

GADONA



THE VOICE OF NCS

VOLUME 6 EDITION 2

Training our people – the future of NCS and PNG



Zaralyn Yakopa travels with Catering Manager Sammy Chueng and QA Consultant Robert Libbis to Basamuk Site – 2 hours by stinger!

The NCS QA and Training team based on Lihir Island have embarked on a “road show” to commence training programs at NCS sites across PNG.

The aim of the program is to conduct structured training in two very important areas: operational and competency – based training and life-skills training in areas such as literacy and numeracy.

Competency-based training is about providing staff with the necessary skills and knowledge to carry out their work

We are focusing on areas such as workplace hygiene, safety, customer service, housekeeping, catering and warehousing/purchasing.

Training is presented in a variety of ways ranging from structured “off the job” classroom sessions to “on the job” sessions to individuals or groups. Assessments include some written examinations to test knowledge and the person’s ability to carry out task job requirements.

Skills training - for life!

Many of our employees come direct from the village to work for NCS. For most, it is the first time that they have had a job or been in a situation whether they are expected to learn tasks, follow rules and wear a uniform every day.

For many, it is difficult to perform tasks or know how to advance in a career – without knowing how to read, write and count. Included in the NCS training program is literacy and numeracy –

to help our people learn the very important skill that will benefit them for life!

NCS Group General Manager, Marcus Gosling said “Education is one of the keys to developing a better NCS – and a more successful PNG! We are very committed to helping our staff learn both life skills and of course improve their ability to do their work better.”

“Our training goals are in line with our mission to provide quality services to our clients and strive for employee fulfilment.” he continued.

STORY CONTINUED ON PAGE 9

Providing consistent and quality catering services at Corporate functions in all conditions is part of Meeting the Challenge – Every Day. On a rainy morning and with an exceptionally early start, PNGDF staff served 2,500 of PNG’s VIPS at the Anzac Day Dawn Service in Port Moresby on 25 April 2009.



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FROM THE GGM

Left to Right – Peter Gulom (Director – Raibus), Marc Soipang (Director – NCS/Raibus), Peter Kambu (GM – Raibus) and Marcus Gosling (GGM, NCS) enjoy the afternoon at the Forbidden City in Beijing after signing the contract with MCC



Meeting the Challenge – Every Day

We are already half way through 2009 and whilst we have achieved a great deal in the first 6 months, there is a lot to be done over the rest of the year. For many of you, much of that is serving our customers and ensuring that both a quality service and product are delivered on time - every time.

This is what NCS does best – Meeting the Challenge – Everyday

People often comment to me about how impressed they are with the growth of NCS – “you guys are certainly going places” is what I regularly hear.

Yes, NCS certainly has grown over the past 5 years to be a successful, truly national PNG Company since expanding our business from Lihir Island by taking on new contracts in other areas of the country.

Our success is a team effort

This growth and success hasn't just happened – it has been a lot of hard work and it certainly wouldn't have happened without you – our NCS people.

NCS people don't just work on our project sites. We have committed teams of people working in our business and support offices in Lae, Madang and Port Moresby. Without this complete team effort, nothing would be achieved.

NCS company culture – pride in our NCS Values.

Just as important as our NCS team is NCS company culture – how we do things.

Our Values are at the heart of all that we do – how we behave toward our clients and those we work with, and how we do our jobs. With respect, honesty, integrity, commitment and continuous improvement.

We look to each of our employees to respect our Values, to keep the integrity and reputation of NCS brand strong and proud.

Many new employees will be looking to those of you who have been with NCS for a while for guidance. Ensure that you set the right example for each other AND with respect to our valued clients and contractors on-site, and behave respectfully and responsibly in the NCS way.

Business – keeping it and tendering for new opportunities!

- ▶ **Retaining PNGDF and UNITECH contracts:** In the first half of this year, we celebrated the retention of two of our very important contracts, both of which were keenly contested! It is fair to say that the quality delivery of service over the past 5 years in both instances was a major factor in our reappointment of the PNG Defence Force and University of Technology contracts.
- ▶ **MCC Contract Signing in China:** In April I travelled to Beijing accompanied by fellow Directors from NCS Raibus to sign our contract with MCC. This was a very important occasion for NCS and our partners from Raibus and followed some weeks of negotiations with MCC Executives. It highlighted that NCS can work successfully with foreign owned companies whose culture is quite different. It is crucial to work together to understand when different cultures do business and we need to work together to achieve our goals.
- ▶ **New Contract in Wau:** We celebrate the opening of our newest project – the new National Small Scale Mining Training Centre in Wau. You can read about this new centre funded by the EU on page 3.

With this solid track record of proven success, we are now in a position to tender for some exciting, new and very large contracts associated with the LNG Gas Pipeline. We hope to bring you news in the next issue of Gadona.

I hope you enjoy this August issue of Gadona – and thank all of you who have made a contribution to our NCS News!

See you when I am next on your Site – till then many thanks for your efforts and contribution to NCS and **Meeting the Challenge – Every Day** – wherever you are!

Marcus

Honesty, Integrity, Fairness – The NCS Way

NCS has a reputation for honesty, integrity & fairness in all our dealings with our employees, partners, suppliers and clients. Maintaining our reputation is essential to continuing our success as the leader in our industry and employer of choice.

NCS Values

Our values seek to give form to our activities and are at the core of our code of ethics and underpin our entire way of working with our employees, partners, suppliers and clients.

- ▶ Honesty and loyalty
- ▶ Integrity and fairness
- ▶ Respect for each other
- ▶ Leadership and team work
- ▶ Continuous improvement
- ▶ Initiative, persistence and responsibility
- ▶ Thinking, working and acting safely
- ▶ Equal opportunity
- ▶ Socially Responsible for our communities and environment

PM's "think tank" guiding the future of NCS.

On Saturday 6 June, NCS' Project Managers met with other NCS Senior Managers in the beautiful coastal town of Madang. The meeting was hosted by NCS Raibus and Manager Robert Bennetts and convened by Operations Manager Brian Curran.

The PMs try to meet two to three times a year – for a "think tank", to compare notes about how each site operates in very different environments and conditions. The meeting works as a way of uniting everyone towards common goals and ways of meeting the challenges we face daily!

"The aim of the gathering is to share and air thoughts about how to improve the way we work as an organisation – and help each other out with issues, problems or concerns." Said Brian. "It was great to see the Project Managers working together as a unified team as they discuss concerns and provided positive suggestions to further our growth as a company" he continued.

It was the first time for some attendees to meet their counterparts from other sites, including Hidden Valley's Steve Martin.

"The openness and acceptance of ideas from all Managers was very refreshing." he said "This environment creates more solution-based outcomes through open discussion. This something that is rare in other companies I have been involved with and I'm looking forward to the next meeting." he continued

Our astute, responsive, professional management team and front-line staff are a credit to our organisation and yours - Every Day



Left to Right - Alu Kila (PNGDF – for Mick Pye), Allan Atava (Unitech), Gus McKenzie (Lihir), Corey Polume (Supply Chain Manager), Steve Martin (Hidden Valley), Tony Green (Financial Controller), Robert Bennetts (Raibus) Romeo Robinson (Commercial Manager), Brian Curran (Operations Manager), Sue Liu (Marketing Consultant) Robert Libbis (QA Consultant) Absent: Marcus Gosling (GGM) and Paul Wilkie (Kainantu)

NEW PROJECT! – National Small Scale Mining Training Centre in Wau



L – Sammy Kamati (Site Manager), R – Jacob Manamana (Camp Supervisor) and Middle – Joe Seegers EUINSSMTC Project Manager

On the 7th May, NCS Hidden Valley completed a special inauguration function for 400 guests to celebrate the opening of the new National Small Scale Mining Training Centre (NSSMTC) located in Wau. The centre was completed with funding from the European Union (EU) and in conjunction with the Mineral Resources Authority (MRA) PNG.

EU Project Manager Joe Seegers said "Everything went very well today, including the tasty finger foods Sammy and his team provided. Thanks also to Romeo for the good organisation!"

Special guests included PNG Deputy Prime Minister the Hon Dr. Puka Temu, the Minister for Lands, Physical Planning and Mining, local Landowners and school children. Sing sing groups filled the air with song keeping everyone entertained.

Congratulations are due to NCS Operations Manager Brian Curran and Commercial Manager Romeo Robinson who worked diligently with EU and MRA to secure the contract. "NCS is proud to have the EU and MRA as a new client and we look forward to a long and successful relationship". Said Mr Curran.

Sammy Kamati transferred from NCS Kainantu to take up the role as Site Manager at the Centre. We wish Sammy and his team all the best with this new project!



Marcus Gosling presents Madam Luo (MCC President) a gift from PNG to celebrate the signing of the Ramu NiCo contract

Below: Madam Luo with Grand Chief Prime Minister Sir Michael Somare & Marcus Gosling



Our business success March – June 2009

- ▶ Signing of the Ramu NiCo Contract with MCC
- ▶ Renewal of our contracts with PNGDF and Unitech
- ▶ New Contract: National Small Scale Mining Training Centre in Wau

Keeping warm up at Hidden Valley



Emilia and Ellah look smart and keep warm in their new uniform.

The team at Hidden Valley are “warm as toast” now with their new polar fleece jumpers

Conditions on-site can be very cold, wet and muddy at the best of times – with the camp located at 2300 M above sea level – in the mountains!

The average temperature year round is 8-12 degrees C – with a maximum temperature a comfortable 24 degrees max!

Most nights – it can get down to 6 degrees at the main camp and 3 degrees up at the exploration camp. BRRRR!!!

To help our staff live and work more comfortably in these chilly conditions, part of their uniform is a polar fleece jumper.

“It is hot where we live and I never thought it would be so cold at Hidden Valley. We live at the exploration camp and the showers are not always hot, so the fleeces warm us very quickly.” Said Emilia Zapama

Ellah Yanah said “The night shift in the laundry can be freezing so the fleeces and some hot soup keep us really warm.”

Not only do our HV team feel warm and cozy while they work – they really appreciate looking smart and tidy in their new uniform! Don't you agree??

Club transformation – a winner for staff and customers on Lihir!

The Lihir Sports and Social Club has undergone a transformation which has Club patrons and NCS Staff cheering.

The long awaited refurbishment included significant improvements the kitchen and servery including walk in cool rooms, exhaust canopy, stainless steel benches, a pizza oven and heated and refrigerated display cabinets. The result has been the improvement in the capacity to prepare and serve quality meals.

The installation of a new air conditioning system has also improved both the working conditions and the ambience at the Club– which is now significantly more comfortable on those hot Lihir days and nights!

BUZZ ME for dinner! The Club has also introduced ordering buzzers! When an order is placed, customers are given an electronic buzzer which goes off when their food is ready. This new system has improved the efficiency of service and is working well for customers and staff!

New on the Menu! Along with the old favourites such as fresh meat pies and sausage rolls from the camp bakery – are some new additions to the menu including:

- ▶ Fresh fruit salad, cakes and salad
- ▶ Eat in or takeaway pizza fresh from the pizza oven
- ▶ The Lihir Club Sandwich - steak, egg, lettuce, tomato and bacon (quickly becoming a club favourite)

Tell us what you think of the improvements at the Lihir Sports and Social Club, please email editor@ncs.com.pg



You'll still get a warm welcome at the Lihir Club



Pizza is on the menu



Unitech team conquers power outage

Through creative problem solving, smart planning and team work, the Unitech team managed to serve over 45,000 meals with only a griller and two Brat Pans when the power was cut to site over 13 days in May.

The Unitech team continued to operate under exceptionally challenging circumstances when, during maintenance work being carried out by the University, the power was cut to the mess, and the back-up generator also failed.



“We did not miss a meal or a service” said Catering Manager Luke Goa “We were creative with using what we had available and created tasty meals every day. There were no complaints from our customers, the students, who were very understanding of our situation” he said.

Service with a smile at Unitech - even during challenging times.

During their recent staff awards Project Manager Allan Atava, congratulated his hardworking team for an exceptional job well done. Allan said “To face all these challenges and still meet our meal service goals, is something everyone should be proud of and it is truly what we mean by Meeting the Challenge – Every Day.



NCS Catering Manager Craig Wilkins (L) & GGM Marcus Gosling (R) present the crew of the Sara Lee with their Golden Kina Award. Receiving the award is Operations Manager Simeon Kawatalu, Skipper Vapara Toiwa & Engineers Adrian Tomtawa and Lissie Botowai.

Sara Lee crew win the NCS Golden Kina Award.

The Golden Kina Award is just one of the ways NCS acknowledges outstanding service to our company in helping us with Meeting the Challenge – Every Day – in spirit and in ACTION.

The Sara Lee, the Lihir Island Ferry, is contracted by LGL to transport workers from Namatanai Island 6 days a week to Lihir and also transporting the 1.5 tons of fresh produce that we buy from farmers on the neighbouring Island to feed the thousands in camp.

The crew of the Sara Lee is responsible for overseeing the loading, discharging, storing and safe handling of all the vegetables and fruits every day.

The journey takes nearly 5 hours each way, and the skipper and crew are always on alert. They have become the largest “rescue team” on Lihir, saving nearly 350 lives in the last 22 months. The majority of the rescues are of local banana boat operators who encounter rough seas, run out of fuel or encounter other kinds of difficulties.

“The crew that operates the Sara Lee is integral to our Lihir operations” said NCS Lihir Catering Manager, Craig Wilkins.

We congratulate the Crew of the Sara Lee and thank them for their service and contribution to NCS - it is greatly appreciated.

About the GKA: The Golden Kina Award is a new way for NCS to recognise outstanding service to our business. It’s not just for NCS people. If you know someone who shares the spirit of Meeting the Challenge – Every Day and would like to nominate them for a Golden Kina Award, please send an email editor@ncs.com.pg



Our Chinese Chef’s cook up a storm for our clients at Basamuk and Kurumbukari. Each month they use:

- ▶ Rice – 27,000Kg (1350 x 20kg bags)
- ▶ Eggs – 181,400 (1,680 cartons)
- ▶ Cooking Oil – 14,400 litres
- ▶ Flour – 2,500kg

11 Million Meals this year!

In May, NCS served more than 918,000 meals! Over a year that means we would be serving over 11 million meals! That’s two meals for everyone in PNG.



Profile – a PNG boy at heart



Corey Polume

Corey was born in Sydney – but calls Brisbane home as this is where all of his family live and where he spends his break time. (but still supports the BLUES). His dad is from Manus and Corey proudly claims his PNG heritage, and his many wantoks – having 36 first cousins and counting!

Corey loves his sport! He used to play rugby union and soccer but is currently recovering from a knee reconstruction – so has turned his interests to GOLF – so watch

out on that fairway!!

He loves all food – (except sultanas) and makes it a point to try different types of food where ever he goes (except of course – if it has sultanas). He has a special love for Hi-way beef and Ox and Palm.

When he's on break – Corey likes to travel to different places and meet people. His dream destination would be Liverpool in England, as he has followed the soccer team (Liverpool) since he was a kid.

"I have been lucky enough to travel to different places around the world, but PNG's diversity and uniqueness make it stand out from the rest" he said.

NCS Supply Chain Manager

Corey joined NCS in June 2008 and spent the first 8 months on Lihir as Supply Chain Manger for the operations on the island. His talents were quickly realised and he was promoted to manage the supply for the entire NCS Group. He has already demonstrated that he really knows a thing or two about what it takes to run an efficient purchasing operation – especially in a complex country like ours.

Corey's aim is to streamline and centralise purchasing across all sites, bringing NCS purchasing together will provide a single

point of contact for sites and suppliers. He will implement and standardise purchasing and receiving procedures across all sites which will give better accountability and also more efficient use of our stock.

"His experience in purchasing and working in PNG is extensive, and we are lucky to have someone as motivated, organized and experienced as Corey " said Operations Manager Brian Curran.

"He is already taking control and improving our operations and saving us a great deal of time, efficiency and money!"

Corey is very proud to be working with NCS in this role. "NCS is a proudly PNG owned business with the potential to be a truly successful international organisation. It is something I want to be a part of" he said. "My role is extremely challenging. No two days are ever the same. I don't like PNG's unpredictable transport links, from landslides to aircraft problems as they make my job harder than it has to be – but it certainly does keep it interesting!" he continued.

Corey is based in the Lae office and will be also be managing supply and distribution of NCS new uniforms.

Zagio's new start on Lihir

When Zagio Asiname was asked if he wanted to work at Lihir, he enthusiastically said "Yes, I'll go!" Zagio started working with NCS-PNGDF five years ago, on the very first day of the contract, 1 February 2004. His responsibilities over the years as Site Supervisor included looking after all Port Moresby sites including Murray Barracks, Goldie, ATW and Taurama.

At a farewell morning tea held at the Port Moresby Office, Project Manager, Mick Pye thanked Zagio for his years of service and contributions to NCS-PNGDF.

"We are happy that Zagio will be going to another part of the NCS family and we wish him all the best on Lihir!" said Mick.

Zagio is settling in very well on Lihir in his new role as Chef Supervisor. He is finding it very interesting and enjoying the new environment. He is looking forward to the challenges he will be facing with his new team.



Mick and the PNGDF Team wish Zagio all the best in his new role on Lihir.



China to PNG – meet Wen!

Wen Jiang has a very important role for NCS as the Chinese Liaison between MCC and NCS Raibus. It's not only her ability to speak Mandarin and English that helps with bridging the language difficulties – it is also understanding how to communicate the differences, standards and expectations between three very different cultures – Chinese/ PNG/ Australian – that is important.



“I like working with NCS because of the attitude of Meeting the Challenge – *Every Day* – it really is like that, very challenging!” she said

When in PNG, Wen spends most of her time with the team at NCS Raibus in Madang and on site at Kurumbukari and Basamuk consulting and liaising between the Site Managers and MCC Management.

When based in China, she continues to work closely with NCS to improve our purchasing and supply of goods from China that service our Chinese sites. She also takes responsibility for interviewing and recruiting Chinese Chefs direct from China to cook for our MCC clients.

One of the highlights of her job was as translator and guide for the contract negotiations with Group General Manager Marcus Gosling in March and April in China.

“Her efficiency and ability to organize and liaise for us during these very important negotiations – was a critical factor in the success of the trip.” said Marcus “It’s great to have someone like Wen helping us understand the needs of our client” he continued.

About Wen

Wen is from Ning Bo, ZheJiang Province, a city on the east coast of China just two hours drive from ShangHai.

Before joining NCS last November, Wen was a Sales Agent in China. Her University degree in International Business has stood her well, with study in China and also in the USA. Her travels have also included France, Italy, Spain, and now PNG!

Farewell Glen Claydon

At the beginning of June, Hidden Valley said farewell to Project Manager, Glen Claydon. Glen worked at Hidden Valley for 16 months, initially as Catering Manager, and then for the last 8 months as Project Manager.

“I’ve appreciated working with NCS and the chance Marcus and Brian have given me to work at Hidden Valley. It was an experience I’ll never forget and be eternally grateful for it NCS is a fantastically “honest” company to work for and the back-up support from Senior Management is great to have behind you” said Glen

We wish Glen the VERY best of luck in his new role with an Australian-based company.

STARS of the MONTH

~ February 09 ~

Lihir

Ambrose Wavut – Administration, John Zikmelkiah – Catering, Gertrude Ketom – Janitorial

PNGDF

Bani Wedodo & Jacob Lam – Kitchen Hands

Raibus

Atip Baloi – Warehouse & Administration

Unitech

Roy Thomasao – Administration

~ March 09 ~

PNGDF

David Mokare – Apprentice Chef
Elma Tola – Accounts Supervisor

Raibus

Eric Yuau – Cook

Unitech

Tony Eofa – Cook

~ April 09 ~

Lihir

Magdalene Inas – QA Coordinator
Joanne Marwan – Kitchen Hand
Josepha Petzbeh – House Maid

PNGDF

Mull Mweyaya – Site Supervisor
Florence Palaran – Kitchen Hand

Raibus

Peter Amuno – Catering Assistant

Unitech

Jack Warime – Kitchen Hand

~ May 09 ~

Hidden Valley

Jason Tom – Administration

Lihir

Camilus Tangabe – Training Officer, Cathy Opnai – Club Attendant, Genevieve Balkun – House Maid
Dianne Sorman – Data Entry Operator

PNGDF

Akava Kikila – Storeman
Kennot Awonmok – Kitchenhand

Raibus

Mena Asek – Catering Attendant



Opportunity to grow your skills and career

In order to meet the demands of a growing site, the MMJV team at Hidden Valley has introduced a new computerised accommodation system to assist NCS with check-in and check-out procedures at the busy Camp office.

The introduction of the IBIS accommodation program has meant that a number of NCS staff have undergone computer training, including Jason Tom.

Jason grew up in Wau and he is a perfect example of how the NCS employees can grow their skills and careers with NCS if they show willingness to learn and succeed.

Jason was originally employed in the Catering department and through his determination to succeed and grow, was given to opportunity to assist in the Camp office. Jason showed true potential for computer work and a natural talent for customer service and after two months, he is now computer literate and has developed a great rapport with camp residents.

Jason has obviously impressed his Managers with his progress and has been awarded the Employee of the Month Award for May at Hidden Valley. Congratulations Jason.

If you are interested in developing your skills and career with NCS, talk to your Manager



Jason Tom is great at customer service



Consistency and quality helps maintain our reputation and brand

NCS is the Leader in Camp Management and Catering Services in PNG. Maintaining our position here is crucial and one of the key aspects to this is ensuring consistency in all that we do.

The introduction of the NCS logo and brand identity at the beginning of this year – was a

very large task, with so many things to be achieved over a short period of time. You will have noticed the introduction of the new logo on-site including: uniform, banners, signage and posters.

What you can see really makes an impact and looks clean, professional and consistent! There's a lot that goes on behind the scenes as well – that you don't see. In order to keep our very busy sites working smoothly, we need efficient and up to date systems and procedures. The management of these resources is a very large part of this.

Conversion of all Forms and Procedures

When the task of updating and converting all of our forms and documents over to the new templates became an urgent task – it fell into the capable hands of Alu Kila, Administration Manager at PNGDF and Rolec Suma in the QA Team on Lihir. Alu and Rolec understood how important the task of establishing the new system of documents was for NCS and they worked closely with Marketing Consultant, Sue Liu to ensure that the logo was correctly and consistently applied.

“Alu and Rolec took complete control and responsibility for the document projects. It was a very daunting task at first, but both achieved a great result which will stand NCS in good stead in the future by getting it right the first time.” said Sue

Rolec took on the task of updating of the QA documents to the new template formats. “Rolec approached the task methodically and systematically. She did a terrific job of reviewing and converting over 100 documents that we use in our daily work throughout our business!” she continued.

Implementation and training throughout NCS sites

The task is now to commence distribution and training to our other sites around PNG. Over the coming months our systems such as purchasing, administration, catering and house keeping will be updated to ensure a consistency of application and purpose across all sites.

As you've read in this issue of Gadona, Raphael and Zaralyn will be assisting with training and implantation at offices across PNG and will be systematically introducing our resources as part of their training program.

CONTINUED FROM FRONT PAGE

Raphael's mission to Hidden Valley

In April, Training Officer, Raphael Vanak visited our staff at our Hidden Valley, Bulolo and Unitech sites. Raphael is a qualified teacher and his experience has come to the forefront – particularly with regard to life skills training.

One of the challenges Raphael found was the very cool weather at Hidden Valley as he is use to the steamy conditions on Lihir and Rabaul. The warm welcome and excitement from staff made up for the cold conditions and made Raphael feel at home.



Rafael receives a warm welcome from Hidden Valley

“One of the rewards of teaching is seeing a persons face light up when they grasp an idea or pick up on a concept I’m presenting” he said. His colleagues, his students, were so keen to learn they would often stay back to ask questions.

Zaralyn visits Basamuk and Kurumbukari



Zaralyn at Basamuk with the ladies in the kitchen

In June, QA Officer Zaralyn Yakopa travelled to Basamuk and Kurumbukari sites, which are closest to Madang.

Zaralyn's background as a qualified Chef allows her to provided appropriate training in food handling, whilst also instructing on QA systems and procedures.

She describes her Basamuk experience as similar to a reunion with past classmates – very comfortable and enjoyable!

At the completion of the training

program students are presented with an NCS Certificate of Achievement detailing the courses and skill level they have achieved. It is NCS' long term goal to provide nationally and internationally accredited training in hospitality and catering.

5 tips for maintaining a focus on safety

- ▶ Continual review of policies and procedures
- ▶ Communication, training, understanding and demonstration of procedures
- ▶ Appoint good safety officers who constantly manage risk, train staff and reinforce work place safety.
- ▶ Hold safety briefings consistently every week – from Management to toolbox meetings.
- ▶ Ensure incident reporting, registration and corrective procedures are followed up and reviewed – for every incident small or large.

Please remember to reward your team for succeeding with safety and following procedures.

“Sefti Em Namba Wan Olgeta Taim!”

In the December 2008 Issue of Gadona we reported that our team on Lihir achieved 5 Million hours with no Lost Time Injury (LTI) – and we were thrilled and excited about achieving that! As we continue on into 2009 – we maintain the focus of *Sefti Em Namba Wan Olgeta Taim!*

CONGRATULATIONS go again to NCS Lihir for another LTI-free quarter – which brings our achievement of 2141 days or 6.2 million man-hours LTI-free.

“One reason for achieving this incredible target is that everyone has been responsible for their own work areas with an increase in safety awareness and presentations at toolbox meetings and safety presentations.” said Project Safety/Security Coordinator, Jeremiah Taksir

“To achieve this target has not been an easy task, it requires more effort, dedication and a team effort” he continued “The workplace health and safety representatives (WHSR), supervisors, management and staff work continually to ensure that safety is always a part of NCS work and living culture.

Continual teamwork and strong communication is a big part of how we work together to prevent possible injuries on the job.

NCS will continue to work toward a safe work place for all of our people, recognizing the fact that each day the potential for an injury increases, therefore it is essential the procedures are constantly reviewed and changed.

NCS Fresh Food Depots

One of the benefits to the communities surrounding mining and development sites are the many spin-off business opportunities available to supply quality goods and support services to the sites. NCS works closely with the Landowners and local communities to ensure that those who are prepared to work hard to make the best of these opportunities can earn a good income.

Two examples of successful Landowner businesses are Wau Fresh Produce (WFP) in Wau and Kumul Fresh Foods (KFF) in Kainantu. Both of these businesses supply fresh produce to NCS Projects all over PNG, and are managed as part of the NCS family of businesses for respective landowner groups in Hidden Valley and Kainantu.

The businesses provide a market link between the local farmers in the community and NCS projects. They mobilise local farmers to grow and sell back to the business, the fresh produce required. In effect, these businesses redistribute mining benefits to people in the community by providing an opportunity for work.

They grow: kaukau, taro, banana cooking, banana eating (ripe), pumpkin, potato, lettuce, cabbage English, cabbage Chinese, pak choy, (varieties) saladeer, beans french, beans snake, beans dwarf, carrot, capsicum, tomato, choko tips, choko fruit, egg plant, onion spring, parsley, cucumber, zucchini, leek, ginger, silver beet, lemon, passion fruit, sugar fruit, orange, mandarin, water melon, mango, pawpaw.

WFP team of 9 sources fresh fruit and vegetables from growers and farmers within the Wau area and the Bulolo District of Morobe Province. The project currently supplies 7 ton of fresh produce each week to NCS sites including Hidden Valley, Unitech campus in Bulolo and Wau National Small Scale Mining Training Center.

"Part of the satisfaction of working with NCS in this business is that we support NCS Projects and provide income earning opportunities for the local farming community" said WFP NCS Project Manager Lydia Waengo

"Our job at WFP is to make it all run smoothly." she continued "Some of the challenges they face include the sheer logistics of getting produce to market. PNG's roads are unpredictable at the best of times!" she said.

It's a similar operational model with KFF who supply 17 ton of fresh produced weekly supplying NCS projects in the Kainantu region as Unitech in Lae and up to Lihir Island. KFF employs 15 local people and purchase produce from Kainantu, Hagen, Goroka, Chimbu and the Markham Valley.



Lydia Waengo with some of her team from WFP.

Lihir Garden – from bare soil to fresh produce!

The daily import of 1.5 tons of fresh fruit and vegetables from neighbouring Namatanai Island is still not enough for the 10,000 meals prepared and served each day by NCS Lihir.

To try and keep up with the demand, NCS Lihir's energetic and resourceful Catering Manager Craig Wilkins has undertaken a test venture to further the production of vegetables and herbs on the Island.

The Lihir Garden, will consist of 30 plots each about 50 meters long. Whilst currently only sprouts can be seen, the vegetable and herb garden is seeing positive evidence that vegetables such as beans, lettuce, spring onions, tomatoes, pumpkin, watermelon and herbs such as coriander will all continue to grow.

Our NCS gardeners are experimenting with seeding techniques from sprouting seeds to placing seeds directly into the soil. Despite the significant amounts of rain that can occur in the tropical Island climate, the gardeners still hand water their plants. Water is brought in containers daily to ensure proper care is taken of the vegetables and herbs.

"If successful, this trial plot of vegetables and herbs could pave the way for a very successful back up to our existing suppliers. Especially as there is a huge increase in numbers due to the Mine expansion starting early next year." said Craig.

The test site for the garden is located near the new NCS Farms – Poultry and Piggery which is nearing completion of construction phase. "Once the piggery is up and running we will have all that beautiful fertilizer too" he continued.

Keep watching this space – we'll update you on progress of the Lihir Garden and see if Craig's test garden continues to "Bear fruit" for the Island!



Craig Wilkins (R) with the NCS gardeners

The effects of alcohol on your health, your job & your future!

Besides getting a bit numb in the head and sick in the belly – what are the health effects of drinking too much alcohol?

Drinking too much beer, wine and spirits can lead to severe health risks and can contribute to you behaving in ways you usually wouldn't. This can be dangerous for health and social reasons and can also impact on the way you perform at work.

Your body and brain feels the strain of when you've had too much to drink and the damage you do can be permanent! Health risks include:

- Damage your liver
- Increase risk of heart attack and stroke
- Loss of brain cells
- Loss of energy and depression

If you have a big night on the booze – you can still be drunk the next day as it takes time for alcohol to pass from your system. You may still be drunk or hung over the next day and your ability to perform your tasks will be reduced. Your performance at work may be affected by:

- Poor decision making, loss of ability to judge situations properly
- Tiredness slowed reaction time, impaired concentration,
- Lack of compliance with safety regulations and quality standards

Remember – safety is number one – on the job – all the time.

- If you are caught at work drunk, it will reduce your chances of promotion or gaining any bonus payments.
- If you have been drinking – you should NOT be driving
- Drinking often fuels aggressive behaviour and fights

NCS Alcohol and drug policy

- ▶ Any person found to be under the influence of, or in possession of illegal drugs will be subject to police action and termination of employment.
- ▶ Persons under the influence of alcohol and causing a disturbance or damaging property in the workplace and or during working hours will be subject to disciplinary action, which may result in termination of employment.
- ▶ No employee should be working or operating machinery while under the influence of drugs or alcohol.
- ▶ Employees found to be drunk or under the influence of illegal drugs in the workplace and or during working hours will be subject to disciplinary action that could result in termination of employment.

NCS will be cracking down on poor work and anti social behaviour due to Drug and Alcohol abuse. Random Breath Tests may be carried out on every site. Some NCS offices, residences and sites have a DRY site policy. So be warned poor behaviour will not be tolerated as a result of alcohol abuse.



Your new uniform is coming...

Joining the stylish polo shirts you received in March – will be polo shirts for camp services, a stylish new Chef's jacket and kitchen jacket for trainees, aprons, trousers, skirt-shorts and business shirts for Site Managers.

Please be patient.....they are coming!



Example of Chef's ensemble

ONSITE UPDATE

Eke – represented PNG at the Arafura Games in Darwin.



Eke represents PNG at the Arafura Games

In May 2009 the PNG Development Basketball Squad jetted off to Darwin Australia to take part in the Arafura Games and NCS PNGDF's own Eke Kendi was a proud member of that team!

Despite not winning a game over the 10 days of intense competitive basketball battles, the team learned some valuable lessons about team work, team spirit and strong bonds were forged during this tournament. The PNG Development team is adamant and focused on improving the next time around.

Eke would like to thank NCS PNGDF, Mr. Mark Soipang and 'uncle' Ben Misren for sponsoring him and enabling him to take this very special opportunity be a part of the team and represent PNG at the Arafura Games.

"Thank you to everyone in the NCS Family who supported me in various ways." Said Eke. "Your kind, personal gestures and generosity got me over the line and this maiden voyage overseas will be an irreplaceable memory. Thank you tru!" he said

CONGRATULATIONS EKE – We are PROUD of YOU!

ABOUT GADONA

GADONA - The Voice of NCS is produced three times a year for the employees and clients of NCS

This issue:
Volume 6: Edition 2 - July 2009

Sponsoring the Soccer Club at Unitech

NCS is committed and privileged to sponsor the sporting activities at Unitech.

"It is with great pleasure that we sponsor the Mungas Soccer Club by sponsoring the new uniforms for the team" said Caspher Auro.

Club President Bennert Pjilu thanked NCS for the uniforms and promised the Club will do their best on the field and in the competition.



Luke Goa (left) and Caspher Auro (right) present Soccer Club president (middle) Bennert Pjilu with the club's new NCS sponsored football shirts



PNGDF Project Manager Mick Pye was surrounded by over 100 friends and family, including his NCS family, when he married the lovely Rachael Oerepa in a beautiful celebration in the Botanical Gardens in Port Moresby on – 11 April. We congratulate you both and wish you long and happy future together.

Fishermen's Tales

NCS was a major sponsor of the 34th PNG National Fishing Titles held in Madang from 3 – 13 April.

NCS Managers Robert Bennetts, Andrew Clinkaberry and Paul Wilkie were part of team that were invited to compete on the 46ft boat Tsunami, from Lae.

Team NCS competed over 2 days against a flotilla of boats of all shapes and sizes, from all over PNG in almost perfect weather.

Paul Wilkie claimed the NCS "catch of the day" on day one – with an 80kg Marlin which was then tagged and released. "It was a great experience" said Paul "I had to fight with it for 20mins to bring it in!" he said

Team Captain Robert Bennetts also hooked up a fish early on the second day. However due to a "line failure", the excitement was short lived and it became the story of "the one that got away...this big!"



Paul Wilkie sets up his hook, line and sinker to catch the 80Kg Marlin