

ONSITE UPDATE

MORE GOLD for our Quiet Achiever



Joan Asanga works at NCS Morobe in the Lae as an Office Assistant. She was selected to represent Team Morobe in the open women's javelin event at the 4th PNG Games held in late November last year in Port Moresby. Joan competed in the Final against 12 other athletes and was victorious taking home the GOLD MEDAL!

Joan began competing as an athlete in 2006 and won the National Title in javelin that year. PNG Athletics sent her to Brisbane with the National squad for specialist training in January 2007, but sadly had to return home early due to a knee injury.

It was then that she joined NCS and resumed her athletic training, culminating in winning Javelin Gold at the PNG Games in Lae in 2007. She then regained her National Title in 2008 and in 2009 won both the National Championship and PNG Games gold medals.

We congratulate Joan on her achievements in sport and in maintaining a healthy lifestyle - something that NCS fully endorses.

NCS IS A PROUD SPONSOR AND SUPPORTER OF PNG ATHLETICS

NCS PROPERTIES SPORTS DAY



For the past 2 years NCS Properties have held quarterly alcohol-free sports days which included a social BBQ and games played over an afternoon.

These events proved to be very successful in bringing out the personalities of individuals and traits such as competitiveness, honesty, and commitment, and a way to the real development of team spirit & friendship.

Because the Sports Day has been so successful, senior staff planned a full day structured competition for the 2009 Christmas party.

As NCS Properties is predominantly a construction company, it was only fitting to name the four teams after tools. Drills, Chisels, Hammers and Hard Hats. Each team member received jersey with his nick name on the back.

There were 4 events scheduled for which every team to challenge the other in touch football, soccer, volley ball and tug-a-war. The competition was extremely tough with everyone giving their all in true NCS spirit. All the teams were evenly matched with only 4 points between the teams at lunchtime.

At the end of the day it was a three way tie which meant only one thing a sudden death play-off!

Each team chose two representatives to compete in a 200m sprint; the siren sounded and 6 men raced over 200 metres like grease lightning. It was neck

and neck when out of nowhere Bruno Muntade hit the lead and shot away to win the championship for the Drills.

Whilst congratulating and presenting the perpetual shield to the winning team. Executive Director Marcus Gosling complimented the entire Properties Crew saying that it's the power of the team that makes for success and noted that that everyone had a great time all without the need for alcohol.

"The day was such a success that we've decided to make it an annual event" said Project Manager Matt Paget. "The guys are keen to do this again and have been telling me it was the 'best day ever', one that they will remember for the rest of their lives. "

"It just underscored the team spirit and friendship that is NCS Properties. Bring on 2010!" he said.



Marcus Gosling awards the Drills their well earned trophy

ABOUT GADONA

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

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EDITORIAL TEAM

Publisher: Marcus Gosling
Editor/ Production Manager: Sue Liu
Contributions to this issue were received by: Brian Curran, Corey Polumbe, Anna McCarthy, Rohan Price, Jacob Manamana, John Cole, Robert Libbis, Robert Bennetts,

Mick Pye, Jade Loubai, Tony Green, Paul Wilkie and Matt Paget.

WE WANT YOUR CONTRIBUTIONS AND FEEDBACK!

Please hand your submissions to your site manager or email it to editor@ncs.com.pg

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PO BOX 707 Port Moresby,
NCD Papua New Guinea
Phone: +675 321 5577

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GADONA



THE VOICE OF NCS

VOLUME 7 EDITION 1

Recognition and Rewards for our People

NCS recently demonstrated its appreciation to employees who had achieved 5 & 10 years of continuous and loyal service to the Company. The inaugural NCS Recognition & Rewards Program which saw Executive Director Marcus Gosling travel to most of the NCS sites around the country to make these presentations to over 250 NCS employees in late November – early December.

Each recipient employee received a personal thank you from NCS. Those achieving 5 years and 10 years received a special commemorative pin to wear on their uniform as well as a certificate and a letter of thanks. The 10 years' recipients also received a gift, a special NCS watch.

At most of the locations a celebration function was held



as those being honoured were presented their awards in front of their managers, colleagues and clients.

The celebration started – as they should on Lihir where NCS has its roots. There were 75 people awarded their 5 year, and an amazing 68 who have achieved 10 years or more. Representatives from Anitua and LGL joined in the celebrations which were held at the Lihir Club, the perfect paradise setting for a party for our most long serving people.

Following Lihir, Mr Gosling, accompanied by HR Manager Anna McCarthy travelled across PNG for presentation ceremonies in Lae, Hidden Valley, Kainantu, Madang and Port Moresby. In the more remote outposts, PNGDF Project Manager Mick Pye carried out the award presentations on Mr Gosling's behalf.

Continued page 3



INSIDE THIS ISSUE

Recognition & Rewards	1,3
Carving out new skills	1,5
New Alliance in Hides	2
Onsite Update – Lihir's new Mess & Kitchen	4
Jeremiah's Achievement for OH&S	6
New award program for NCS Stars	7
Taking Training Seriously	8,9
Two Golden Kina winners	11
Sporting achievements	12

OUR VISION

To be recognised as PNG's leading service provider delivering integrated hospitality, construction and support services to the resource, tourism, business and industry sectors.



The skillful hands of NCS Cook Tabi Tomaku – artist at work

Carving out new skills at Hidden Valley

At Hidden Valley, NCS's Catering Manager John Cole, has begun teaching the lost art of fruit and vegetable carving to kitchen staff on site. John wanted to improve the presentation of the servery and buffets, particularly for the increasing number of special functions up at Hidden Valley. He decided to investigate teaching carving techniques and skills to staff.

Carving requires special techniques and instruments to make those intricate shapes and flourishes out of fruit and vegetables. John purchased some specialist carving knives and an instructional book and CD set from Thailand where this ancient art form started.

Continued page 5

Challenges, New Skills, Achievements and Rewards



Six years ago I was invited to assist with the mobilisation of the PNGDF contract, NCS's first contract off Lihir. Over those six years, we have seen NCS grow to become PNG's premier catering company operating 22 sites and serving more than 11 million meals each year.

Our spectacular growth and success has not just happened

by chance but more through focus, commitment and a lot of hard work from the whole team.

In this edition of Gadona are many stories that capture the SPIRIT and values of NCS - meeting challenges, gaining new skills, achievements, recognition and reward. John Cole has introduced fruit carving skills at Hidden Valley with outstanding results (pages 1&5) whilst NCS Lae Office Assistant, Joan Asanga has continued to achieve champion status winning the PNG Javelin title again this year (page 12).

Robert Bennetts and Brian Curran also tell some hair raising tales about what happens when the roads get washed away (pages 3&10) and we present TWO Golden Kina Awards to some very exceptional people who help us in "Meeting the Challenge - Every Day" (page 11)

In December, NCS recognised all those employees who achieved 5 & 10 year's continual service with NCS (pages 1&3). It is humbling to learn that we have a number of people this year who will celebrate 15 years of service - we look forward to celebrating with you at the end of the year!

You will read more about our newest project and team at Wau Small School of Mining (page 5). I had the opportunity to meet the team during my last visit in December and their warm welcome, professional appearance, hospitality and pride in their work that personifies everything that NCS stands for!

It's also great to see how our numerous training programs continue to develop the skills and experiences of our people. There's plenty of news there for you on pages 8&9.

Growth across the whole country

- ▶ The Alliance Group continues to work closely with the developers, contractors and various landowner associations for the ExxonMobil LNG Project. This project promises much for PNG and its people - for NCS it is a great opportunity to work with our partners on a world class project. Whilst the LNG project is grabbing all the headlines at present there are many other projects around the nation that are being developed.
- ▶ On Lihir work has commenced on the MOPU program which will see production boosted to over one million ounces of gold per annum making it one of the world's largest. All of these projects are opportunities for NCS and its people.

Lukim yu bihain This edition of Gadona will be my last. I will be finishing up my current role with NCS at the end of April and will continue to work with Anitua and NCS on special projects.

It has been a fantastic journey over the past six years and an honour to work with such inspirational people who manage at all times to overcome the odds in Meeting the Challenge Every Day. I have every confidence that the Executive Management team that is in place will continue to take NCS to new levels of success. In the years to come, NCS will be recognised as an innovative company supplying superior services to the various industry segments in which it operates in.

Tenkyu Tru to all Without your contribution, support and commitment NCS would not be where it is today, a flagship for the people of Lihir and PNG.

I wish you every success for the future of the company and for you personally.

Marcus

Marcus Gosling, Executive Director

The new NCS Port Moresby office is now open!

Located close to the heart of the town, the new office is in the same building as Steamships - right on the edge of the hustle and bustle of the main street. NCS Executive Managers and the Human Resources team will be based at the "town" office which will be shared with The Alliance Group. NCS Port Moresby: Corner of Champion Parade & Hunter Street, Port Moresby.

Alliance signs JV with HGDC

We are proud to announce that The Alliance Group have formalised their Joint Venture arrangements with HGDC (Hides Gas Development Corporation.)

The new Company will be known as Hides Alliance Group and will now be in a position to tender directly for all LNG contracts for Camp Management and Catering Services in the Hides, Komo and Juni areas.

The Alliance Group is a new company that was formed between NCS and GCC Services, specifically to provide services for LNG projects.

NCS Executive Director Marcus Gosling said "This joint venture between The Alliance Group and HGDC is the first of its kind in the area." It's an exciting development for NCS and is only the first step along the LNG journey."

"I congratulate everyone involved in working on this Project and wish the new venture every success." he continued.



HGDC Chairman Libe Parindali and Marcus Gosling (both seated) sign the new JV agreement witnessed by Alliance GM Arnaud van der Burgt and HGDC Director Eric Hawai Ako

Recognition & Rewards 2009

CONTINUED FROM PAGE 1

In his speech to all, Mr Gosling said that he was proud to stand side by side with the people who have helped make NCS the success it is today. He paid particular tribute to Colin Vale, Executive Director of Anitua, who was the General Manager of the company for many years. "It is through Colin's guidance in those formative years that the foundation for today's success was laid" he said.

"NCS is not quite 15 years old but in this time it has managed to establish itself as a leader in this industry and in PNG. NCS's people really are recognised for the values by which they operate and it's evident in the way they continue to serve and contribute to the company's operations." he said. "You all should be so proud of your achievements"

Today NCS has over 1400 employees across PNG. For many people, working for NCS has been the only experience they have had.

"It's extremely encouraging to see so many people receiving awards as it underscores the commitment that can be found within NCS and as the company grows, we will be looking toward our people to take the lead in creating our future!" he continued.

Mr Gosling encouraged all those receiving their special pin to wear it with pride. "This pin signifies your term of service. You have earned it!"

We look forward to awarding the next round of 5 and 10 year recipients in December – and also will certainly be ensuring a celebration for those who achieve 15years at the end of the year!

WHO WAS AWARDED?

In all:

- ▶ 184 presentation for 5 years
- ▶ 70 presentation for 10 years

Look out for your colleagues on the 5 years and 10 years service posters on display at your site.



Corey helps Brian to winch out a vehicle blocking traffic and stuck in the mud on the Wau Road

NCS NEWS

Meeting the Challenge: Through the MUD

A typical example of how NCS go the extra mile to Meeting the Challenge – Every Day is the regular occurrence of roads being washed away in PNG's monsoonal rains.

In early January Brian Curran and Corey Polme travelled from Lae to Wau to meet with Lydia Waengo from Wau Fresh Produce and approximately 30 Buang growers to discuss ongoing business of supply to NCS projects.

On the way they were delayed by at least five landslides on the Wau Road and a taxi truck that had also become stuck fast in mud, blocking road access both ways.

Brian (in the driver's seat) and Corey (knee deep in mud) tried to pull the truck back with the winch on the NCS 4WD, but had no luck moving it. After 90 minutes of trying, an MMJV 'Troopie' was able to pull the truck forward and out ably assisted by a group of locals pushing the vehicle.

Carving out new skills

CONTINUED FROM PAGE 1

John initially held training sessions with five apprentices as part of NCS' Apprentice Training Program that he coordinates on site. He concentrated on special garnishing pieces like centrepieces that work well for buffets, as well as some of the basics that are used for daily decorations and salads.

"A lot of natural talent has been unearthed with this particular skill and I believe it should be nurtured," said John. "This is becoming a dying art in the mainstream catering field and it's becoming more specialised due to the labour cost and time taken to complete the more intricate designs," he said.



"By teaching our apprentices this extra skill they may not learn elsewhere we are strengthening their preparation for their futures in the industry as competent tradespeople" he continued.

The magnificent results speak for themselves.

Given the interest and aptitude shown by both the apprentices and the speed with which they have picked it up, John said he will continue to teach these skills and will bring back a wider selection of knives and tools to site.

"The chefs, kitchen hands and stewards are also interested in trying it out, I think NCS will soon become the experts in the country for this creative skill" he said.

Well done to John Cole for taking the great initiative and for sharing your passion for this art form, and to our budding carving experts! Your work will be on display for MANY to enjoy – for years to come!



Evelyn Pamas (right) and Angela Koini (left) an NCS Apprentice, with the centrepiece she carved out of a watermelon.

A NEW world-class Mess and Kitchen for Lihir

Residents and NCS staff on Lihir are all eagerly anticipating the completion and mobilisation of the long awaited new Mess and Kitchen complex with a grand opening scheduled in the near future.

Currently, NCS operates across three kitchens with the main one being in Camp 2 with bakery, functions and day worker meals prepared in Camp 1. These facilities, now very old and worn from the constant activity of preparing meals for over 3000 people per day for 15 years, will be replaced by the new facilities – and are very welcomed by all.

"The planning of this project has been underway for some three years. We have been working very closely with LGL from day one to build the best facility for Lihir – which is growing in scope and scale – whilst ensuring the highest qualities in

food and service." said Executive Director Marcus Gosling.

"We are all looking forward to celebrating the opening of this world-class facility for Lihir which will improve working conditions for kitchen staff and offer our clients even better service efficiency and comfort" he continued.

The new Mess will bring together a comprehensive kitchen facility servicing residents and day workers and will include a bakery, butchery, vegetable preparation areas as well as elaborate BBQ facilities, all under the one roof. With the anticipated number of residents set to rise due to the MOPU expansion program, NCS has planned a comprehensive mobilisation plan undertaking equipment training for staff, revising operations and procedures as well as Health and Safety guidelines for



the specifications of the new kitchen.

NCS Lihir Catering Superintendent Felix Holi commented that the team are eagerly looking forward to offering their customers a new level of NCS hospitality and establishing Lihir as the benchmark for catering operations across PNG.

The new facility would not have been possible without LGL's commitment and we take this opportunity of thanking all concerned for their support and contribution. We look forward to giving you the "grand tour" and telling you about opening celebrations in the next issue of Gadona.

Kainantu – raising the standards



Last Gadona we read about the German Style Oktoberfest feast and celebration. Well it seems that the team at Kainantu are gaining a reputation for

holding exceptional events and functions.

Christmas Day lunch included a great selection of mouth watering seafood (oysters, mussels, prawns, balmain bugs, whole and marinated Madang tuna), whole roasted pig and legs of garnished hams. Pastry Chef, Sega Bau created an impressive display of pastries and breads and a mouth watering Christmas Cake was outstanding with marinated dried fruits the taste of which just melted in your mouth. Thanks to Alan Atava and Rohan Price for making this all happen.

NCS Kainantu also bid a sad farewell to Barrick's David Wissink, who has been our client since the site went from feasibility, thru construction to production over the past five years. David has proved over the years to be a strong supporter of NCS recognising the Company's commitment to working with and developing the local landowners.

Marcus Gosling, Executive Director, paid tribute to David's contribution saying that his commonsense approach, with a strong yet fair management style, was a great support to NCS. He added that whilst there had been a number of emergencies and changes over the years, NCS and Barrick have always worked closely to ensure all residents and visitors to the project received the same warm welcome and hospitality that Kainantu has become renowned for.

At his farewell function attended by over 150 people on site, David said "that all things must come to an end" and whilst I am sad to leave it is time to move on".

He leaves Kainantu with everyone's best wishes and will be remembered not only as a great boss and mentor but also as a friend. NCS wishes David every success in his future and thank him for his support over the past 5 years. As has come to be expected, NCS excelled in serving a first class traditional menu including a whole pig and local baked foods. Our thanks and congratulations go to all staff who lived up to the high standards that have been set by NCS.

Congratulations to NCS PNGDF on Achieving 3 Million LTI-Free Hours!

Mick Pye, Project Manager for NCS PNGDF is proud of all of his team for achieving 3 Million LTI-Free hours.

To achieve this level of operations without lost time due to injury is truly exceptional and demonstrates our commitment to SAFETY is second to none" said Mick.

The 120 strong team work at 10 sites across the nation – many very remote. They will celebrate with a special red shirt that acknowledges their achievements.

ONSITE UPDATE



Mick Pye (centre) proudly presents NCS PNGDF staff with their shirts.

A Vote of Thanks to the Wau Team

NCS received a great vote of thanks and appreciation from students at our Project in Wau, the Small Scale Mining Training Centre.

Two batches of students took the initiative to write to site Manager Jacob Manamana and our client, Joseph Seegers, to express their appreciation for the hospitality they received during their residency at the school.



Let's have the comments speak for themselves!

The following comment was signed by 18 students who said:

"We have felt that the friendliness of staff, smooth provision of meals provided by NCS was superb. Your assistance of services including laundry and housekeeping has been well received by the participants. You were all tireless and cheerful in providing us the services and made our stay here for the two weeks enjoyable"

"We wish you all the best in your continuation of the good quality of services to those who are coming next"

In another letter, signed by three local dignitaries and community leaders who attended the school, they said that the services provided by NCS staff were excellent.

"The catering facilities particularly were well maintained and the menu is varied with nutritional food served in all the meals. In addition the laundry service and general cleanliness of the dorms and ablution blocks are well done."

Our highest congratulations to Jacob and his team who are doing NCS so proud!

The latest news from the Morobe Team

NCS Morobe's Erica Road office in Lae is our Operations, supply and support hub for the majority of NCS sites. As NCS' business continues to grow, so do the needs of our expanding team. In March, NCS will take over the upstairs section of the Erica Road office and warehouse, effectively doubling the office space and accommodating meeting and training rooms.

New Contract for Morobe

As Lae Unitech's Semester commences term again under the watchful eye of Allan Atava, we are delighted to announce the signing of a new service agreement with Coca Cola. NCS will be providing canteen meals at Coke 7 days a week. This contract is similar to the services we provide to Trukai in Lae.

Profile – Meet Jacob Manamana

Jacob Manamana had been working with NCS for over 3 years at our site in Kainantu before he transferred to our newest Project, the Small Scale Mining Training Centre in April 2009. He was initially employed as the Camp Supervisor and was promoted in October to Site Manager. Prior to joining NCS Jacob worked for mining companies Bougainville Copper and Pogera Joint Venture, as Camp Clerk, then Camp Manager.

Already during his time with NCS, Jacob has been committed to carrying out his duties to the highest standard of Meeting the Challenge - *Every Day*. Jacob says "The most important thing is that NCS has excellent policies in equal opportunity, training and promotion. The window of opportunity is open for all."

Jacob feels his biggest achievement so far is that the project continues to run very smoothly and that our clients are right behind us.

"My responsibilities as Manager are to make sure we meet our contract agreement with our clients, provide quality service, make sure NCS staff are fit and healthy, and that stock levels are controlled." said Jacob

"I have a very mobile and effective staff of sixteen. They are like busy bees, men and women of all trades. Our team co-operation and the support we get from our clients is unbelievable." He continued.

Jacob went on to explain some of the challenges of working in Wau. "Working in Wau is like you have come to the end of the road in the Wild West. Outside the compound there are rascal activities and potential security threats every day. During the wet season we can be completely cut off from the outside world by landslides."

Jacob grew up in Lufa in the Eastern Highlands Province and has a healthy family of three boys and a girl named



Lynch, Brazil, Trent and Lela. Earlier in his career Jacob spent a few months working in New Zealand and travelling in the Pacific Islands. In his spare time he enjoys watching rugby league, playing touch football, listening to music like blues or country and western and reading the newspaper.

Jeremiah's Great Achievement

Jeremiah Taksir, NCS Safety Officer on Lihir, commenced studying his Diploma of Occupational Health and Safety (OHS) with The Australasian College of OHS in 2007.



At first he thought it would take less than two months to complete the units and modules, but due to work commitments and Meeting the Challenge - *Every Day* in his job, this timeframe became impossible.

After a good start, Jeremiah said at one point he gave up. However, with a lot of encouragement and support from his family and the course facilitators, he continued.

In order to complete his studies, most days Jeremiah would stay back in the office after work to study or take his resource books with him on his field break. Eventually he completed his course in late 2009, earning him his Diploma in OHS.

"I have learnt a lot from the course modules and I am looking forward to implementing improvements in work areas and bring in the next level of safety on site." He said. "An important aspect of completing the program was to have trust in myself and always be positive that I would do it" Jeremiah said. "Never ever give up, there is always hope".

CONGRATULATIONS Jeremiah. You are and continue to be one of NCS' great achievers.



Healthy Life Programme

NCS will launch its brand new Healthy Life Program in the coming months which will focus on simple, positive health messages.

Sites will be receiving tools and resources that will focus on areas including:

- Food and nutrition facts
- How to eat to stay healthy
- Tips to staying fit onsite

TIPS FOR A HEALTHY LIFE

Eating 3 pieces of fruit each day helps keep your immunity and energy levels up and provides much needed fibre to aid the elimination waste from your body.

Water for life! It is recommended that you need to drink 2 litres of water each day to keep your body hydrated (especially in the HOT PNG climate) and to flush toxins out of your body. Drinking plenty of water at meal times also helps you digest your food.



~ October ~

Basamuk
Eric Worion

Hidden Valley
Basu Mari & Jacob Manu

Kainantu
Iksy Ponove & Cathy Timothy

Kurumbukari
Maria Busi

Lihir
Bob Tana, Tony Patorea,
Julie Wanpi & Steward Ongi

PNGDF
Gabriel Kiruai & Samatore Boi

~ November ~

Basamuk
Chrysta Freyberg

Hidden Valley
Ellah Yanah & Billy Sowi

Kainantu
Teompa Mark & Esampa Joke

Kurumbukari
Maria Williams

Lihir
William Netut, Petronila Lakasum
& Clement Klagoz

PNGDF
Ambox Siroi & Jack Walea

~ December ~

Basamuk
Kelyn Bill

Hidden Valley
Kadum Kaug & Tabai Tomaku

Kainantu
Uga Oteme & Jenny Tai

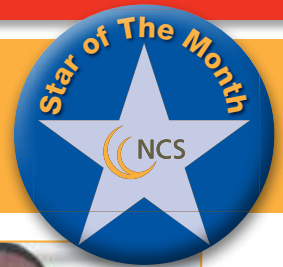
Kurumbukari
Ouno Tenge

Lihir
Adrianna Moses, Raphael Vanak,
& Monica Tenbalik

PNGDF
Dorothy Kila & Nick Emi



STARS for 2010 Receive a new award!



NCS launched its NEW Stars of the Month and Quarter awards program with the first round of winners in January presented with the new collectable pin and certificate!

You'll be able to see immediately who has been a GREAT achiever onsite as we hope our winners will wear their pins with pride!

~January 2010~

Basamuk
Peter Amuno

Hidden Valley
Ziporah Kaitoro & Rueben Isaac

Kurumbukari
Elias Waime

Lihir
Peter Asuwe, Simon Tokbe,
James Alwin & Alexandra Zizip

PNGDF
Joshua Begei & Vari Obaha



Vari Obaha proudly shows off her pin and certificate as NCS PNGDF's Star of the Month for January.



A Warm NCS Welcome to Brigadier General Francis Agwi

NCS would like to congratulate Brigadier General Francis Agwi on his appointment as Commander of the Papua New Guinea Defence Force.

We congratulate you on your commission and we look forward to working with him on implementing long awaited initiatives to improve the services to the members of the PNGDF.

We feed the troops and recruits for PNGDF – all over PNG!

NCS Takes Training Seriously

QUICKBOOKS training

The NCS staff who maintain the company financials gathered together in Lae to update their skills on the latest version of QuickBooks accounting software. This will continue to ensure consistency across our projects and that are all employees working to the same standards.



Fire Safety

In early December 2009 fire safety and extinguisher training was conducted by Sika Fire Protection at our regional office in Lae.

All staff were involved and learnt the potentially lifesaving skills of what to do and what not to do in the event of a fire. They learned what type of fire extinguisher should be used for specific fires and also, most importantly, NOT to panic or rush. Exit points and having a plan was also discussed, as knowing automatically what to do in a fire emergency can make the difference between life and death.

Everyone was given 'hands-on' experience in putting out fires with this real-life training reinforcing the fire safety message and also a bit of FUN!

Frontline Management Program Graduates

Congratulations go to Norman Cliff, David Davai, Sisily Kavop, Roger Patrick and Andrew Weslian who recently received their Frontline Management Program certificates after successfully completing all course requirements

Developing Youth and encouraging Hospitality Careers

The Hohola Youth Development Centre is a vocational school that requests their students to conduct work experience with NCS PNGDF. The centre was established to aid in the educational development of youth who are unable to attend a recognised secondary school, and to assist these students develop skills to enable them to successfully gain employment.

NCS PNGDF is a firm believer in training and takes on students whenever possible. The final batch of students accepted for 2009 were with us at the Murray Barracks mess for six weeks. On completion of their training in November, Administration staff at the Konedobu warehouse – PNGDF's most discerning food critics - got to sample their dishes.

Accounts supervisor Elma Tola said that her particular favourite was the seafood kebabs, which were said to be so delicious that the tray quickly disappeared. "I had a bit from all the dishes, all the students did really well and I can see that they could be qualified chefs in the future!"

Marylly Tom was a student who stood out among her peers and she is now employed by NCS and currently working as receptionist in the new Port Moresby office.

"I am happy that NCS recognised my efforts and have chosen me to join the team" said Maryly, who assisted in the creating and completion of the new staff filing system for PNGDF.

All of the students were well presented, and this training provided by NCS should give them some experience, and a recognised certification to help them along with a career in the industry. We wish them the very best in whatever career path they choose.



A Word About Harassment in the Workplace

All NCS employees are on notice that harassment is not acceptable and anyone found harassing, or otherwise interfering with another person's well being, will be subject to disciplinary action that could result in dismissal.

After a thorough investigation of recently reported incidents, they were deemed serious enough to warrant the termination of employment for two staff members. Counselling has also been offered to the employees at the receiving end of these events.

We would like to remind all employees that our company policies are in place for the benefit and well being of every employee.

If you are being harassed it is your responsibility to report it directly and immediately to your Project Manager or the Human Resources Manager.

POLICY UPDATE

Workplace Harassment Policy

NCS aims to provide a workplace free from harassment activities that create an intimidating, hostile, or offensive working environment.

What is harassment?

Workplace harassment is considered to be any form of behaviour that offends, humiliates, or intimidates, and which is unwelcome. It is not tolerated by the company under any circumstances. Violations will result in disciplinary action.

General workplace harassment can include such things as bullying, jokes based on gender or verbal abuse.

Harassment of a sexual nature (defined as any unwanted, unwelcome or uninvited behaviour of a sexual nature which makes a person feel humiliated, intimidated or offended) is also forbidden.

Some types of harassment may also be offences under criminal law. These include physical molestation or assault, indecent exposure, sexual assault, stalking and obscene communications (telephone calls, letters etc).

You can read a full copy of the NCS Workplace Harassment Policy which is on display in your Site office, in your Staff Handbook or under the Policy section of the website www.ncs.com.pg

NCS Apprentice 2010 Program

As part of an ongoing commitment to developing our employees, NCS are investing in the development of an in-house hospitality apprentice training program.

The aim of the program is to provide our apprentices with the highest standard of training available, giving each individual a qualification that is recognised nationally as well as internationally.

NCS, in partnership with the William Angliss Institute (a dedicated training provider for the hospitality, tourism and foods industries, delivering a range of courses from four-year, Australian Accredited Apprenticeships to short courses), are putting together a customised training program that provides students with structured on the job workplace training as well as formal cooking and class room subjects.

NCS Lihir are developing the program for this year's candidates with a goal of expanding the intake to include students from our other sites.

William Angliss Institute were chosen because of their long standing international reputation in the hospitality industry and their expertise gained delivering similar programs in countries such as Vietnam, The Philippines, China, Fiji and mining operations in Australia.

William Angliss' trainer, Brad Harris, visited NCS Lihir in early February to conduct a gap analysis and put together a customised training program that meets the needs of the NCS and our students. It is anticipated the program will run for three years and will primarily focus on catering skills, with the potential to develop into a comprehensive hospitality and tourism industry training program as NCS's business operations expand.

Executive Director Marcus Gosling said "We are investing in our young staff as well as constructing a purpose built training centre to secure our position as the leading provider of hospitality services in PNG. For now and into the future."



Brad Harris with NCS students on Lihir Island

TAKE PRIDE in the NCS name

The letters N-C-S are often mistaken for our previous company names. Today – we are known simply as NCS.

Take pride in the name NCS as it means MORE than you think! When people think of NCS, they think of all the great ways that we focus on Customer Service and the way in which we add value to our work to ensure the delivery of a quality product no matter what it is!

ONSITE UPDATE



Celebrating Chinese Style

At our Basamuk and Kurumbukari sites, we currently serve 1500 Chinese nationals who operate the Ramu NiCo projects.

In order to cater for their particular tastes and to join in on Chinese New Year celebrations, NCS' Chinese Chefs produced over 45,000 dumplings. The dumplings were prepared over ten evenings and they were all served as part of the banquet and celebrations on the eve of Chinese New Year.



Simple and effective ways to dress up a Mess!

What a difference a bit of care and attention can make to the Mess! Assistant Operations Manager Paul Wilkie took a little time out to focus on improving the ambience at Hidden Valley and worked with the team to do a mini make over.

Some of the simple improvements included coloured PVC table cloths, signage to identify servery sections, potted plants and putting some professional photographs up on the walls. These small improvements have made a BIG impact in making the dining room a more pleasant and inviting place to dine. NICE WORK!



When the only route to site is across a flooded river...



During the days of heavy rains at the end of January the road from Madang to Ramu literally washed away. Literally chasing the rains and the rising rivers, the NCS Raibus team needed to get urgent supplies up to the Butua Site as it had been isolated, cut off by the Ramu river which had broken its banks in many places a week before.

In the true sense of 'Meeting the Challenge – Every Day', Project Manager Rob Bennetts said "We had been getting supplies through by transferring to dugout canoes then heading down stream & loading on to another vehicle. We did not get a photo of NCS staff loading canoes as the river was rising again and we did not want to be stuck on the other side of the river"

"At one point we did decide to cross the river and next time – if it keeps raining like this – we might consider taking our boat The Warriar. You can imagine how difficult this was" he added.



Fresh Tuna and Green Beans (Serves 2)

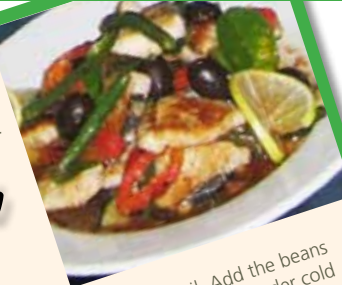
Ingredients:

- ▶ 300 g small green beans topped and tailed
- ▶ 2 tablespoons oil
- ▶ 600 g fresh tuna, cut into small cubes
- ▶ 250 g small cherry tomatoes
- ▶ 16 small black olives
- ▶ 2-3 tablespoons lemon juice
- ▶ 2 cloves garlic, chopped
- ▶ Salt and pepper
- ▶ Basil leaves

RECIPE Method:

1. Bring a small pan of water to the boil. Add the beans and cook for 2 minutes. Drain and refresh under cold water so they keep their colour. Set aside.
2. Heat the wok until very hot, add the oil and swirl it around to coat the sides. Stir-fry the tuna for about 5 minutes or until it is cooked on the outside and still pink on the inside.
3. Add the cherry tomatoes, olives and beans and gently toss until heated through. Stir in the lemon juice and the garlic.
4. Season to taste with salt and pepper and serve scattered with the basil leaves.

Thanks to Felix Holi from Lihir for this healthy and delicious recipe.





THE NCS 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.

MICHAEL TAYLOR - CPL



Michael Taylor (white shirt) is presented with his award by Mick Pye and PNGDF's Jade Loubai (left) and Dorothy Kila (right) – who was also acknowledged for her efforts on NYE.

CPL is just one of the businesses who are suppliers to NCS – and their Operations Manager, Michael Taylor has been nominated and awarded an NCS Golden Kina Award by PNGDF Project Manager, Mick Pye.

Mick was so impressed with the service and support he received from Michael when, on New Years Eve and at very short notice, he assisted NCS with the delivery of food supplies for a last minute, high profile Corporate catering event in Port Moresby.

“Michael went out of his way to ensure we were looked after. The order was filled immediately, and subsequently we were able to resupply the function at 7:30pm – on a ship, on New Years Eve.” Said Mr Pye

“CPL and Michael in particular should be thanked for their continued support to make our business continually successful. They help us daily. Without their help, we wouldn't be able to provide such a responsive service to our clients” he continued.

Michael was surprised to receive this honour when the PNGDF team turned up at CPL's office. “ It's something I do every day – look after my customers, so it really is unexpected to receive such a award for doing my job” he said.

The relationship between NCS and CPL has grown strong as both companies continue to grow and succeed.

EAME SMACKER



“Smacker” is presented with his award by Brian Curran and Romeo Robinson

Eame Smacker, or “Smacker” to his friends, spent over 12 years as an employee of NCS. Smacker worked on Lihir and then moved back to his home town of Kainantu when NCS establish operations and opened the Kumian site.

As the Kainantu site was the first mine operation outside of Lihir, we bought our best back across as we had to ensure a good impression! Smacker is also a Landowner up at Kainantu.

“In those early days when we were establishing the site, Smaker proved to be a huge asset.” said Executive Director, Marcus Gosling. “Not only was he good in the kitchen, his advice and knowledge in dealing with local issues was also valuable.”

Smacker retired from NCS in December 2008 to set up his own market gardens to supply fruit and vegetables to NCS.

At the recent presentation of the award, Commercial Manager, Romeo Robinson said Smacker's contribution by supplying our operations is invaluable. “He knows

and supplies the quality and standards we demand. He has made a great success of this venture and is currently expanding his plots and working with our business partners at KFF.” said Romeo.

Smacker was thrilled with the award and said “Thank you for the support in buying my produce – this is keeping me busy right now in my garden. NCS has been a part of me and now that I've retired, it is still a part of me. I am grateful to have been involved with NCS and look forward to continuing the relationship and watching our businesses grow!”

Smacker reflects the NCS values and ideals of passion, honesty and commitment. It is wonderful to see a long-standing employee move on to develop their own thriving business and continue to work with us as a supplier.

Nominate someone for a GKA!

Do you know someone who works with NCS and shares the spirit of “Meeting the Challenge – Every Day”? Nominate them for an NCS Golden Kina Award, and tell us why you think they deserve to win! Email editor@ncs.com.pg