

The SWEETNER

MITHA DOVU

FSC Newsletter

2019 July - August



Bula vinaka Team FSC

As we progress with the start of the 2019 crushing, all our three mills are well into their 2019 crushing season momentum. Although the season commenced amidst a cloud of uncertainty brought on by new lorry load laws and restrictions, crushing has picked up and we hope that this continues for the duration of the season.

We were delighted to host the Honourable Prime Minister and Minister for Sugar Industry, Honorable Josaia Voreqe Bainimarama, this year, as he launched the Lautoka Mill's 2019 crushing season. The Labasa Mill was opened by the Tui Labasa, Ratu Jone Qomate Ritova.

In July, we opened the Rarawai Mill, after its extensive renovations to its boiler. With these refurbishments the mill is expected to vastly improve its operations. Where we can, we will continue to improve our mill plant and equipment, to bring about consistency in sugar manufacturing and improve the general efficiency of the mills. An efficient sugar mill maximizes sugar production, reduces wastage and lowers manufacturing costs.

This year, we have been fortunate not to go through any natural disasters, so we expect good quality cane and a better sugar make. Government incentives by way of planting, fertilizer and weedicide subsidies have improved cane production. Our five-year strategic plan sets a target of 3.5 million tonnes of cane by 2023. We expect to crush 1.9 million tonnes of cane this year – 10% more than last year. Credit is due to our cane farmers for all their efforts in this regard.

We are an industry better described as a partnership and we constantly strive to improve the viability of our cane farmers. Following consultation with our growers on the reduced delivery price of cane announced by FSC for 2019, we are pleased to confirm that we have obtained Sugar Industry Tribunal approval to re-calculate this price under the Industry Master Award. Accordingly, the delivery price will increase from \$32.22 to \$37.90 per tonne of cane in 2019. This all against the background of the guaranteed cane price for the year of \$85 per tonne of cane set by Government. Something to be welcomed in the volatile commodity world in which we operate.

As we look ahead to a good crushing season, I would like to remind us all to work smarter in whatever area we are engaged in. Working smarter does not necessarily entail working longer hours, it means working efficiently, working in support of your workmates and work teams and working to minimize wastage. We encourage suggestions on working smarter or creatively, no idea is a bad one.

I must also advocate for a healthy work-life balance. This means whilst you are working smarter at work, you don't forget your families. I understand, in one's life, we spend most of our lives with our work colleagues but we must remember that our families need us too. Value your time with your loved ones and ensure that they are also getting memorable times with you. Because a healthy home is a happy home. And we need you all at work, happy and healthy.

I wish you all a successful 2019 crushing season and I look forward to seeing you all throughout this season.

Vinaka, dhanyavad, thank you.

Graham Clark
Chief Executive Officer



Our Winning HR Team

DEEPAK LAL

Manager Occupational Health & Safety



1. What award did you win?

Human Resources Best Practice - Health, Safety & Wellness of the Year Recognition Award at the 2019 Fiji Human Resources Institute Awards

2. How did you prepare for this award?

This is through the current Health & Safety and Wellness programs which we have implemented and the difference we have made within FSC, in comparison to previous years. Risk assessments were done and safety programs were rolled out, on priority basis over time in the hope of bringing the much needed change in attitudes towards a culture of safety.

3. Was this the first time you won such an award? And how did you feel about the win?

Yes, it is.

In February I became a registered member of the Fiji Human Resources Institute (FHRI). I feel proud as FHRI has put a very good initiative to recognise organisations and individuals who are going above and beyond, in lifting standards of Human Resources strategies and initiatives within their organisations. This recognition will further enhance our organisation's understanding and performance in our Health & Safety Journey.

4. Going forward, what will you do to grow on this achievement?

I will continue to strengthen a Safety Culture mindset amongst all our employees, contractors and visitors. With this initiative, we will continue to implement new safety programs and provide employees with training and resources, so that we can continuously lift Safety Standards and reach new heights.

5. Any other comments?

We have just started our Health & Safety journey and so far we have done lot of improvements. Our goal is to become one of the leading organisations in Safety in years to come.

DAVENDRA PRASAD

Manager Employee Relations

1. What award did you win?

It's a Special Judges Award Winner under the "HR Manager Year Award Category" at the 2019 Fiji Human Resources Institute Awards

2. How did you prepare for this award?

We did not have much time to prepare for the submission, but we did the best we could and it was just a summary or a reflection of what we had done in the year and what we achieved at our workplace.

3. Was this the first time you won such an award? And how did you feel about the win?

Yes this was the first time for me to participate in this award. I was so honoured to receive this special award.

4. Going forward, what will you do to grow on this achievement?

Stay focused and live up to the dream!

5. Other comments?

Getting recognised and winning at the National Level is a dream come true and gives me a very motivational spirit not only to me but the HR Society as a whole. This award is a recognition for my excellence journey which started long time back and reflects lessons learnt and successes achieved. A special thank you to our CEO Graham Clark and members of our Executive Team, the extended FSC HR Team - Corporate & Mill HR teams and the larger FSC family. And a very special thank you to my wife and children for their support.





Remembering Agnes

Ms Agnes Gock is fondly remembered by her FSC family as a soft-spoken lady, who was always calm and collected under pressure. Close colleague Nileshma Sami remembers Agnes as “one with a cool personality and never one to break anyone’s heart”.

Agnes passed away on 31st May 2019, just a little after celebrating her 54th birthday.

She joined FSC on in February 1986 as a Stenographer and Typist, after completing her tertiary studies at the Fiji Institute of Technology (now Fiji National University). In May 2011, she was promoted to Secretary to the Production Manager, succeeding Ms Usha Charan, who had retired.

Agnes is credited as being a role model, open-minded and freely gave advise when needed. She has left behind a legacy for everyone to follow.

Agnes passed away in Labasa after a short illness. She is survived by her husband Niraj Pal and two children, Teresa Rai, a nurse based at the Nadi hospital and Joseph Pal who is employed at FSC Labasa.

2019 National Nursing Symposium



The three FSC Industrial Nurses, Sera Namusu, Litiana Vueti and Resina Lewaio, based at each of the company’s three mills, seen here with the Hon. Minister of Health & Medical Services, Hon. Dr Ifereimi Waqainabete, during the official opening ceremony of the 2019 National Nursing Symposium, held from 13th - 15th June 2019 at the Pearl Resort at Pacific Harbour. This year’s theme for the symposium was ‘Pursuing New Nursing Horizons through Quality Education, Research and Care’.







Samsoa 2019 Sports Day



SASHI ANAND

Machine Shop Foreman, Lautoka Mill

Sashi Anand has dedicated twenty-seven years of his life to the Fiji Sugar Corporation. He commenced his employment with the FSC in 1991 at just twenty-two years old. Born and raised in Lautoka, Sashi is now happily married with three children. He is a Fitter Machinist, Boiler Operator Foreman and Machine Foreman. As a Machine Foreman, he is engaged in the maintenance and refurbishment of plants, new components, shafts and the like. This role he has held for eleven years and prior to that, he was the Occupational Health and Safety representative for the Lautoka Mill and he was also the Branch Secretary for the National Union of Workers. His usual hours of work are from 7am to 5pm Mondays to Thursdays and 7am to 4pm on Fridays. Unless if there is an unexpected breakdown in the mills, weekends is usually off for him.

Over the years, he has experienced a lot but Sashi is optimistic on where the company is heading. However, he feels the company needs to value its people well. "They seem to value other things, but our own people, not so much", he says. He would like to see this change going forward. Despite this, Sashi still feels an immense amount of pride, working for the FSC, which is keeping him right here and not looking for greener pastures abroad.



NEW TRUCKS

FSC purchases a total of 117 new trucks

In May this year, FSC acquired a hundred new Isuzu 240 HP 6-cylinder turbo diesel engine 6-speed transmission, 6-wheeler 4x2 drive trucks. FSC CEO Graham Clark said "these new trucks will be distributed across all cane sectors and will be managed by our transport department via a fleet management solution at cost-effective prices".

A total of seventeen trucks have been distributed by the end of May. The trucks have been fitted with cage bins, fabricated locally, specifically for the harvesting season. And during the non-crushing season, the trucks will be used for the distribution of fertilizers and weedicides. These new trucks will ease some of the transportation issues currently faced by the industry. Clark says "these trucks will be compliant with the new Land Transport Authority and Fiji Roads Authority weight restrictions. And we are looking to complement the existing transportation options in the industry".

The new trucks will bring much relief to our growers during the peak crushing season, when the demands of the transportation of their cane to the mill is at its highest. As the use of the mechanical harvesters increase, these truck have been fitted with cage bins that are of the size - 8370mm (L) x 2400mm (W) x 3500mm (H) for ease of loading using mechanical harvesters. Clark says "as the industry becomes increasingly capital intensive, mechanical harvesting will only become more dominant, so these trucks are fitted with cage bins that will meet that need".



Lautoka Mill 2019 Crushing Season Opening



Rarawai Mill 2019 Crushing Season Opening

