital Services accredited OHS Trainer Anare Leweniqila, Human Capital Services Officer.



Corporate Social Responsibility

CWM Cleanup Campaign

As part of its corporate social responsibility, FPCL continues to provide support to the community. A group of thirty-one (31) staff opted to volunteer for the CWM cleanup campaign. FPCL was assigned the Fiji Diabetic Center area for cleanup which included cutting down trees and grass, cleaning up piles of rubbish, fixing roofs, toilet system and tap, etc.



EMPLOYEES' CORNER

Staff's Personal Initiative

Ever heard of recycling bottles? What about filling it with coins. Meet Anare Leweniqila, our Human Capital Services Officer, who started saving on the 3rd March 2022. His initial plan was to fill the 1.25-liter bottle with only \$2 dollar coins before 25th December 2022 for his christmas spending. However, with all his dedication, he finally managed to get it filled by 22nd February 2023, ended up getting 863 coins, with a total of \$1,726.00. Since the money was not used for his intended purpose, however, he is planning to use

it for some minor house repairs. Isn't that interesting? So pick your bottle and start saving.



Team Building Initiatives organised for all staff

During the quarter, the Human Capital Services Department organised team building activities at the Uprising Beach Resort. Employees from all ports: Suva, Lautoka and Levuka were divided into teams of red, green, yellow, and blue, and were encouraged to take part in team building activities such as tug of war, sack race, beach volleyball etc. It also included water safety training demonstrated by one of the Pilots which was part of the team building activities.



MEET THE TEAM



Name: Vasiatia Vuniwai
Position: Administration Assistant – Projects
Department/Unit: Project Management Unit

When did you join FPCL: October 2019

What you do like about working for FPCL and/or your job:

I enjoy being a part of an organisation that promotes economic expansion. Being a member of the Project Management Unit has given me the opportunity to work on projects that benefit and enhance not only corporate assets but also the thriving Fijian economy. FPCL also has excellent work-life balance, the freedom to work from home and participation in corporate activities and events that benefit the environment and the local communities.

Tell us a bit about yourself and your background:

I am the eldest of 5 children with 2 brothers, and 2 sisters in my family. Being the eldest has its perks and it carries with it the responsibilities. My parents have always been an inspiration to me. I am grateful to them for being the two amazing people who reared and shaped me into the person I am today. I am able to overcome obstacles and turn them into a great and positive result thanks to their effort and struggles.

Hobbies:

I enjoy spending time with my family, particularly my two little nephews. I also enjoy crafting small DIY projects for things like home decors etc. I enjoy watching cooking and creative videos on social media.

Favourite Quote or saying/Message:

"May he give you the desire of your heart and make all your plans succeed" - Psalm 20:4



Name: Jotika Kumari
Position: Accounts Receivable Officer
Department/Unit: Finance Department

Describe your duties:

To start off, there are many duties I perform daily as an Accounts Receivable Officer. My major duty is to collect outstanding account and enhance FPCL's revenue. Liaise with international and domestic vessel customers and tenants on their outstanding account and solving any issues relating to vessel and utilities charges. Updating customers with their statements. Producing month-end Debtors and other miscellaneous reports for management files. Updating with Revenue General Ledger Reconciliations, etc.

When did you join FPCL:

I joined FPCL in April 2009, 14 years at FPCL.

What you do like about working for FPCL:

There are many things I like about working with FPCL but most and for all is the department in which I work is the best I must say. The team bonding which we have is very strong as all the team members are very supportive of each other. In this 14 years of experience with FPCL, I have come across many supervisors who came, worked with us, provided us guidance and encouraged us to take up challenges for the betterment of our future.

Hobbies:

Travelling, cooking, learning useful skills, outdoor activities

Favorite Quote or saying/Message:

"Don't judge according to appearances. Judge with the right judgement." JOHN 7:24