

al mina

PORT OF SALALAH NEWSLETTER JUNE 2019



what's inside

CEO's MESSAGE

It's hard to believe that we are almost half way through the year and that I have now been in Salalah for over 3 months – time sure flies. A good time for us to reflect on what we need to deliver on for the rest of the year.



Mark Hardiman
Chief Executive Officer

There are two key focus areas that need all of our attention. Number 1 is on safety which always comes first. We have unfortunately not had the best start to the year with 3 LTI's and 1 High Severity Incident. Following the investigations into these events it's clear that each one could have been avoided and we simply have to do better to protect the people that work in our port each and every day. This is a reminder that we operate in a dangerous place and cannot let our guard down for a second. People who come to the Port of Salalah need to return home at the end of the day or at the end of their shift in the same condition that they arrived in and it is just as simple as that. That was not the case for 4 people in the last few months.

One of the things you may have heard us talk about recently, is "safety differently" Talking simply one of the things that this means is that we listen to our workforce more. It does not mean that we abandon some of the pillars that have already served us well over the years – things like our policies, procedures and risk assessments. What it means is that we focus more on people as the solution and not the problem. One of the tools we will start to use to do this is our newly formed safety committee which we launched on Global Safety Day. In this we listen to the workforce to see how safety can be improved. Key staff members from across our business have been selected to represent their group and I therefore encourage you to find out who represents you (names will be shared across the port) and use these colleagues to highlight your safety concerns and support them in their new roles.

The second big focus area needs to be "Earning our Customer" We live in a very competitive environment and we therefore need to make sure that we look after our customers regardless which part of our business they work with us in.

The main thing our container customers need from us is for us to deliver on our Port Moves Per Hour (PMPH) targets. We are currently a bit behind this target and we need "all hands on deck" for the rest of the year for us to deliver on our goals and customer commitments.

We have started rolling out "Lean for All" training that will help us achieve these goals and commitments by making us a more efficient and effective organization and it will also help you on a personal level by giving you some tools for your own success. I ask you to participate in this training when your turn comes, with energy and commitment and to support those who have done it. I have participated in some of it myself with the management team and I have also had the privilege of attending some of the close out sessions from other groups and walked away really inspired by the training and the passion shown by some of our team members at the Port of Salalah. We now need to translate this passion into results which needs a strong team which I really believe that we are.

Thank you all for your hard work so far this year and I'm excited to be facing the challenges of the rest of year with you all.

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Editor's Note

Life is full of challenges; in order to overcome them and accomplish success, we should always strive to achieve it and not be content with what we have achieved, seeking alternative paths that have never been walked by others. Your success is our success.

We hope that you will enjoy this new edition of Al Mina. Please feel free to reach out to us for any suggestions or improvements in the future.

Mirsal@salalahport.com



AN INTERVIEW WITH **Ms. Joanna MacArthur** CLUB MANAGER (OASIS CLUB)

Q. Tell us about yourself?

A. I am 34 years old from Scotland. I moved to the Middle East 8 years ago. I have lived in Dubai up until now. I have my mum, dad and

brother living in Scotland and another brother who lives in Dubai.

Q. What are the responsibilities of your position?

A. The responsibilities of my position are to ensure the successful running of the Oasis Club while looking after the staff, vendors and everyone that visits the Oasis Club.

Q. Why are you working in this industry?

A. I have been working in this industry since I was 16. I worked my way up from a part-time waitress and had my first managerial role by the age of 21. I have had a love and passion for this industry from a young age.

Q. How would you describe working at the Oasis Club?

A. I am still settling in to my role here as it has been different as I started not long before the holy month of Ramadan. I have found everyone to be helpful and very friendly. I am very excited about my new role here in Salalah.

Q. What tips or advice would you give to someone new at the Oasis Club?

A. Just embrace it, it's different to other parts of the world but it has its own unique charm.

Q. In your experience, what is the key to developing a good team?

A. The key to a successful team is providing an environment where they are able to carry out their job but are also not afraid to speak out and offer ideas.

Q. What do you do to enjoy your free time?

A. I enjoy socialising, reading, music and travelling.



QUIZ TIME!

Here is your chance to win a mobile phone.

Answer the following question:

Q. When did the Queen Mary-2 have its maiden call at Port of Salalah?

Send your answers by email before

July 31st, 2019 to:

Mirsal@salalahport.com

Congratulations to the March

2019 Newsletter Quiz Winner,

Ajit Kumar #4497.

Correct Answer:

The Port of Salalah was opened November 1998.

Oasis Club

Looking for somewhere to relax? Looking for somewhere for some food and drinks? Looking for somewhere to bring the family to have some fun? Then look no further than the Oasis Club, it has it all. You can also find pool and snooker tables, a four lane bowling alley and don't forget our fabulous swimming pool.

We can now also accommodate any office parties, gatherings or functions over in our newly refurbished "Al Waha" with outstanding views, its a great space that can be tailored to your needs, it really is a hidden gem.

Lots of exciting and new events and promotions will be kicking off this season. With pool-side parties, live music, BBQ's and not forgetting the theme nights that will be happening over in "Al Waha". The Oasis Club will be the place to be, don't miss it!

Business hours

SUNDAY - THURSDAY

12noon - 3.00pm and 6.00pm - 11.30pm

FRIDAY - SATURDAY

12noon - 11.30pm

Call +968 2321 9248

www.oasisclubsalalah.com

STAFF NEWS

Geniuses Team wins first place in HISBA

'HISBA', an Arabic word that means the calculation. HISBA was the title of a series of workshops that have been put together in a comprehensive training program provided by Asyad Group.

The main purpose of the program is to shift mindsets towards a more commercially focused culture, through providing a structured and coherent process that will enable and motivate participants to generate ideas and solve issues in an innovative way that is commercially viable.

When the program was opened for application across Asyad group, a total of 288-employees applied; 143-employees passed the evaluation process to be part of the program from 10-operational companies, those companies are: Oman Rail, IMCO, ODC, Oman Shipping, Mwasalat, NFC, Asyad, Oman Post, Salalah FZ and Salalah Port.

The 29-teams were reinforced to work on the improvement of real business cases from their own companies to solve customer essentials and boost operational efficiency.

Omar bin Mahmood Al Mahrizi, the Group Chief Development Officer, said 'HISBA was launched to disseminate a culture of innovation inspired by both customers' needs and the eagerness of our employees to participate in the Group's growth. We believe that finding solutions for our customers is the job of every employee in the group, regardless of the scope of his work or job ranking.'

54-workshop sessions were conveyed across the companies from North to South Oman; out of which 8 were for Salalah Port participants, with additional evaluation sessions.

The workshops focused on building the competences and aligning efforts to contribute to transforming companies into a commercially oriented mind-set; the topics were: Self-Awareness, Entrepreneurial Thinking, Communication, Process Efficiency, Business Model Development and Customer Centricity (Additional/Optional), Leadership & Customer Service, Project & Change Management and Execution Framework (Additional).

The project idea is suggesting a limitation of Import Container distribution to specific areas. With a container height reduction from 4.3 to 3; this will:

- improve client service by reducing time of waiting, which is Truck Turn Around timing (TTA)
- reduce operating costs per move – fuel consumption
- reduce environmental impact of fuel emissions - CO2
- improve external truck driver's safety by limiting conflicts with Internal Trucks
- improve best allocation for equipment/RTG.

'The outcomes of HISBA were remarkable and offer strong potential for the growth of Asyad; and to ensure sustainability for the innovative ideas, 15-projects were selected for implementation across the group of companies,' Al Mahrizi added.



Starting workshops on April 2018 and closing ceremony in February 2019. Asyad group organized a closing ceremony for HISBA under the patronage of His Excellency Dr. Ahmed bin Mohammed Al Futaisi, the Minister of Transport and Communications and the Chairman of the Board of Asyad Group, on the 18th February, 2019 at Sundus Rotana Hotel, Muscat. Announcing Salalah Port Team as winner of the best project out of the final 15-projects.

Participants' comments:

'HISBA program broadens the horizon for thinking, innovating, analyzing and creating viable solutions for production problems. We have learned a lot, especially in terms of data collection, analysis, calculations and improvement and making suggestions that lead to real results based on viable financial and scientific deductions.'

Salim Al Awaid

'HISBA program effectively helped me to understand financial and economic aspects and the best methods of calculation to generate profit with the minimal effects on professional and personal life.'

Mohammed Mahad Bait Said

'With correct calculations, you generate profit. HISBA is one of the best development programs I have taken part in. It aims at reinforcing and generating creative ideas and innovative solutions and developing strategic thinking that leads to development, profitability and sustainability.'

Braik Khadim

'HISBA program is an enrichment program that is based on problem solving in a way that benefits the organization and with correct calculations, you generate profit.'

Ahmed Mohammed Al Jahfali

'Group work was the main factor behind the success of the program. The cooperation of the operations team and the constant supervision and assistance from the grainers also played an important role in this regard. Thank you all for that.'

Jamila Al Amri

The new Labour Union of Port of Salalah

The PoS Union Administrative Committee was formed under the direction of the Ministry of Manpower in 2003. Since then every 4-years an election of the Union Administrative Committee is carried out in PoS.

The committee is comprised of 7-members who are selected from the group of employees who chose to be part of the General Assembly Committee. At PoS, out of the total 2,238-employees, 1362 are registered with the General Assembly Committee as of the date of the election.

This year 16-employees filed their nomination forms with PoS HR to run for the General Assembly Committee. The election was held on 15th and 16th April, 2019 in the presence of the Ministry of Manpower and PoS HR representatives. A total of 1,052-employees cast their votes for the Union Administrative Committee election with the top-7 receiving the highest number of votes selected for the PoS Union Administrative Committee.

The Ministry of Manpower adopts new members of the Labour Union



Chairman
Yahya Omar
Lbakhayat Bait
Safrar



Assistant Treasurer
Ahmed Omar Al
Jadahi Al Mahri



Vice Chairman
Said Sultan Ahmed
Bait Said



Member
Salim Said
Musallam Al kathiri



Secretary
Ajib Arfah Fatah
Bait Kulaib



Member
Bakhit Mubarak
Said Al Shahri



Treasurer
Said Mohammed
Said Maroof Al Yafai

Tips from HSSE

DRIVING IN RAINY WEATHER

As Khareef has started and weather is becoming rainy, today's tips will be about driving in wet weather.

Below are some guidelines to follow when driving in the rain:

- Confirm that your windshield and windows are clean, both inside and out, before driving.
- Check your tires. Be sure to replace your tires once they show signs of balding. The deeper the tread on your tires, the more traction you'll have.
- Make sure that your headlights, tail-lights, brake lights, and turn signal lights are all working properly.
- Use your headlights. Headlights not only help you see better, but it also helps oncoming drivers see your vehicle.
- Drive slower than the speed limit in bad conditions.
- Leave extra space between you and the driver in front of you. It takes more time to stop your car in wet weather.
- Take special care when following or passing trucks. Trucks can generate a large spray, making it difficult to see the road and other vehicles.
- Brake earlier and with less force than you would normally.
- Don't attempt to cross running water.
- Avoid standing water. Not only is it difficult to judge the depth of standing water, but the water could also be covering a pot hole which could damage your car.
- After you cross a puddle, tap on your brake pedal lightly to dry off some of the water on your rotors.
- If you see a large puddle up ahead, drive around it or choose a different route.
- If it's raining so hard that you can't see the road or the car in front of you, pull over and wait it out.