



# Message from the CEO



Welcome everyone to the 26th Quarterly Issue of the iPi Group's Insider Magazine!

We had had an exciting second quarter to 2016 and this issue highlights some of the ups and some of the downs. Speaking of ups and downs, take a look at the photo on page 15 which is of me driving out to work at Ten Mile Lae this week; I don't know

which way is up down left or right on the new Okuk Highway, check out the directional arrows!

During the second quarter much has occurred on the business development front and starting at page 4 Peter Long, the Group's Business Development Manager highlights many areas including an extreme event very late in the Quarter at the Unitech when a group of, what the VC, Dr Schram, described as marauders, being criminal elements, put to fire a number of Unitech buildings including the kitchen and mess facilities from which we operate catering for the students, and into which we had only recently completed an extensive refurbishment; see page 7 for some before shots which are of the damage done during the fire, and then check out the 'during shots' on page 8 & 9 which are of our great Unitech team hard at work in the month after the fire, completely refurbishing the facilities, building new facilities, and getting on in a can do way with assisting the Unitech re-commence the student year. Peter also highlights a fantastic achievement of the Transport team during the Quarter, securing two new contracts with our newest partner in business HBS Machinery.

*Continued overpage...*



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## In this issue

- 3 Message from the CEO continued
- 4 From the iPi Group Business Development Desk
- 6 The Papua New Guinea University of Technology
- 10 A special training opportunity - Port Moresby
- 11 HBS 'Partners in Progress'
- 12 PNG University of Technology - a helping hand
- 13 Our latest Trainers
- 14 Good news stories...always a welcome invitation
- 16 Our HR Manager learning Hiri Motu!!
- 16 Tolukuma Gold Mine - a renewed chapter
- 18 Our Wendy from Safety - My Trip to Sydney
- 20 Sponsorship at its best - the morale boost
- 21 Our General Manager's personal pride and joy
- 22 The PNG Human Resources Institute Annual Conference - 2016

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# tailor-made logistics solutions

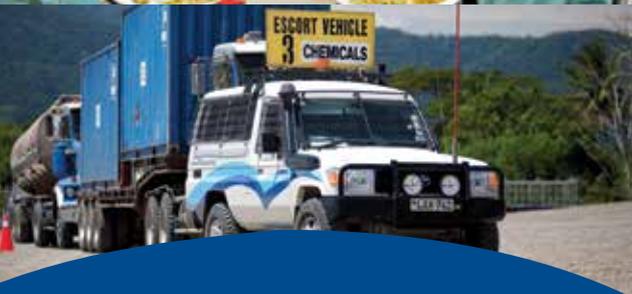


The iPi Group's vertically integrated logistical operations are as varied as the needs of our many clients.

## Transport

- > Specialist bulk fuels and dangerous goods transportation
- > General dry freight and line haul transport
- > Fully integrated Camp Management, Catering and Janitorial Services for the Mining and Petroleum industries
- > Quality Assured Hospitality delivery across the broader industrial sectors
- > Professional and innovative Management and Staff Training facilitation
- > Warehousing and dry goods storage

## Catering



## Warehousing



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## Message from the CEO *continued...*

The beginning of a long and mutual relationship. Next, the budding home cooks get a touch of what our chefs can provide with a copy of one of their favourite light recipes in Tuna Skewers with a Herb Marinade!

We then turn to a photo collage of the Unitech damage along with some of our response crew in action removing food containers to points of safety. The following article from Dennis Sparks our Operations Manager in the Catering Division speaks to our team's involvement in the provision of services for the students and Unitech Administration during what was a most difficult time. Next in the issue Elizabeth Sandeka our para legal at Lae tells of her experience at a high level Women in Leadership Training course on which we sent Elizabeth and another of our female stars, Rachel Naguwean from the Transport Division on, in Port Moresby during the Quarter. Our PNG Freight Services GM Greg Langley then writes of the exciting new opportunities our contracts with HBS have opened up and then our Lae logistics team leaders write of the delivery to the Unitech of some self contained Kitchen facilities we provided as an emergency and immediate mitigation plan for the Unitech after the fire disruption. During the Quarter we graduated three of our Napa Napa employees through the Institute of Banking and Business Management in Port Moresby as Train the Trainers and Peter Aiyok our National Training Coordinator writes to the skillset

gained by these graduates and how they will implement change alongside and for their colleagues at various project sites around the country.

The Editor then calls for good news stories and in doing so tells quickly of a recent small sponsorship we provided to the Lae Soccer association of drink bottles for their team members. Next our Group HR Manager Peter McLean writes to his experiences on 89.9 FM Central where he is being coached in Hiri Motu live on air. Goada balaheni Peter. We then turn to Fabian Mamare at our Tolokuma project for a story about a farming joint venture we have instigated with our local community around the Tolokuma minesite. We've entered into arrangements like these many times and at many locations over the years and it more often than not turns into a mutually beneficial scheme; in fact we are also in the throes of kicking off a similar venture based around Porgera after having enjoyed many many years of such ventures around Mt Hagen! Wendy Marita, our HSSE Officer in Lae writes of a trip to a Sydney conference with her Soroptimist Club (a worldwide club involved with improving the lives of women through a multitude of programs) and then we highlight a Rugby League sponsorship deal we struck for the Lealea team outside Port Moresby.

Next in this Quarter's Issue we congratulate Maso Mangape our Transport General Manager and

During the Quarter we graduated three of our Napa Napa employees through the Institute of Banking and Business Management in Port Moresby

his lovely wife Gertrude on the birth of their beautiful daughter Serah Sylvanah. Sadly through the Quarter we lost a couple of our staff, always a difficult time for any company and we honour them in a form the Editor has chosen to include in the issue.

Lastly in this issue Peter McLean our Group HR Manager, away from his Hiri Motu studies a minute, gives a quite comprehensive summary of the recent PNG Human Resources Institute Annual Conference, and more particularly of his area of expertise for his conference a speech he delivered which was to do with addressing Sexual Harassment in the workplace. This is an important topic and even if you skip over the balance of the issue, please take a read of Peter's article, it's quite insightful.

Enjoy the issue everyone, and as always feedback is welcome!! ....

**Scott**

**Scott O'Reilly, CEO iPi Group**  
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# From the iPi Group Business Development Desk...



To each and all in our Group,

It is always a pleasure to offer up a few words to our readers of the 'insider'; this in context to what the Business Development Team has been up to over the past few months.

Besides stating the obvious, a half year has already passed and in review of my diary entries/notes the months seem as though they all simply blend together as one. Yes, quite a bit on both behind and in front of us. Reflecting back there are some moments which are indeed rather notable. Perhaps I could mention but just a few of the very significant ones.

We are of course extremely proud of our lengthy, professional and much valued partnership with the University of Technology in Lae and our catering services delivered have been nothing less than exceptional. As you would have read in previous editions of the 'insider', a great deal of on-going, important and focused maintenance has been injected into the messing facility and immediate surrounds; all this as part of our obligations and commitment. Sadly the messing facility was burnt down during some unfortunate unrest on Campus late in June. It was heart wrenching to watch the last of the building fall into

ashes; the facility lost in its entirety. I met with Dr Schram, the Uni-Tech's much respected Vice Chancellor and his Senior Management Team in the wee small hours of Sunday the 26th of June and it was there – on the site, iPi committed to not 'hold our heads in our hands' but launch immediately into full support and assistance mode.

Whilst on the subject of Catering, most pleasing it is to acknowledge the wonderful feedback we are receiving from the Puma Energy people out at Napa Napa. Our Camp Management and Catering enterprise at Napa Napa is continuing to provide the very best of hospitality services bar none. Many thanks for the notes of appreciation Puma.

Likewise our South Pacific Brewery operations both in Lae and Port Moresby are flowing through most smoothly and the seamless efforts are demonstrating a sharp and responsive catering execution. I pass on my sincere thanks to our two

catering teams dedicated to the needs of the Brewery. You are achieving wonderful results. Please understand we recognise your combined focused efforts. It must be stated again, the SPB Leadership Team remain a pleasure to deal with – from Stan (Joyce) down, each and every member of the Senior SPB Management group remains supportive, involved and loyal to the cause. That offers iPi Catering great encouragement – thank you one and all.

Our Catering Team up at Tolukuma is going great guns and I am often in receipt of all manner of email communications regaling in the good work being done up there. Gee, being so proud of the achievements is one thing but sharing this across the Group ought to be equally done. Fabian is absolutely enjoying working up there; this providing the quality leadership and stewardship on the Project. Darryl of course is over the moon in having Fabian support all the on-site endeavours and between the two, they speak so highly of our team quietly tucked away and whilst out of sight, far from our thoughts on a daily basis. A huge congratulations ladies and gents and a top effort all round.

The Porgera Joint Venture hospitality service provision is both key and core to all we do; all we have done and again, proud we are of all that is achieved on a daily basis. Each and

every day our objective to maintain a consistent catering outcome – a foodservice all employees and contractors of the PJV are pleased to look forward to. Always getting that right takes professional effort, close and motivated team work, application to task, careful planning and the enthusiasm to do our very best at all times. Mark has indeed a highly motivated Team and in amongst that Team is now Ken and Jimmy. It is here that on behalf of iPi Catering, gents, a very warm welcome to Porgera and the Porgera Joint Venture. You are now working with a terrific group of people all of whom are dedicated to the polished catering outcomes of the PJV. You will thoroughly enjoy working with the catering staff across all locations and you will delight in your communications with the PJV employees.

Crossing over to iPi Transport for a time, importantly our successes are equally generated by the enthusiasm and professionalism of our teams each and all contributing to, in the main, many litres of urgently needed fuel (petrol, diesel, kero, Jet A1, bulk gas) to Client Depots, Client Mining Operations, Client Oil and Gas Operations, service stations, private business houses and the general public at large. So too our high volume and bulk dry goods cartage with all cargo being delivered to our many and varied customers along the full breadth of the Highlands Highway and beyond. To say that we are delighted with raft of professional logics successes we enjoy is an understatement – but we are and no less.

Now, it is with much pride that I openly inform our readers of our 'newest' Transport Client partner...indeed, we welcome into the iPi Group family HBS in Lae. Readers, you will be pleased to know that we have been successfully Awarded two (2) new business Contracts by HBS. The first is the opportunity of transporting HBS employees to and from their 10 Mile work location each and every work day; this to and from various key stations in and around the Lae environment. The second opportunity is the Lae metro collection and delivery of HBS business related components and materials together with the Highlands Highway delivery of the same; the latter ex Lae through to all stops en-route to Mount Hagen and then beyond (where-ever applicable).

iPi Transport is simply delighted with the new HBS partnership and we trust it will grow into even bigger and better business opportunities. I'd like to thank on behalf of iPi Transport, Mr and Mrs Bob Watkins for all of their personal participation and representation of HBS; this along with Bob's Senior Management Team. Having had the opportunity of direct involvement in many sessions with the HBS professionals, one cannot but help exit a meeting full of encouragement and vigour.

In recent months some other notable activities have been chalked up in the background and working with the Transport Leadership Team, we have presented an out-of-the-box opportunity; this in response to an invitation by the PJV to have a level of involvement in their Logistics co-ordination – the overall

management thereof. The exercise was indeed an interesting one for us as it bought onboard a raft of ancillary projects all combined under one umbrella heading. Unquestionably it was an exciting and unique exercise for us and one which we found most fascinating to develop from the ground up. It is an example of the iPi Transport organisation's enthusiasm in doing a number of proactive things such as venturing into areas not necessarily common to our daily core business; this being involved with a long term and trusted Client on projects not normally associated with our general workloads.

Overall, the past few months of 'work and effort' has steered us toward an exciting last half year – there is opportunity and there are many business activities open for potential involvement. I can only but encourage each and every iPi employee to work with us and in the main, continue to do your very best at and on your work location, deliver a shine to your work, make sure that there is always a smile attached, be proud of what you achieve and in the end, try and do as I do...if one is going to tackle anything, why bother doing anything less than one's best and further, be no less than the best at it.

Right then...please work safe, play safe and stay safe...always.

Cheers and all the very best...talk soon.

**Peter Long**  
Business Development Manager  
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iPi Catering

# The Papua New Guinea University of Technology

Hi everyone,

Well, as you are aware, our work on the PNG University of Technology site in Lae is both highly prized and highly valued. Our Catering and Maintenance brigades have thrown heart and soul into all aspects of our Project obligations (and more some) throughout the first semester of 2016.



We understand the background on many of the issues the students, over a number of months, presented to the public but, our position is that we remain non-political and neutral with comment.

Onwards we drove to service the hospitality needs of the resident students and proud we are of the results achieved. Sadly and very unfortunately the situation on Campus grew more and more robust and on the morning of the 26th of June, a number of Uni-Tech buildings were burnt down; this as part of an overall reaction by some people. Included in the destruction of property was the Uni-Tech Messing Facility. We were alerted to the fire at 0400hrs that morning and Peter Long went immediately to site and met with Luke – Peter and Luke’s

reactions were of great sadness; this as they stood beside the all but now to-the-ground facility yet still blazing. All was lost, nothing salvageable, not a thing left bar the ancillary Containers of food stocks sitting alongside the Mess. Importantly there was no loss of life or personal injury as part of the arson. Our Catering and Maintenance staff were safe and all accounted for – singularly the most comforting factor at the time.

Luke and Peter met with Dr Schram and his senior staff on campus directly thereafter; we were offered a briefing by Dr Schram and Uni-Tech security personnel along with Senior Police. Knowing that our people were safe, we then immediately accessed the expertise of iPi Transport and the transport people in Lae set about to recover the food

containers from the Campus, take them back to our 10 Mile premises and reestablish power connections to the same. The recovery process was done-finished-completed without incident by mid-morning. Whilst all this was happening, Chris Moroney, iPi Catering’s GM was en-route to Lae; this to take charge and oversee the immediate recovery planning.

At the time, there were many unknowns so carrying a moral, social and ethical responsibility to our valued Client, we immediately set a plan to access, built, and relocate a temporary kitchen facility on site but over at the Union Hall. Our task was not to interfere with all that was on Dr Schram’s plate but more, deliver to the Uni-Tech solutions and outcomes enabling iPi Catering to quickly get back into catering for the resident



We were alerted to the fire at 0400hrs



students – delivering a foodservice and doing so professionally and without hesitation. Our charter was to assist and support the Uni-Tech during the time of crisis and, that we did/have done.

We have embarked upon a huge challenge and in concert with Dr Schram and his team there has been an amazing amount of work done establishing the temp facility. We had iPi Catering Managers and staff at all levels volunteering to lend support and assistance. People on holidays, on breaks and, off site all called to lend assistance and so too many suppliers, many friends of the iPi family, many figures we have known over the years all contacted us with offers of generosity and help.

We thought that each of you in the iPi Group would like to know that standing beside our Clients in times of need comes as a normal and commonplace thing to do – we are driven by supporting our Clients and this for the long term. The Uni-Tech will have quite the program of rebuilding in front of it now and our support we trust cements that bond of not simply Contract compliance but that of genuine help and assistance above and beyond the call of duty.

We are extremely grateful to Dr Schram and his senior management team; this as we are equally to our responsive Catering and Maintenance teams in Lae as they have directly shouldered the challenge of the rebuild of the Messing Facility. Thank you too to all those people who volunteered their time and expertise in assisting

iPi Catering in the planning and mobilisation of the relocated Facility post the arson attack. iPi Transport and our Logistics leads there supported iPi Catering from moment one with trucks, side-lifters, and ancillary gear all of which resulted in a smooth and in-house emergency solution. We'll not forget what you have all done collectively and individually.

Included are some photos of the direct aftermath of the fire and some of the early works in establishing a new Kitchen/Messing/Dining Facility.

Thank you,

**Dennis Sparks**  
Operations Manager  
iPi Catering

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We had iPi Catering Managers and staff at all levels volunteering to lend support and assistance.





We are very humbled at being given the opportunity to attend, we remain very grateful.

iPi Group

## A special training opportunity - Port Moresby

To our readers across the iPi Group, I take this opportunity to say **'thank you'** for the two (2) day course made available by our CEO, Mr Scott O'Reilly to Rachel Naguwan and me. Though the course duration was only for the days noted, the magnificent content and delivery expertise ensured that we were taken to another level; this in regard to our thoughts on our current daily activities at the work place. We are very humbled at being given the opportunity to attend, we remain very grateful.

The topics we covered over the days were many however the main discussion points and exercises were based on or around:

- a) Governance for Directors and
- b) Strategy and Risks for Directors.

Breaking these two topics down into a more simple way of understanding really made us aware of how our own company, the iPi Group both

works and operates...a real eye opener I say however it also gave us (especially) an opportunity to share our views with the other Course participants and this more so with our thoughts. We understood more clearly the roles and functions of our Board of Directors, our CEO and the overall strategic thinking by them and other senior managers. Further, we looked closely at general risks involved in making decisions and doing business in PNG. This was most fascinating and more so by looking at the operational level of our business entities.

We certainly had ourselves deeply involved with other women from different Government Departments, private companies along with a number of upcoming business entrepreneurs who are already on Boards and or also at the CEO level. They all openly shared their experiences and that genuinely made our course all the more exciting and rewarding. We could put ourselves in their positions.

We would like to thank Scott for supporting us and allowing us to attend the Course; it is highly appreciated. We would also like to say that if any other women in the iPi organisation have the opportunity of attending other Courses of this nature, please do as you will learn so much.

Ms Simaima Tavail-Melachon, Program Coordinator – Higher Education, Education Capacity Development Facility has kindly sent through the 'group photograph' taken during the Course and we have included this proudly as part of our news to the readers of the 'insider'.

Thank you.

Regards,

**Elizabeth Sandeka**  
 Administration Officer –  
 Legal/Insurance, iPi Transport  
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iPi Transport

## HBS 'Partners in Progress'

Readers,

It is with great pride that we announce to each and all in the iPi Group news of our exciting working/business partnership with HBS in Lae.

iPi Transport has always fostered, promoted and encouraged elevation of higher standards in operational practice and processes and with our new relationship with HBS, we have bought on board a Client who simply thrives on the same principles. That is both professionally encouraging and refreshing.

HBS has for many, many years been viewed as a PNG leader in the supply of high-end and quality heavy and unique mining and industrial equipment; this together with their construction arm, HBS is quite the business and one which focuses on absolute customer satisfaction. Having HBS as our business partner is something we are rather chuffed with.

Recently and after Tender; this followed by a number of very professional and pointed discussions, iPi Transport was successfully Awarded the HBS personnel transportation Contract. Yes, we will take over progressively the movement

of HBS staff to and from the HBS's 11 Mile base.

Post Award, the iPi Transport Drivers nominated for this opportunity were collectively 'inducted' into their new role. From there, introductions were made to all relevant HBS persons and then our drivers were tracked through the various HBS related bus routes and then, in concert with the existing HBS Drivers, teamed up for many sessions of practical experience. Once all felt comfortable, the refreshed driving instruction / training was delivered and of course, it involved piloting the HBS buses pictured.

Our Drivers have now taken over full control of the HBS bus fleet and on a daily basis are bringing HBS staff to work and at the close of business, delivering each and all safely back to their home areas.

Interestingly enough, the access to the existing HBS bus fleet will only remain that way until iPi Transport takes delivery of our new suite of buses. Expectation is that through the months of both September and October six brand new iPi Transport buses will be received, badged and put on the Lae roadways immediately. This new fleet solely dedicated to

Our Drivers have now taken over full control of the HBS bus fleet and on a daily basis

the needs of HBS and we too will become HBS's 'Partners in Progress'. We are looking forward to seeing our new fleet safely working the HBS employee bus routes.

The iPi Transport Teams are very proud having HBS working alongside us. We see the opportunity of us providing 'tailored' services to Clients and this by way of specialised and dedicated support solutions. Allowing Clients to focus on their core business and iPi Transport taking up the ancillary operations we are certain that this can only be but a win/win for all.

Many thanks Bob (Watkins) for your support and trust. Equally we extend the same warm thanks to your senior management team. It remains a pleasure dealing with HBS.

Cheers,

**Greg Langley**

GM – PNG Freight Services

iPi Transport

Greg.Langley@iPiGroup.com.pg



Dear all,

Some of you may know that our sister organisation iPi Catering needed a helping hand recently – yes a temporary Messing Facility was being installed and this located right beside a newly earmarked dining hall on Campus for the University of Technology in Lae.

iPi Transport

## PNG University of Technology – a helping hand

The iPi Catering Managers had secured a number of transportable units and these were to be converted into a temporary kitchen facility, a prep room and additional cooking facilities however, where they were and where they needed to go called upon some of our expertise in order to reposition the same.

And so commenced the process of picking the units up at 11 Mile (Lae) and taking them across and into our possession at our 10 Mile Transport Depot. We then reviewed the route from 10 Mile through to the Uni-Tech actual site position/s; this to be assured that no power lines would impede us, that there were no height obstacles which could or would cause problems and importantly, the better time of the day to travel shifting the facilities whilst in convoy. All that done, we locked away the day and time and proceeded across.

It was a slow journey as much had already been done by the Catering Teams in respect to kitchen fit-outs so internally, all had to be secured, fastened and without ability to shift whilst in transit. On arrival and the Uni-Tech, further work was undertaken to again ensure no power line obstructions and then having

traversed the former without incident, the unload of the 4 transportable unit; this safely and as close to final resting place as we could.

Yes, the days exercise was long but carefully managed and accordingly, our Lae weather treated us with nothing less than heavy rain throughout the whole process!!!

We have included a couple of photos we thought you would like to see – indeed, iPi Transport assisting iPi Catering and her Client, the Uni-Tech in Lae. As an aside, this task of relocation of the new kitchen facilities was treated with great care and pleasing it is to note the appreciation sent through by the Uni-Tech Catering Team. It was, as always, our pleasure to help and assist where-ever we can and on this occasion we all knew how important the job was. So, another special load for our sister organisation and we trust all works out well for the Uni-Tech and iPi Catering.

Good luck and many thanks for calling upon to participate.

**Dean, Peter, Anita**  
The Logistics Team  
iPi Transport – Lae Depot



iPi Catering

## Our latest Trainers

Dear Readers,

I have more good news to share with you all and, on behalf of iPi Catering, some congratulations to pass through to three of our dedicated iPi Catering employees.

Yes, in late June we organised Louis Koga, Henry Bayagau and Kaupe Talaia to muster front and centre; this not at their usual work locations on our Puma Napa Napa site and the Tolukuma Gold Mine but at the POM based IBBM training facility – all three had been enrolled to undertake the latest Train the Trainer Course and keen they were to take on board the rigours of further training themselves.

All three have demonstrated commitment and leadership so, in recognition of these much sought after qualities the reward was to step them up a peg or two and offer them the responsibilities of a training position with the iPi Catering organisation. They were delighted and accordingly threw themselves into the IBBM training.

Louis, Henry and Kaupe all passed with flying colours and all said that they thoroughly enjoyed the opportunity to extend upon their current skill base.

Following the Train the Trainer Course I then spent five days with them at our Puma Napa Napa Project site with the aim of bring them up to speed with the added detail and further on iPi Catering's Quality Systems and importantly, training hints and tips so that they could all sneak back to their work-sites and lend that additional training support to their fellow work-mates.

We are highly supportive of any iPi Catering employee who shows initiative and enthusiasm for further personal development and in this case, all three shone as they embraced the opportunity offered to them. There is now a new level of responsibilities on their shoulders and all have taken that challenge up – all are very keen to share their knowledge and skills and of course, pass on to their colleagues as much as they can by way of site based training enhancement.

Congratulations to Louis, Henry and Kaupe...well done. I'd also like to thank the entire Catering team at Napa Napa who welcomed us in post the IBBM Course; this to allow us access and opportunity to practice staged Training Sessions so that our newest Trainers could develop their new found teaching skills before setting off back to TGM whilst the Napa Napa folks settled back into a changed routine.

Thank you,

**Peter Aiyok**  
National Training Coordinator  
iPi Catering

*Class photo of all the participants at IBBM (Institute of Banking & Business Management)*



## Good news stories... always a welcome invitation

Hello all,

The Editor here...every now and again I slide a note in as part the 'insider'; this as a gentle but warm reminder from us here at the news desk seeking your stories.

We encourage every member of the iPi Group family to participate given that this is your medium to broadcast your message, your thoughts, your articles and yep, there are plenty if one thinks about it long and hard. We value your ideas and very much appreciate the photos you send through too. Remember that all stories do not have to be directly work related and I'll use an example here to emphasise a point.

Recently Mr Donald Seri, Inventory Control and Accounts Officer at iPi Transport Lae quietly asked if there was any help and or assistance iPi could lend him for his Men's and Women's Soccer Teams in Lae and whilst our sponsorship budget had all been allocated for the 2016 year, a quick rustle around found 40 odd iPi Sports Drink Bottles so, these were privately handed to Donald; this so he could pass them around to his Teams – all as said, quiet and unassuming and we really didn't think a great deal of the modest support...but...it meant much to the team members.

Donald wrote back to us and essentially passed on his thanks via email; he did this most sincerely and to add to his thanks, he sent through a couple of photos, all taken late at night during one of the hardened training sessions. This gentle note of appreciation was very much embraced by us so we thought that as part of this reminder to all for your stories, one doesn't need to be a budding young



journalist but more, a simple note or letter and we are happy to include that as part of the 'insider'.

Donald, thank you for your feedback and we wish you and your Teams all the very best in the Lae Competition each are involved in. Good on ya and please, keep us abreast of how they are faring during the season of play.

So, back to your stories, yes, send them through please. If you need any assistance, please let us know as it will be provided openly and always. Again, if you need a prompt for ideas, perhaps think along these lines...

...might be something you are deeply involved in as part of your employment, could be something you saw at work and thought worthy of comment-commendation-a safety alert-a good deed-effective and efficient-a motivation for other-a new work practice or alternative operating strategy? It might be something you are involved with at Church, at home, with friends, as part of a charity, part of a sporting team you play in or support, could be a new idea you want to promote, might be simply a family thing and you wish to share it with all in the iPi Group.

All good you think...? Great, start writing then!!!

Good luck.

...the Editor



This is me driving out to work at Ten Mile Lae this week. I don't know which way is up down left or right on the new Okuk Highway, check out the directional arrows!

Scott

## Tuna Skewers with Herb Marinade

800g (1lb 12oz) tuna steaks, cut into 3cm (1 ¼ inch) cubes

2 tablespoons olive oil

½ teaspoon ground cumin

2 teaspoons finely grated lemon zest

### Chermoula

½ teaspoon ground coriander

3 teaspoons ground cumin

2 teaspoons paprika

Pinch of cayenne pepper

4 garlic cloves, crushed

3 tablespoons chopped coriander

80ml (2½ fl oz / cup) lemon juice

125ml (4 fl oz / ½ cup) olive oil



### Method

Soak 8 bamboo skewers in water for 2 hours, you may also use metal skewers. Put the tuna in a shallow non-metallic dish.

Combine the olive oil, cumin and the lemon zest and pour over the tuna. Toss to coat, then cover and marinate in the refrigerator for 10 minutes only.

Meanwhile, to make the chermoula, put the ground coriander, cumin, paprika and cayenne pepper in a

small frying pan and cook over medium heat for 30 seconds, or until fragrant. Combine with the remaining chermoula ingredients and set aside.

Thread the tuna onto the skewers. Lightly oil a chargrill pan or barbecue grill and cook the skewers for 1 minute on each side for rare, or 2 minutes for medium.

Serve with the chermoula drizzled over the tuna.

Serves 4



iPi Group

## Our HR Manager learning Hiri Motu!!

Readers,

We all understand that learning and then speaking Tok Pisin can be a tough ask and getting one's tongue around the language is not necessarily an easy thing to do however many expatriates endeavour to master the words as best they can. Gee, over the years I have heard some wonderful 'versions' of the same; some brilliant in their fluency and other bordering on shameful to say the least.

OK, so putting my money where my mouth is I am on the pathway to learning Hiri Motu and not in the privacy of my own haus but publically. I have accepted an invitation to learn and do so over a live-to-air radio show here in Port Moresby.

Indeed, I will be on five program slots of about 10 minutes duration each but that will be enough to potentially embarrass me. Perhaps even more embarrassing is that I will be talking behind the naming rights of the show; the naming rights being held by the iPi Group...ahhhh, I better do a wonderful job or I might be hauled in for causing public shame to the Group?

Seriously, I am looking forward to doing the shows and they will be aired live on Radio Station 89.9 FM Central at 0730hrs. And it is true, the concept is to teach an expatriate Hiri Motu but do so in a way that is humorous and light hearted but educational too.

Stand by folks...if I do wander into the Office speaking a strange tongue, you will now know what I am trying to achieve but...that might not necessarily translate into what I really am trying to say!!!

Wish me luck and all the best...

**Peter McLean**

Human Resources Manager

The iPi Group of Companies

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iPi Catering

## Tolukuma Gold Mine – a renewed chapter

Hi Readers,

This very much will be of interest to you.....we hope you enjoy our story.

Earlier this quarter, a low key but very significant occasion took place at Tolukuma. It was at this time that I handed over a small package containing a variety of vegetable seedlings to the Community Relations Manager of Asidokona; this on behalf of iPi Catering and specifically Mr Chris Moroney, General Manager and Dennis Sparks Operations Manager.

This low key moment, marked a new beginning to yet another genuine commitment iPi Catering pledged to the new operator of the Tolukuma Gold Mines.

Prior to this occasion, there had been much dialogue between our valued Client and our Senior Management Team. Dennis on behalf of iPi Catering gave an undertaking to supply vegetable seedlings to the local community and these to be shared across the immediate vicinity of the mine site. The idea initially was to empower and promote healthy living in these communities and also to provide a variety of garden produce which they can sell at the local



The idea initially was to empower and promote healthy living in these communities and also to provide a variety of garden produce which they can sell at the local markets to sustain their lives

markets to sustain their lives apart from the local staple food of Kaukau and Taro.

It was agreed that iPi Catering would indeed purchase any surplus on a cost price that is 'commercially viable' for our business on site.

Resources owner participation is highly encouraged in this country; it makes good business sense, ensures ownership and operational longevity for any operator. This partnership is critical for the local community the local SMEs and any major Corporations who wants to invest in the extractive resources industry in PNG and who else in PNG is more successful as the proven leader in this partnership? None other than the iPi Group and this is from a Bougainvillean who experienced and witnessed the effects of an imbalanced distribution of benefits to resource owners which resulted in the closure of the giant Panguna Mine.

This unique partnership with our Client is in line with our Client's mission and vision to ensure every surrounding community benefits in one way or the another with the mine's operations, progression and its existence in this part of PNG.

iPi Catering has a long and deep successful history with the Tolukuma Gold Mine and after the new operator (Asidokona) took over; this relationship has been further renewed and strengthened to ensure iPi Catering remains the preferred catering and associated services provider to the operator.

In mid-June I received a call from the CRO Manager informing me that the first batch of the Pak Choi seedlings was ready to be harvested and if we would like to make the first purchase. After a lengthy discussion regarding price and quality I was bought in samples of the product 'as long as it's commercially viable' kept popping up. We agreed on a purchase price for the first supply and late that night 35kg of Fresh Pak Choi was delivered to our kitchen.

This is the start of a new era and we unquestionably will support all the endeavours of the local communities. We are proud of this modest initiative but more, proud of the community support that has developed stronger and stronger. Our Tolukuma Catering Team is looking at this Project escalating and adding value to both all we do and the communities we do

it in. It is terrific to see things moving along positively and harmoniously.

Many thanks and we'll send through more news from TGM soon.

**Fabian Mamare**  
iPi Catering  
Tolukuma Gold Mine Project

Nothing would hold us back, the vibrant members consisting of women from different professional background had one purpose and that is to attend the conference and even exciting to meeting other members from the Asia, Pacific region who shared the same interest.



iPi Transport

## Our Wendy from Safety – My Trip to Sydney

To the readers of the ‘insider’,

I am extremely excited to share my story about my recent trip to Sydney Australia...

The day has finally arrived, with excitement and great anticipation we were prepared to take on the world. More than 15 members of Soroptimist Club of Lae were confirmed to attend the Soroptimist International of the South West Pacific Federation 20th Conference of Club (SISWP) in Sydney Australia with the Theme “Challenge the Future – Woman accepting the challenge”. This biennium conference is the general meeting of clubs of Federation.

It will have been my ten months since joining the Soroptimist International club of Lae after being inducted as a member. I was later recognised and was elected to an executive role as the Health Convenor – this role is concerned with involvement on health projects initiated and coordinated by the SI Lae, articulate health issues to members, share health information and discuss issues concern. What persuaded me more was learning new skills and knowledge as an inherent part of individual development with so far achieving one of my goals in life and that is to go one step higher in my career.

However, I wish not want to exaggerate on this I have to remind myself on the sole objective of Soroptimist International focuses



primarily on Service Delivery guided by a constitution under United Nations.

I was enthusiastic I would not want to let this opportunity pass by, travelling second time to Australia was something I would not want to miss it will be my first experience to attend an international conference overseas, it was business not leisure. One would questioned was the trip funded by the club? It was a self-funded trip; we were to suffice for ourselves.

Nothing would hold us back, the vibrant members consisting of women from different professional background had one purpose and that is to attend the conference and even exciting to meeting other members from the Asia, Pacific region who shared the same interest.

The three-day conference program started on Friday 29th April, 2016 with the Official Opening. It was very ceremonial, witnessing the parade of flags held by representatives marching up to the podium. The National Flag of red, black, gold and white gave me a sense of pride as Papua New Guinea stood among other nations. Opening Speakers were Dr Mehreen Faruqi (one of the influential Engineer in Australia) MLC, NSW Parliament; SI President Region of NSW, Karen Ford and President Federation of South West Pacific, Carolyn Hudson.

During the 3 day conference, the key note speakers address the topics with panels of speakers addressing the theme "Challenge the Future – Women accepting the challenge of Gender Equity". Workshops involved topics such as Soroptimist Accepting

the Challenge of Advocacy, Human Trafficking, Membership, Domestic Violence and Communication.

One of the highlight was revising of SI Constitution and its By-Laws that govern every aspects of Soroptimist International. It was prevalent that developing or revising a law is not an easy task there must always be discussion and debate until a verdict is reached and motion is moved to enact a constitution.

More flavours were added to the icing, SI Club of Lae, PNG and SI club of Bayside, Brisbane were awarded under the category of **Best Practice Award 2015-2016** for working in a partnership project called "**Lighting the way to Climate Justice**", a very rewarding effort received proudly.

Intriguing speeches and presentations on various projects and programs combating health, education and social issues were presented. These professional women apart from their professional work have dedicated their time to make a change in their communities. Other clubs were also awarded under different categories for their outstanding projects.

The fun continues, the remaining days were spent on site scenes, exploring and shopping, something every woman should not miss.

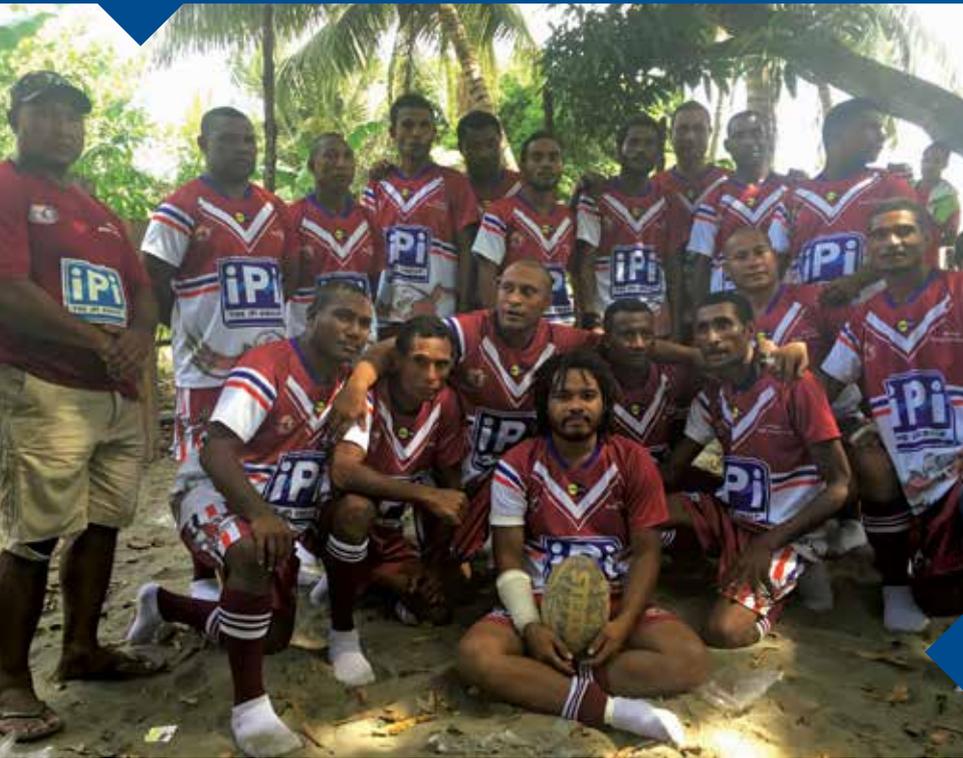
The winter season gave us more experiences as we took a Ferry ride to Manly from Circular Quay and spent the whole day with the seagulls and enjoyed a tasty seafood; train ride to the Sydney central one of the busiest places; sparing some hours at the

famous Opera house and trying out the cuisines whilst enjoying the view of the Sydney bridge. We also got the opportunity to join the NRL fans at the ANZAC stadium to watch the rugby league – Round 9.

Our stay was shortening as time was running out - we took last chances to visits different places as much as we could. I was unable to visit, the Tooronga Zoo, the eye catching Sydney tower, the blue mountains, museums, sea-life aquarium, Bondi beach and the list goes, there was more to explore and visit. The unique Sydney adventure remained unexplored for me, I hope to take another trip to Sydney and also travel to different places in Australia. This trip without doubt was a great experience, I have learned as much as I can from the conference, gaining new perspectives, *Indeed a great experience.*

I would like to mention the following SI members who were part of this wonderful trip; Nellie McLay, Jane Kenni, Kylianne Kenni-Naeme, Christine Missy Amos, Claire Miul, Freda Alu, Belinda Som, Philomina Elizah, Macklyne Timbu, Cecily Gegelagi, Raddie Boisen, Eunice Gware, Serah Nasenom, Ester Kei and, Shirely Nelson.

**Wendy Marita**  
HSSE Officer  
iPi Transport - Lae



The iPi Group  
proudly supporting  
the people of Lealea

iPi Group

## Sponsorship at its best – the morale boost

Readers,

It will not come as a surprise to you but yes, we receive during the course of any year, literally hundreds of calls, emails, letters, personal requests and the like for support and this by way of sponsorship. Likewise, the sponsorship requests come from Churches, sporting groups, community groups, schools, other business houses, suppliers, Clients and the list does tend to go on. The iPi Group is proud of its many years of community support and especially, the many things which we quietly do in and around the Porgera community.

Having said this, we do endeavour to spread as much of our corporate sponsorship Kina across all the communities where we have a footprint of business. This year and to highlight perhaps one more, we were approached by Mr Geua Iru of Marsh Limited – we have known Geua for many years and his personal participation and involvement with unemployed youth has been something we admire so, to further support his efforts we thought best to add to what he was trying to achieve.

*Geua outlined the background...I am writing to you seeking your assistance for sponsorship of our Rugby League Club competing in the 2016 Rugby League Competition at our village (Lealea) outside Port Moresby. The Club consists of three (3) grades; Under 20s, Reserve Grade and A Grade and comprised mainly of unemployed Youths from the village.*

*I am President of the Club, and am kindly seeking assistance from iPi to sponsor a set of Uniforms for our A Grade Team. We will also be more than happy to see you at our games throughout the season – this year should be good and I know that our village will be extremely happy to have the iPi Group's support.*

*Yours...Geua*

Knowing the great outcomes that can be generated through a simple gesture of the supply of uniforms we jumped at the opportunity of assistance. We also wish Geua and his Team/s all the very best for the year. I am sure you will like the photos – yep, the team all resplendent in their new kit.

iPi Transport

## Our General Manager's personal pride and joy

Readers of the 'insider'...

There has been a rush of emails flooding back and forth and all these sending messages of 'congratulations', 'best wishes', 'well dones', 'way to go's' and 'all the very bests'...

...to Maso and Getrude on the birth of their baby daughter.



Indeed, iPi Transport's General Manager Maso Mangape has certainly experienced the raft of joys which come from fatherhood however all his children to date have been boys!!!

For the very first time, Maso is the proud dad of a baby girl – Serah Sylvanah Mangape.

And in true transport language; the payload of said baby was 4.2kg (wow) and the delivery date was the 17th of July 2016.

From all at iPi Transport, we do sincerely pass on our congratulations.

Whilst it is lovely to send messages of good cheer with the arrivals of healthy babies, so too we remember the wonderful times shared both socially and at work with our recently departed.

We send our deep condolences to the family and friends of the late Masu Sibi – here we thought best to include our CEO Scott O'Reilly's message as it says it all and, from all of us.

With a heavy heart it falls upon me to advise you all of the passing of Masu Sibi.

Masu was my Personal Assistant in Lae; she had joined the iPi Group in January 2015 after a long career with Coral Seas Hotels and leaves behind her husband John and children Nicole, Andy and Darren.

Masu was a wonderful vibrant personality, charming and intelligent, and I am quite sure all who met her will join me in sympathy for her passing. Masu struggled with an aggressive form of cancer and lost her battle on Saturday the 18th of June.

Rest in Peace.  
... Scott

### And further another sad loss – again the words as expressed by Scott.

With deep regret I write to advise all of the passing of a wonderful older employee, Kombeke Yakali. Kombeke was one of our longer serving line-haul drivers, and he was found deceased in our men's house at the Mt Hagen depot at around 5.30 am Easter Sunday morning. Kombeke was from Lalibu village in Southern Highlands. He had 2 adult children and had been with iPi Transport nearly 8 years. It appears that Kombeke passed peacefully, of natural causes, while sleeping.

I turn to Kombeke, wishing him a peaceful resting and his family the condolences of a respectful workforce and its extended family.

Sincerely ... Scott

iPi Group

# The PNG Human Resources Institute Annual Conference - 2016

To all the readers of the  
'insider',

I had the pleasure of not only attending this year's PNG Human Resources Institute Annual Conference but also the opportunity of speaking – presenting at the same and I am delighted to be able to offer our readers an abridged version of my presentation. I do trust that by sharing this information across the Group, you indeed learn many things from what I have outlined here.

## Topic: Addressing Sexual Harassment in the Workplace

### **Peter Mclean - Talking Points**

May 22, 2016

Sexual Harassment is an issue that affects almost all workplaces in PNG and yet very few companies have an effective sexual harassment policy in place or take any proactive steps to address it in their workplaces. I represent my employer, the iPi Group and we view the issue of sexual harassment very seriously. Present too is also the PNG Business Coalition for Women and the PNG Human Resource Institute who are equally working to provide PNG employers with tools to prevent sexual harassment in the workplace and to support staff who experience sexual harassment at work.

In these notes I aim to cover three things.

- > First, to provide you with an overview of what sexual harassment is and how it affects businesses around the world and in PNG.
- > Second, we will run through a few short skits to get you thinking about what might constitute sexual harassment and will encourage your participation in identifying key factors in determining whether conduct is or is not likely to be considered sexual harassment and what kind of impact that behaviour might have on the workplace.
- > Third, we will outline some important steps you and your organization can take to prevent sexual harassment in your workplaces and to respond when sexual harassment does take place.

My co-presenter and colleague on the PNG Business Coalition for Women's Working Group on Gender Smart Policies and Practices; Pansy Taueni-Sialis. Pansy is the Head of HR for Oil Search Limited here in PNG and has been a key contributor to the Business Coalition's work on addressing sexual harassment.

Sexual harassment is unwelcome conduct of a sexual nature which makes a person feel offended, humiliated, and/or intimidated. Some quite obvious things like unwelcome touching or kissing, unwanted invitations for sex or to go out on dates, or accessing sexually explicit internet sites at work.

But it also includes behaviours that may seem more common place in many PNG workplaces or less directly related to the workplace:

- > Things like making suggestive jokes or comments, which we all know can be very common especially in construction or other worksites where there are many more men than women workers.
- > Or it could be contacting a co-worker or client in a suggestive way via text or email outside of office hours. This might be as simple as sending a co-worker "goodnight sleep well" messages before going to bed.

One of the things it is important to note is that what matters is whether or not the recipient finds the conduct in question to be offensive, humiliating or intimidating. Whether or not the person instigating the behaviour intended it to be so is irrelevant. The only thing that matters is whether the behaviour is unwanted and unreasonable to the recipient.

Victims may not raise complaints about sexual harassment. The main reasons for this are:

- > Fear of losing their jobs or of being relegated to a job that is below the one they are currently doing.
- > Fear of being stigmatized or blamed for the harassment.
- > A belief that there is no point in reporting the behaviour because nothing will be done about it.
- > And simply a lack of awareness of their rights or the process through which they might report it.

Sexual harassment can impact individual employees and the workplace in a number of ways, for example:

- > Individuals who are victims of sexual harassment may feel humiliated, experience low self-esteem and reduced motivation to perform their job well. They may be more likely to be absent from work or to avoid interactions in the workplace. Sexual harassment can lead to increased stress and other physical and mental illness, and can lead to victims forgoing career opportunities or leaving their employment.
- > For employers a workplace where sexual harassment is present can lead to reduced productivity due to impaired judgement, compromised teamwork, de-motivation and high rates of absenteeism. Progress and innovation can also be hindered where the environment lacks trust or a team spirit. It's not just the victim whose work is impacted, but also their co-workers and the perpetrator.

We also know that sexual harassment is more likely in certain circumstances and workplace contexts, including:

- > In jobs where there is an unequal ratio of men to women – think about the example of a port or a mining site, where most of the workers are male. These types of workplaces can foster a culture of machoism and sexual tension where female workers or visitors at the site may be more exposed to taunts or other harassment of a sexual nature.
- > Also where there are large power imbalances between men and women – for example where a male line manager has control over whether or not female workers will receive a production bonus or a promotion.
- > When there are periods of job or economic instability sexual harassment can also become more likely, and when a new supervisor or manager is appointed.

These are just a few examples of the types of situations where management and HR need to be particularly vigilant about emphasizing zero tolerance for sexual harassment. In Papua New Guinea, however, sexual harassment is not widely recognized as a problem or as an issue that warrants attention or investment by business managers. The Business Coalition for Women and PNG Human Resources Institute are working together to change that perception and to stamp out sexual harassment wherever and whenever it happens in PNG workplaces.

### **Peter McLean**

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*Conference participants*



*Peter McLean speaking at the Conference*





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