



Portside Online

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32 YEAR - OLD CRANE TRACKS REPLACED



Crane operations taking place on a vessel

The Port's Civil Engineering Department is presently engaged in a project to replace the gantry crane tracks at Berths 6A East and 6A West. The project which began on January 05, 2015 is 85% completed and is within scheduled completion date of April 15, 2015.

Civil Contractor for the project is CBE Trinidad Ltd., with Rail Contractor Gantrex Crane Installation, a United States based company, is providing technical support. Lee Young and Partners are the project's consultants.

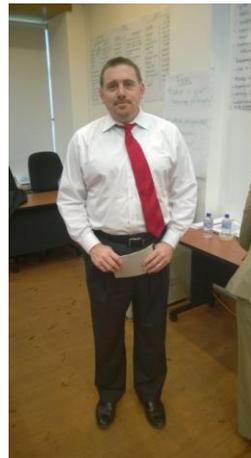
Scope of works entail the removal of the old anchor bolts, tearing out the existing rails, ripping out the sole plate and seating, and jack hammering the foundation. Port Civil Engineer, Lenin Oliviere explains, "Before the replacement process could commence it was first necessary to conduct a hardness test on the beams to confirm their structural integrity". With the two beams given the 'all clear' as structurally safe, approximately 4000 new anchor bolts were installed next.

A new sole plate and rubber seat were then installed followed by the installation of the rails. "To cater for nature's irregularity in the surface's gradient, the rails were installed to accuracy of less than 1% change in

grade and 100% longitudinal alignment. In other words, the rails have been installed as straight as humanly possible", explained Mr. Oliviere.

As April 15th approaches, employees engaged in operations on the Container Terminal can expect the cranes to move along more freely. This project which is a TT \$6,582,276.00 investment is expected to result in greater efficiency and an increase in container moves per hour is anticipated.

LEADERSHIP TRAINING FOR SECURITY



Cory Mc Gookin and Stephanie Farlow - US Presenters

On February 2nd – 6th, Sergeant Nolton Joseph (Ag.), Corporal Lance Murray and Corporal Shurn Carrington were nominated to attend a five day Leadership Developmental Training programme at the Police Academy in St. James. This Seminar was facilitated by the United States Department of Justice and Federal Bureau Investigation.

The programme included Briefing Practices and Techniques in the Power of Influence for the attainment of goals. Scenarios of Confrontational Leadership,

Empowering Others, Team Building and Leadership Psychology were also explored. The seminar also sought to identify the differences between Managers and Leaders.

After discussion among attendees and facilitators, Sergeant Joseph concluded that in his opinion, "It is better and more effective to be a leader than a manager." He believes that his innovative spirit, his focus on people, his challenge of the status quo and originality are attributable to his leadership character.

While the manager's job is to plan, organize and coordinate, the leader's job is to inspire and motivate. "There is no doubt that the Security Department is filled with competent managers, but the service lacks good leaders. We must begin to place emphasis on producing good leaders, particularly in the area of security, where mentorship is important".

A number of Sergeants, Corporals, Superintendants and Inspectors of the various security fraternities of Barbados, Grenada and Trinidad and Tobago were also in attendance. Sergeant Joseph recommended that all security personnel ranging from the rank of Corporal should be afforded the opportunity to attend this very valuable leadership programme which would bring great benefit to the organization.

ORIENTATION DAY FOR NEW EMPLOYEES

On the 26th of March, the HR department held a one-day orientation for the newest employees, which included an introduction to the various business units of the Port. Several managers gave an overview of the functions of their various departments and their roles.

The programme was planned to be an informative, motivating, fun and interactive event and was held in the Conference room of the Administration Building. Candice Jacob, HR Training Coordinator, was the Master of Ceremonies. The first presenter was Safety Officer Hasim Mohammed, who spoke briefly on safety drills and the muster points in case of an emergency.



Vernessia Moise, Div. Mgr HR, interacts with new employees

Vernessia Moise, Divisional Human Resource Manager, opened the presentation with a prayer and greeted all attendees. She spoke in-depth on: healthy work ethics, workplace conduct and dress code, the importance of team spirit and the overall culture of the organization. She was then followed by Candice Jacob who provided a fun team building exercise by forming the attendees into groups, having them work together to come up with a mission statement and using anything in their possession to form a company logo, then doing a presentation.



Teams making their presentations after brainstorming together

The next presenter was Louise Peters, Research Analyst Industrial Relations, who briefed individuals on acceptable workplace conduct and Industrial Relations at the Port Authority, and also introducing the Seamen and Waterfront Workers Trade Union.

Next, Betty Ann Gibbons, Public Relations Manager, gave a brief introduction to the various business units and presented on the importance of providing great

customer service as it relates to any service industry such as the Port, and the role of every employee in achieving the goal of good customer relations and customer satisfaction. The Ag. Divisional Operations Manager, Ricardo Gonzales, briefly spoke on the operations of the port stating that this was the core revenue earner of the organization. He also informed that his door is always open and he will always welcome any advice they may propose on becoming more efficient on port activities.

Kelvin Harris, Technical Advisor to the General Manager, also spoke of the operations at the port and made sure to mention that the port is no longer a monopoly but has a local competitor. He stressed to the new employees that they need to be productive and have good work ethics for they are the future of the organization. He also stated that he is open to “new and innovative ideas” and welcome all suggestions that may improve productivity, and overall profits of the Port of Spain.

The Assistant Divisional Manager Marine (Ag), Sieunarine Babwah, gave a pictorial overview of the Port focusing on the Harbour department, and advised that all employees should get to know the different departments of the Port and the terminology. He ended with the quote, “take care of your job and your job will take care of you.” The final speakers were Khadine Wright-Prescod and Kizy Babb, Human Resource Officers, who spoke of Human Resources/employees as their “capital investment”. They also informed of employee entitlements, training and growth within the organization, career advancement, disciplinary measures and substance abuse.

Bidding Farewell to Ramona Chock Hong

Managers and staff surprised Ramona Chock Hong with a farewell function on 13th March, which was held in the conference room. Ramona was present with her mother, two sisters and brother.

The function began at 5pm with Ramona being escorted in by Kelvin Harris, Technical Advisor to the General Manager. She was elated when she saw her managers and co-workers honouring her for her 40 years of service.

Theresa Marquis, in her role as Master of Ceremonies, mentioned that Ramona began as a Typist in the Human Resource Department and retired as Executive Secretary to the Executive Manager of Finance and Administration.



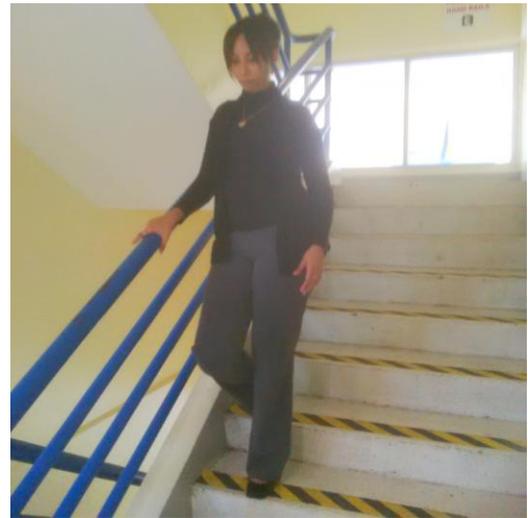
Ramona at her Farewell

Divisional Human Resource Manager, Vernessia Moise, paid tribute with a prayer and then highlighted Ramona’s tenure and great work ethic. Next, Claudette Sergeant, Management Analyst, stated that Ramona was so meticulous and organized that the person taking over her role would be fully functional as she had labelled and ordered everything before departing.

Keisha Franco-Daniel, Management Analyst, also spoke about Ramona’s great work ethic and presented her with flowers. Kelvin Harris then took the floor and described her characteristics as a

quiet, calm, productive individual, who nevertheless was no pushover.

Ag. GM/CEO -Charmaine Lewis, described Ramona as a loyal and spiritual person, whom she considers a friend and a sister. She then presented her with a gift from the organization. Finally, Rashida Vitalis serenaded her with the “Ave Maria” and “You Raise Me Up.” Everyone in attendance wished her the best as she embarked on a new chapter in her life.



PR Employee, Tejah Vieira, leading the way on the stairs

TAKE THE STAIRS – TAKE A WALK WELLNESS PROGRAMME 2015



Crane Maintenance employee, Kelly Anne Navarro taking the stairs

Good Health is Good Business is the theme for the Port’s 2015 Health and Wellness Programme. Employees are asked to “Take the stairs or take a walk” – to improve fitness and mental and physical well-being.

The port has enlisted the assistance of the Health Education Unit of the Ministry of Health to lend expert support to the programme. Starting in May, the Unit will hold free health assessments on the port. This will be followed by presentations on lifestyle diseases, screenings and other informative sessions geared to the port work environment.

Further updates will be sent to all employees advising on the dates, time and location for the various health and wellness sessions.

Remember: Good Health is Good Business.

SPORTS AND FAMILY FUN DAY – May 2nd 2015

“PLAY LIKE A BOSS”

The Port’s Sports and Family Fun Day 2015 will be held on Saturday 2nd May. From 10am to 6pm, at WASA Grounds, St. Joseph.

There will be novelty races for the adults. There will also be a kid’s area – with Bouncy Castle, races, face panting, balloon art, popcorn machine and much more.

The day’s events will also feature a March Past competition, where a Queen will be crowned in addition to the best marching team. There is also a “Decorate Your Tent” competition”. So departments should get together to prepare for the competitions. Teams taking part in the March Past will be given \$1000 towards their uniforms. However, teams can also hold exciting fund raisers to supplement their funds – for the March Past and also to decorate their tents.

Medals and trophies will be given for both adult and children's races.

MOST URGENTLY – Departments/ teams are asked to get together and inform the Public Relations department of their choice of Tee shirt colour, the quantity required and the sizes. Failure to do so will result in teams not having their Tee shirts to distinguish themselves in the races on the day of the sports. So please form your teams and let us know your details as soon as possible. **WE NEED TO SEND THE ORDER TO THE SUPPLIER THIS WEEK**

Here is a sample of the Tee shirt designs. To get the choice of remaining Tee Shirt colours, please call the PR Department at extensions – 147, 319, and 286.

