

# PULSE

News From The Anitua Group

Issue 24 | December 2015

*Meri Krismas na gutpela  
Niu Yia long yupela olgeta.*

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## Outstanding Business Innovator Acknowledged

The Manager of the Lihir Integrated Agricultural Project – 'The Farm' – Jovet Bacsain was recently awarded Anitua's inaugural 'Business Innovation' award. Executive Director, Colin Vale, has long acknowledged veterinarian Jovet's numerous and outstanding business innovations for the Farm and agreed that it was high time for these to be 'officially' acknowledged.

"Jovet is a true innovator and he's always having a go. He may fail but he 'tweaks it' and tries again. If he doesn't know something then he makes it his business to find out. All of these things make Jovet a highly valued member of the Anitua management team" says Vale. Anyone who knows Jovet and is familiar with the classic Australian movie 'The Castle' would agree that he is definitely an 'ideas man'.

As the manager of the Lihir Integrated Livestock Project, Jovet's purpose is to create a profitable, integrated, and environmentally

## Christmas Prayer

*Dear loving Father, help us to remember the birth of Jesus, that we may share in the song of the Angels and gladness of the shepherd, and worship of the Wise men. Close the door of hate and open the door of love all over the world. Let kindness come with every gift and good desire with every greeting. Amen*



*Manager, innovator, and award winner Jovet Bacsain together with his wife Kelly and son Vetho.*

friendly farm for the people of Lihir. He says his vision is to design and implement a system for ecological and sustainable living integrating plants, animals, buildings, people and communities. A visit to the Farm will prove that he is well on his way to achieving this vision as there is much more to see out there than just pigs and chickens. For example, just a few of the projects the Farm has on the go include:

- Biogas and Fertiliser Production
- Aquaponics and Hydroponics
- Stock Feed Production
- Fish Farming
- Vegetable Production
- Water Reticulation

*... continues on page 4*



*Diverse Services – Delivered Solutions*



## News From The Anitua Group

*Anitua Mining Services will help bring even more good quality books to PNG schools in 2016.*

### NEWS FLASH

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#### School Kids Loving Their Books

Put Put Elementary School, is the latest school on Lihir to receive high quality children's books and teaching resources courtesy of Australian based 'Books 4 PNG Kids' through the hard work of Lauren White and generosity of Anitua.

Lauren, who is the wife of Anitua Mining Services (AMS) employee Adam White, also coordinated the delivery of books to schools in Bougainville and to Londolovit Elementary School earlier in the year. She is working with Lihir Red Cross stalwart Liz Daimol to bring even more books to the children and schools of Lihir.

The books are shipped to Lihir by Anitua Logistics, cleared by AMS, with those books destined for Bougainville being transported on the AMS charter flight.



*Anitua has helped bring more than 5,000 books to the schoolchildren of Lihir and Bougainville in 2015.*

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#### Executive Director Report

Welcome to the Christmas edition of Pulse. This edition is again filled with good news on what is transpiring around the Anitua Group but first I must acknowledge the increasingly difficult environment in which Anitua is operating.

2015 has been a tough year for many PNG businesses, and 2016 will be continue to be challenging – the National Government has to do something about its deficit budget as expenditure is far greater than income and it can't be sustained. The price of oil remains very weak and this has had a significant negative impact on Government revenue. Already I am hearing of various businesses being under considerable stress in Port Moresby, Lae and other areas. Many parts of the country are plagued by extreme drought which has not only created very tough living conditions for hundreds of thousands of Papua New Guineans but has even caused the Ok Tedi gold mine – a considerable contributor to PNG's economy and large employer – to temporarily shut down. Lae's troubles have been compounded by civil unrest.

For those of us on Lihir, 2016 will continue to be challenging as Newcrest Mining Ltd continues with cost cutting and scaling back of its Lihir operations. On a more positive note, the Anitua Group continues to make excellent headway in expanding several of our businesses off Lihir, thus further reducing our reliance on a single mine. It has always been our intention to diversify and indeed this is happening at an increasing rate.

Our most successful off-island operation, NCS – which includes The Alliance Group (TAG) and operates in many locations throughout PNG – has also found business in 2015 challenging. TAG has continued to operate well but has been scaled down in accord with the end of the LNG construction phase. NCS's desire to expand into non-related hospitality sectors has been frustrated by the low returns on assets in this sector. Notwithstanding this, NCS has

an enviable reputation across PNG and this will stand us in good stead during these tough economic times and when improved opportunities inevitably arise.

Anitua Mining Services (AMS) worked successfully with landowners in Manus as well as Bougainville in 2015. In both locations we provided financial resources, management, employment and training under our successful business model which was first initiated by NCS years ago. The quantity of work available through these joint ventures was not as much as we would have liked, however we've once again demonstrated our ability to work successfully with other landowners. Very positively, AMS is scheduled to soon commence work with Axiom Mining in the Solomon Islands – our second international operation other than Anitua Logistics in Brisbane. AMS has also teamed up with Hawkins (a successful New Zealand Company) in an effort to secure other contracts across PNG. 2016 will be a very exciting time for AMS.

The downturn in PNG's economy means that Retail remains challenging on Lihir as well as in Lae and Port Moresby. However, sales at our POM Hardware store are improving each month and things are picking up for our Lae Hardware store now that it's been moved to a more central business location.

Anitua Constructions has relocated its head office to Port Moresby and now has a larger workforce there than on Lihir. The Company is very much involved with our Joint Venture with Amode Rapid Construction Solutions Australia (i.e., Amode RCS PNG) to build low cost quality housing at the Amode 7 Mile Estate, the first stage of which has already sold out.





Our security company, Anitua Protective Services (APS) is powering along in the Islands Region – Kokopo, Rabaul and Kavieng. With Lihir slowing we need to geographically expand this business as well, and like Anitua Constructions, APS now has more employees off Lihir than on it.

Anitua Vocational Training Education Centre (AVTEC) is in full swing in Kokopo, providing numerous training programs to businesses throughout the Islands Region, including internally to the Anitua Group on Lihir.

Anitua Radial Drilling Services (ARDS) has downsized and relocated its premises. ARDS continues to provide Newcrest Mining Ltd Lihir with services (greatly reduced though they are) while simultaneously making the most of trying conditions by diversifying its product range into water drilling off Lihir, as well as assisting the Anitua Group with motor vehicle repairs and maintenance.

Anitua Logistics, our Purchasing and Logistics business in Brisbane has had a very significant increase in turnover this year which means a lower average cost to all businesses within the Anitua Group. The objective of this business is to improve our purchasing and procurement for the Group and branch out into external services. I am very pleased with the progress of this business in 2015.

I am extremely proud of Anitua's commitment to corporate social responsibility which will continue in spite of the challenging times in which we are operating. Our two largest programs relate to eliminating gender violence and malaria – significant health and safety problems that plague everybody who lives in PNG in one way or another.

In 2015 Anitua continued to lead the PNG business community's quest to end gender violence through our Elimination of Violence Against Women (EVAW) program. This terrible scourge affects 70% of women and their children. Anitua will continue to resource EVAW and work collaboratively with other PNG businesses to address

gender violence in 2016. I strongly believe that every person and every business needs to play a part in this national problem which ruins lives and inhibits PNG's development.

Also part of our Corporate Social Responsibility program, Anitua is providing funding and various means of support for the Lihir Malaria Elimination Program. An important medical trial, establishing the complete safety of the medicines to be used in the Program, is drawing to a close as this newsletter goes to print. The Program will not only provide enormous health benefits to the people of Lihir but it will essentially provide a 'launching pad' for similar programs in other parts of PNG and potentially the region.

2016 will see Anitua continue to pursue growth opportunities off Lihir. This is in line with our purpose to create, manage and enhance sustainable business for the people of Lihir. Along the way there will be many other Papua New Guineans from various communities who will be touched with the Anitua way of business and benefit as a consequence.

As this is our final newsletter for 2015 I would like to take the opportunity to thank all of our staff for their hard work and dedication throughout the year, helping to maintain Anitua's position as PNG's most successful landowner company. I would also like to thank the Board for their ongoing support and wisdom.

I wish all of our staff, customers, shareholders and business partners a safe and happy Christmas and a prosperous and bright New Year.



Colin Vale  
Executive Director  
Anitua Group of  
Companies

## NEWS FLASH

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### Hardware Happenings

Anitua's Port Moresby and Lae hardware stores continue to capture greater market share. The POM store expanded its product range by opening its 'Flower Pot Shop' and as a result is now attracting more buyers. The range of colourful ceramic and plastic pots are appealing to both the home and business customer, many of whom are women.



*Some of the expanded product range of flower pots the POM hardware store now has available to attract a more diverse customer group.*

The Lae store did great business by having a booth at the Morobe show, with its show bags once again very popular – as were the show bags of supporting company – Luxury Paints. General Manager of Anitua Retail, John Svenson, reported that "more than 55,000 people attended the show each day and the number of sales we achieved has inspired us to have two booths operating at next year's show."

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## News From The Anitua Group

*Stage One of the Amode 7 Mile Estate has sold out.*

## NEWS FLASH

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### Houses Keep Going Up

Many good quality and affordable family homes have already been built at the 'sold out' Amode 7 Mile Estate with many others under construction. The Estate is the result of a joint venture 'Amode RCS PNG' between Anitua and Amode Rapid Construction Solutions.



*Anitua Constructions are using quality materials to build all Amode 7 Mile Estate homes to Australian building standards.*

More than 70 Anitua Constructions staff are working at maximum capacity to ensure that the Estate's home are built as quickly as possible but without cutting any corners in terms of quality and safety standards. Families who have already moved in to the Estate are looking forward to the delight that comes with celebrating their first Christmas in a brand new home.

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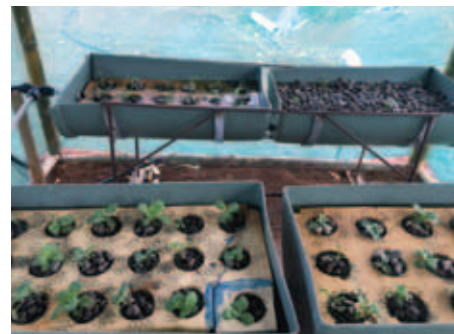
**STAY ALERT  
TO STAY SAFE.**

*... cover story continued*

Not only do each of these projects play their part in a system of integrated and sustainable farming but they also expose the local Lihirian workforce to a completely new way of food production – Permaculture – as well as new food sources. Many vegetables previously considered unsuitable to Lihir's tropical environment and soil conditions are actually **THRIVING** at the Farm (e.g., tomatoes, English cabbages [as big as soccer balls], Italian basil) which given the exorbitant fruit and vegetable freight costs to Lihir is also very good for catering and camp management business partner, NCS Lihir.

Importantly the Farm is serving as a pilot study for more healthy and sustainable village living. Jovet hopes to take his 'model' of more efficient and sustainable food

production – including biogas production – to the villages of Lihir, thus improving the quality of life of Lihirian people.



*It's not pretty but it is definitely innovative! These saladeer and pakchoi seedlings are being fed by nutrient rich fish pond water (not soil) at the Farm's aquaponics facility which combines aquaculture plus hydroponics technology and knowhow.*

### Pies Help Capture New Market for Anitua Retail

The humble meat pie is enabling Anitua's retail operations to grab a share of Lae's kai bar sales. Made far, far, away on Lihir at the Anitua Supermarket bakery, the pies are being snapped up by customers at the Anitua Hardware store in Lae which operates a small kai bar. Lae Hardware Manager Jenny Kusa is smiling as the pies are bringing new customers to her business. Likewise, Supermarket Manager Joe Toliman is happy to have found a new market for one of his top selling bakery products. In the early part of the year the Supermarket struggled to keep up with demand for its meat pies – the maximum daily pie production was 324. However, this all changed when the Supermarket took delivery of a new Pastry Sheeter machine from Australia with production increasing 77% to 576 pies per day. Toliman explains "the beauty of the Pie Sheeter is that not only have we seen a marked increase in production, it only requires one person on a single shift to achieve the increase."



*Anitua Supermarket's pie production has increased by 77% with the purchase of a new pastry sheeting machine.*

The Supermarket sells approximately half of its pies in-store and wholesales the rest. With the success of the Lae 'export' Toliman says he is keen to expand into other markets and will simply introduce a second shift to increase pie production even further. Other Anitua Supermarket products being exported to Lae include their highly popular saveloys, frankfurts, and beef sausages.



# THINK SAFETY

News From The Anitua Group

## Group Safety Tok Save

As we approach the end of the year it is timely to reflect on the improvements that the Group has made as well as the issues that we've faced.

2015 has seen some impressive improvements in safety at Anitua, especially from our Retail and Construction businesses. The Supermarket and Hardware stores' improvements have been across all aspects of safety, from inspections to utilising the AIMS system. Retail staff have become active participants at all safety meetings and it is refreshing and inspiring to see the level of commitment in what has been a trying year for the retail sector around the country. Anitua Constructions faced numerous challenges as they moved off island and commenced work in Port Moresby. These challenges came from a number of areas – challenges accessing our system documents, challenges with clients who did not understand the cost (and value) of safety, and internally with training. However, Anitua Constructions persevered and now have developed a great model for safe off-island operation. This was clearly evident during a site visit to their Royal Papua Yacht Club refurbishment project whilst it was under construction – the overall safety standards were impressive. The Anitua Constructions Port Moresby safety story is a true success story for the whole Group. Their success is even more significant given the high risk nature of the constructions industry.

Overall 2015 has seen significant safety improvements for Anitua and this is evident in our statistics:

- Decreased injuries by 31 percent.
  - Lost injury frequency rate remains at 0.000.
  - All incident frequency rate is 0.083.
- Good statistics and improvements aside though, it is disappointing that we have seen a decrease in inspections – and this is something that we will address and improve upon in 2016.

One of the highlights of the year was our annual Safety Awards function in October. It is very important for safety leadership to be acknowledged and celebrated – congratulations to all of our award winners – and an annual awards event is a great way to do this. You can read more about our fourth annual Safety Awards including ARDS's continued safety innovation success elsewhere in this newsletter.

As everyone is aware we are now at the time of greatest risk to the Group from a safety perspective – the dreaded 'silly season'. As we get closer to Christmas people tend to lose focus on the task at hand, instead becoming distracted by parties, alcohol, and family commitments. Let's follow the examples set by our Safety Champions and Safety Stars and remain focused – right until the end of the year. Please look out for your fellow employees and if you see them distracted, or working in an unsafe manner, stop them and help them to get back on track. Together, working as a team we will close out the year safely and successfully.

## Sefti Em I Namba Wan!



## NEWS FLASH

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### World AIDS Day - 1st December

Many people in PNG are HIV positive but don't even know it. Not knowing your HIV status is dangerous for you and dangerous for others – including the people you love.

■ Even if you feel fine and healthy, HIV can quickly cause your health to deteriorate – eventually leading to full blown AIDS which causes death. Taking the right medicine EARLY can stop this from happening.

■ HIV is a communicable disease. This means that it can pass from one person to another. The most common way to catch HIV is through unprotected sex. Other than having no sex at all, wearing a condom is the best way to stop the sexual transmission of HIV. Only having one long-term sexual partner is also helpful.

**Don't be scared – get tested  
and know your status.**

**HIV testing and  
counselling is free.**

**Take control of HIV  
before it takes  
control of you.**

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## NEWS FLASH

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### Need Some Christmas Presents?

Anitua Supermarket has plenty of great Christmas gifts and decorations in stock. Worried about transporting them safely home? Well don't be – the Supermarket also has good quality suitcases and travel bags to solve that problem.

Anitua Supermarket also has everyone's favourite – delicious traditional Christmas hams.



The Supermarket ordered extra toys this year including some very popular trucks; and they even have Christmas trees for you to put them under.



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**MAKE THE  
'SILLY SEASON'  
THE SAFE SEASON  
INSTEAD.**

## 2015 Annual Safety Awards

Commendations and congratulations to all of our staff who won a workplace safety award at our 2015 Safety Awards function in October. Their hard work, innovation, leadership and dedication to safety are helping to make Anitua workplaces some of the safest in the country for not only our own staff but for our clients, business partners and the general public. Sefti em i nambawan!

Award winners, including Safety Champions (nominated by managers and supervisors) and Safety Stars (nominated by work colleagues) for our various businesses are listed below. Anitua Radial Drilling Services (ARDS), for the FOURTH consecutive year took out the prestigious 'Innovation Through Safety Award' for their hydrocarbon separating system. Group General Manager of Safety, Dan Simpson, says "ARDS took a holistic approach to hydrocarbon storage and waste removal and exceeded client (Newcrest Mining Lihir's) requirements with the system they designed. The system captures ALL waste and eliminates the



*Congratulations to all of Anitua's workplace safety winners including those who were unable to attend the safety awards function.*

possibility of waste leakage and environmental contamination. Additionally, the system accommodates the difficult terrain upon which it's located – an area prone to flooding at the bottom of a hill." There are an estimated 500 workplace fatalities in PNG every year. Executive Director Colin Vale describes this statistic as an "abomination" and says that "every employee has the right to a safe workplace."

*... continues overleaf*

Name	Business	Award
John Kumb	Anitua Mining Services	Safety Champion
Hasu Sau	Anitua Mining Services	Safety Star
Walter Naigo	Anitua Radial Drilling Services	Safety Champion
Lawrence Maisen	Anitua Radial Drilling Services	Safety Star
Lasingan Kongee	Anitua Supermarket	Safety Champion
Francis Tiunga	Anitua Supermarket	Safety Star
Deborah Moroko	Anitua Hardware	Safety Champion
Henry Senikoro	Anitua Hardware	Safety Star
Dan Tukar	Anitua Protective Services	Safety Champion
Vincent Varapik	Anitua Protective Services	Safety Star
Henry Garoa	Anitua Construction Services	Safety Champion
Sebastian Kiapun	Anitua Construction Services	Safety Star
Fred Begenie	NCS Lihir	Safety Champion
Edward Koraiwa	NCS Lihir	Safety Star
Joe Hookie	Lihir Business Services	Safety Champion
Esther Taksir	Lihir Business Services	Safety Star
ARDS	Anitua Radial Drilling Services	Safety Through Innovation Award



>>> He went on to thank each of Anitua's award winners for keeping themselves as well as their colleagues and Anitua's business partners safe. As with previous years' awards functions, Vale also took the opportunity to discuss gender violence as a significant workplace safety issue and one that Anitua continues to take action against, including helping other businesses with their own elimination of violence against women initiatives.



*Workshop Manager, Trevor Maher (centre) once again lead a team effort that resulted in ARDS winning the 'Safety Through Innovation' award. Some of his team members include (L > R) Walter Naigo, Albert Kulang, Lawrence Maisen and Aaron Smith.*

### Lihir Malaria Elimination Program Update

Lihir is nearly at the end of a very exciting medical trial as part of the Lihir Malaria Elimination Program. The trial has been monitoring a group of 100 men, women and children monthly for three successive months, and will finish at the end of December.

The purpose of the trial is to confirm the complete safety of the medicines that will be used next year for eliminating malaria from the population of the Lihir Group of Islands. The medicines are used extensively throughout the world but have not been used in PNG for this purpose before and therefore it is a requirement to demonstrate absolute safety in this environment. Dr Pere Millat from the Institute for Global Health, University of Barcelona, Spain is supervising the work assisted by two local nurses. Trial participants are given a course of medicine daily for three days and are very closely monitored by way of blood tests and ECG's etc. Apart from the observations being made for proof of safety purposes, Dr Millat has detected a number of potentially serious pre-existing medical conditions in the trial participants and has been able to refer them to the Lihir Medical Centre for treatment.

The lessons learned and experience gained from the Lihir Malaria Elimination Program will serve to inform the malaria elimination effort going forward for the rest of PNG and potentially the South West Pacific region. This highlights the significance of the Anitua Group's contribution to this important work. Program Director Stephen Charteris says that the Lihir Malaria Elimination Program is "indebted to Anitua for many reasons, including providing trial participants with accommodation in one of its camps as well as food through NCS."



*Dr Millat checks the health of 9 year old Godfrey Kelas from Mazuz Village. Godfrey's parents are also taking part in the Lihir Malaria Elimination medical trial.*

## NEWS FLASH

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### Protector Gets Promoted

Anitua's security company, Anitua Protective Services (APS), has seen many changes since it first began operating in 1984. There have been name changes, management changes, system changes, and product changes to name just a few. However, something that has remained constant over the years is the presence of newly promoted Deputy General Manager David Waninara.



David, a Rabaul local, commenced his employment as a static guard and has held every job title in the business and worked at each of its operations – Lihir, Kokopo, Rabaul and Kavieng. APS General Manager Dan Simpson says "David knows all the right people in the communities in which we operate and he has an inside out and back to front comprehensive knowledge of how our business works – he's pretty well indispensable." Dan's compliments don't stop there, adding "David is one of the most honest people I know. He is always bringing in new contracts and is central to our success in the Islands Region."

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## NEWS FLASH

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### Star Performer - Manu

Twelve months ago Storeman Emmanuel Watong from Namatanai couldn't even turn on a computer. However, truckloads of initiative and some solid on-the-job training now means that Manu can touch type, send emails to international suppliers, and draft purchase orders on Pronto.

Manu is employed by Anitua Radial Drilling Services (ARDS) as a Storeman but as GM, Tony Collins, says "Manu is no ordinary Storeman ... He is so much more." Not content with performing just his allocated tasks, Manu has taken on additional duties in other departments including assisting with maintenance planning and scheduling as well as inventory management.



*Manu's bosses describe him as super proactive and someone who loves his job and never complains.*

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*Dr Laplonge consulting with Anitua's White Ribbon Program Coordinator, Stephanie Nialir on the Business Coalition for Women's 'Maximising the Safety of Women Who Work Remotely' project.*



### EVAW Update

Anitua is waiting to hear if its White Ribbon Workplace accreditation application submission has been successful. We acknowledge that a weakness of our application was the lack of training we were able to provide to staff across our businesses – training for managers, training for point of contact staff, training for victims and perpetrators – the type of training required was simply not available to us here in PNG. However, we are hoping to rectify this in the New Year with training from the Business Coalition for Women (BCFW), very similar to what is currently being piloted by NCS and Steamships in Port Moresby.

On Lihir and also in Port Moresby, Anitua and NCS have participated in the initial research component of the BCFW's 'Maximising the Safety of Women Who Work Remotely' project. Several of our managers and many of our staff participated in interviews and focus group discussions with Gender Specialist Dr Dean Laplonge. We look forward to utilising the tools Dr Laplonge will develop in conjunction with the BCFW to make our workplaces as safe as possible for our staff. In October, our EVAW Program Manager

Dr Linda Van Leeuwen was asked to represent the resources sector at the 'PNG Gender Parity Symposium' in Canberra, Sydney and Brisbane – you can read more about the Symposium elsewhere in this newsletter. Anitua should be proud of the reputation it has in PNG for talking out and taking action against gender violence – a reputation that continues to attract invitations to conferences and media interviews to talk on this topic. By the time this newsletter has gone to print White Ribbon Day 2015 will have come and gone. We know that our businesses will once again put a lot of effort in to marking this important day. On Lihir, White Ribbon Program Coordinator Stephanie Nialir and her dedicated committee have already finalised their White Ribbon Day plans for our various businesses as well as for Anitua's participation in the local community's '16 Days of Activism' program. Please don't forget to look on InSight for any new resources on our 'EVAW' page that might be able to assist you, your friends, colleagues, or family members. Thank you to all of you who continue to support our EVAW program in so many different ways – each of them incredibly important and significant.



### ARDS - Smaller, Diversified, Value Adding

Billy Ocean's 1980s hit song told us that "when the going gets tough – the tough get going" and so it is with Anitua Radial Drilling Services (ARDS) – sort of! They've gone from their original location at Newcrest's Lihir mine site but have set up shop less than 20kms away at the Anitua managed agricultural project grounds or 'The Farm' as it's commonly referred to.

General Manager, Tony Collins, now has one of the best views on Lihir, looking out over the nearby islands of Mahur and Masahet and is much more conveniently located to the other Anitua businesses he is now assisting. For example, the Anitua Group has been able to take advantage of Collins' management and business skills to help capacity build the skill set of the Farm's staff, as well as improve the Farm's business processes and workplace safety.

Although the considerable reduction in drilling work available at Newcrest cannot be considered a business 'positive', ARDS is still operating with several small contracts, and is providing important services to the rest of the Anitua Group. In addition to assisting with management and business

advice, ARDS is providing other Anitua businesses with a mechanical repairs service.

ARDS staff at the mechanical workshop set up at the Farm are servicing Anitua light vehicles, heavy vehicles and equipment, generators etc. HR and Contracts Manager, Aaron Smith, reports that "ARDS has retained an extremely well qualified team of workshop staff, including an expert machinist ... there's not much they can't fix or improve."

ARDS has turned a negative in to a positive for the Anitua Group. Moreover, unlike several of their drilling competitors who have simply shut up shop and pulled out of PNG altogether, ARDS is still operating – albeit in a much leaner and simultaneously diversified capacity. GM Tony Collins says that ARDS is perfectly positioned to scale up and quickly take advantage of a reinvigorated resource economy when it inevitably occurs. "We're in challenging times now but this industry is cyclical and we'll continue to be innovative and seek out new business opportunities such as we've done with our water bore drilling, not to mention the services we're now providing to other Anitua businesses."



Workshop Supervisors Edwin Tovue and Anatole Sopronick changing the tyres of an Anitua Construction vehicle in their new workshop.



## NEWS FLASH

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### Rugby League Say 'NO MORE' to Domestic Violence

The Australian Rugby League has for some time run 'White Ribbon' programs in the community to talk out against gender violence. However, the Parramatta Eels Football Club has taken its stance against gender violence to the next level by introducing its 'Say No More' to Domestic Violence Program.



*Parramatta Eels supporter, local Lihirian community leader, and Lihir Business Services' White Ribbon advocate Pious Ausur is glad to see his club showing leadership in addressing gender violence.*



The Eels believe that "all men should stand up and stand together to prevent family violence". Go to their website to find out more about their program and watch a video to see their players talking out against violence against women [www.parraeels.com.au/community/DVAP](http://www.parraeels.com.au/community/DVAP). And why not email your own favourite football club, whether here in PNG or in Australia, and request that they develop a similar program to address violence.

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## NEWS FLASH

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### Constructions Delivers Diverse Projects

Anitua Constructions have been 'living' the Anitua motto of 'Diverse Services – Delivered Solutions' with the completion of numerous projects of many kinds scattered throughout the country. Many of these projects have been in Port Moresby where staff numbers have increased substantially from 30 to 130 in just one year. Just some of the projects completed by Anitua Constructions in 2015 include:



*Two storey double classroom at Lihir Secondary School.*

#### Lihir

- Two new dormitories, two storey double classroom and science block at Lihir Secondary School
- New two storey 10 person staff accommodation block
- New three bedroom house for Village Development Scheme

#### Manus

- New sewerage treatment plant
- New water treatment plant
- New basketball courts

*... continues overleaf*

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*The Eliakos Spirit is one of several RAMS vessels, staff of which have benefited from recent AVTEC safety training.*

### AVTEC Helps Rabaul Business Improve Safety Culture

Anitua Vocational Training and Education Centre (AVTEC) is helping businesses improve workplace health and safety via a suite of new training courses. Now more than a year old, AVTEC specialises in both custom made as well as 'off the shelf' training.

AVTEC recently developed and rolled out a 1-day Safety Induction course for new client R & A Marine Services (RAMS) who deliver shipping services and telecommunication maintenance and construction services across PNG. Based on industry standards and very practical in its focus with instructors utilising lots of real life examples, RAMS has seen immediate improvements in its safety culture and awareness. RAM CEO Michael Allayiallis said "feedback from our team and the changes in attitude were so positive that we're committed to making this training mandatory for all new employees ..... no project, no matter how critical, is worth a lost finger, a blinded eye, or tragic loss of life ..... we all win when we work safely."

The RAMS safety induction addressed numerous facets of safe maritime operations including legislative requirements, responsibilities of employers and employees, as well as a broad range of hazards and risks faced by employees on a daily basis, safe work procedures, risk management, fitness for work, harassment and discrimination, licences, operation of plant and equipment, electrical safety, confined spaces and working at heights awareness, chemical awareness, fire procedures, emergency first aid, manual handling, first aid, noise, and even earthquake and tsunami procedures. AVTEC Training Specialist Les Wilson said "as an Anitua company – that is a company firmly positioned in the mining and oil and gas industries – we're used to complying with some of the strictest workplace safety legislation around and develop our training accordingly but this is not the case with many other companies and we see a lot of slackness and non-compliance. However, RAMS is different and they should be commended for their proactive approach to safety."





## News From The Anitua Group

### Anitua Represents PNG Resources Sector at Gender Parity Symposium

Anitua's Elimination of Violence Against Women program manager, Dr Linda Van Leeuwen, was invited to speak on the topic of 'Gender Violence as a Barrier to Gender Parity in the PNG Resources Sector' at a recent symposium in Canberra, Sydney and Brisbane. The key messages she presented on behalf of Anitua included:

- Gender violence can make it difficult for women to enter the workforce as well as succeed at work and be promoted to senior levels. This in turn makes it difficult for businesses to achieve their gender parity goals.
- Gender violence is a workplace safety issue as it can negatively impact a person's ability to safely carry out physical tasks (e.g., operating heavy equipment) as well as mental tasks (e.g., decision making) thus putting the victim and even their co-workers at risk.
- Gender violence is costing PNG businesses a LOT of money (a recent PNG study indicates the business cost of gender violence to equate to approximately 10% of payroll).
- Solutions to help PNG businesses address gender violence, making workplaces safer for women and more supportive, are now available through the PNG Business Coalition for Women [www.bcfw.org.pg](http://www.bcfw.org.pg)

Dr Van Leeuwen says she was delighted with the number of business leaders she was able to discuss the negative business impacts of gender violence with and was overwhelmed by their engagement and concern. "I've come to realise that there are a lot of business leaders out there – particularly of those PNG business



*Dr Van Leeuwen in Canberra with Dr Eric Kwa (Secretary/CEO PNG Constitutional Law Reform Commission). Other speakers from PNG at the Symposium included the Honourable Malakai Tabar (Minister for Higher Education, Research, Science and Technology), Avia Koisen (Principal Koisen Lawyers), John Kaumi (Senior Provincial Magistrate) and sponsor ANZ PNG's Mark Baker (CEO), Ann Steele (Head of HR), and Melissa Jojoga (Head of Legal & Compliance).*

operations that have their headquarters in Australia – that are genuinely unaware of the extent to which their PNG workforce is impacted by violence. However, once they hear the statistics and some of the stories, you can see that they want to take action not only from a business perspective but also from a humanitarian imperative."

Dr Van Leeuwen said that the PNG business community, including the resources sector, appears to be "turning a corner" when it comes to the willingness to not only talk about the problem of gender violence but more importantly address it. "In addition to Anitua and NCS, we're seeing a growing number of businesses with their own initiatives for their workforces and communities (e.g., New Britain Palm Oil Ltd, Digicel, Steamships, Oil Search)."

## NEWS FLASH

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### Port Moresby

- Refurbishment of Royal Papua Yacht Club
- Refurbishment of Pure Water's warehouse to accommodate their new bottling facility
- Demolition of the Institute of Public Administration (IPA) training facility
- New BSP foreign exchange kiosk at Jacksons International Airport
- Anitua Constructions is also BSP's preferred maintenance contractor for its POM operations

Anitua Constructions' biggest project currently underway is the construction of nearly 100 two, three and four bedroom family homes at the Amode 7 Mile Estate in Port Moresby – it's anticipated that all homes will be completed in the first half of the New Year. Also in POM, Anitua Constructions are providing construction and maintenance services for numerous other 'big name' clients including SP Brewery (solar panel installation and warehouse extension), the National Airport Corporation (ID and security office construction), and PNG Power (kitchen and staff amenities installations on all four levels of the head office building). Whilst in New Hanover, Anitua Constructions is in the final stages of building three new staff houses and a double classroom for Konomatalik Elementary School.

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Anitua Retail has a new Facebook page - **check it out!**



## NCS NEWS

### Leading The Way to the Top

NCS continues to show leadership in the PNG business community in the way it which it trains and develops staff – very importantly this leadership also includes the training and development of female staff.

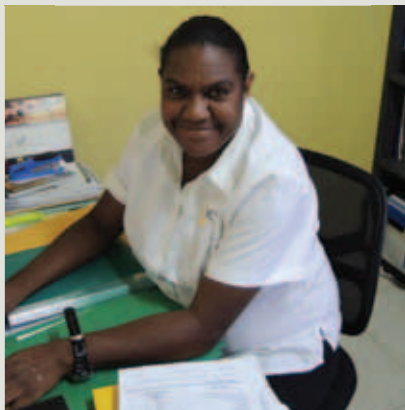
NCS staff from all over the country, including many female staff, have recently been enrolled in three different high quality management and leadership themed programs which will be of great benefit to their career prospects as well as to NCS' ability to maintain its position as PNG's leading catering and camp management company.

### Advanced Diploma in Management

- Ruth Gades (Malahang, Lae)
- Joyce Balamus (Malahang, Lae)
- Marian Naime (Malahang, Lae)
- Miriam Arua (Hidden Valley)

### Cert IV Frontline Management

- Casper Auro (Wafi)
- Jocksy Muto (Kainantu)
- Peter Mondo (Kurumbukari)
- Freddy Mera (Basamuk)
- Raphael Vanak (Lae)
- Dianne Bailon (Hides)
- Richard Sivu (PNGDF)
- John Hosea (Hidden Valley)



- Norman Cliff (Wafi)
- John Robin (Lae)
- Collin Baim (Kurumbukari)
- Nonia Abbai (Kainantu)
- Miriam Arua (Hidden Valley)
- Kagowe Yandi (PNGDF)
- Carl Mou (Hides)
- Heseda Morea (EPC3)

### Certificate IV Leadership & Management

- Talita Dobbin (Holdings-Pronto)
- Philomena Reu (Holdings-SHE, POM)
- Violet Aopi (Holdings-HR, POM)
- Anastasia Warpit (Holdings-Accounts, Lae)
- Delvine Balson (Holdings-Catering, Lae)
- Dapema Levi (Hidden Valley-HR)
- Rachel Obert (Lihir-HR)
- Theresia Atsabeh (Lihir-Procurement)
- Karen Tobisa (Holdings-HR)

*Ruth Gades (HR Coordinator – NCS Lae) will benefit from NCS supporting her enrolment in an Advanced Diploma in HR and the company will benefit from having yet another more highly skilled HR professional.*

- Lenna Wangi (Holdings-Functions)
- Joyce Ikavape (PNGDF)

The Certificate IV Leadership and Management program is a new competency-based accredited training course designed with PNG businesses to develop leadership and management skills of high potential women. Developed by the Business Coalition for Women (of which NCS is a foundation member, with its Managing Director, John Gethin-Jones represented on the Board) in collaboration with WING Education, the course targets emerging female talent serving in or preparing for their first management roles. NCS Group Training Manager, Brad Harris described this particular course as an "integral part of NCS' strategy for the advancement of female employees in our work force." Although NCS has achieved good gender diversity results in the number of women it employs, as well as the diverse and often non-traditional roles these women hold, it does recognise the need for more women at the top. It's therefore ideal that PNG now has a leadership and management training program to specifically assist women make their way to the most senior levels.

#### Contributions Welcome

We welcome your feedback and encourage contributions in the form of articles and photos. Email your feedback to: [newsletter@anitua.com.pg](mailto:newsletter@anitua.com.pg) or hand in your contributions to your site manager.

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