

Build the Future



NTPC Director Dr Isimeli Tagicakiverata hands over Certificate of Completion to the Future Farms Limited General Manager Stanley Raniga.

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CONTENTS

NTPC successfully oversees Green Productivity Project	Page 2
OHS Conference deferred	
FCCC on its way to attain National 5S Certification	Page 3
Fiji Water recruits its first women apprentices	
Raju beats stereotype to inspire change	Page 4

OHS Conference deferred

of work. The pandemic is affecting nearly every aspect of the world of work, from the risk of transmission of the virus in workplaces to OHS risks that have emerged due to measures to mitigate the spread of the virus. As countries re-open their borders, it will be important for organisations to introduce or extend measures and guidelines to ensure a safe return to work.

Therefore, the importance of strengthening OHS systems has been brought to the fore as employers worldwide are still grappling with how best to deal with the risks that this pandemic poses to their workers and business operations. Small and medium-sized enterprises may require additional support to implement workplace health and safety practices.

Organisations will also need to consider sickness benefits and paid care leave entitlements in the event of community transmission of the virus following the re-opening of the borders. This Conference provides an opportunity for the local workforce and organisations to learn from their peers as well as resource speakers on the strategies that have been used to ensure business survival during the pandemic and in preparation for the opening of the borders.

NTPC will advise the participants on the date of the Conference in advance, giving them enough time to prepare themselves for the event.



The 3rd Fiji OHS Conference is essential for the businesses and organisations as we were recovering from the first wave of COVID-19 pandemic until the second wave, which hit Fiji earlier last month, forced NTPC to postpone the event to a later date.

The OHS Conference is an annual event initiated by the Fiji National University, through the National Training and Productivity Centre, in 2018. The Conference was scheduled to coincide with the Internal Labour Organisation's World Day for Safety and Health at Work, commemorated annually on April 28.

The COVID-19 pandemic has presented unprecedented challenges globally about the virus and the many effects it has had on the world

NTPC successfully oversees Green Productivity Project

National Training & Productivity Centre (NTPC), as Fiji's National Productivity Organisation, is proud to work with the Asian Productivity Organisation on the Demo-Project of transforming chicken litter into a value-added commercial product with Future Farms Pte. Limited trading as Rooster Poultry (FFL).

The NTPC had identified FFL as the demonstration organisation and host of this project.

NTPC Director Dr Isimeli Tagicakiverata said the key objective was to enhance the business productivity and competitiveness of Future Farms Limited. This was achieved by capacity development in new technologies and innovative productivity tools and techniques.

"Future Farms was the ideal choice as they had consistent high standards in the industry and had the leadership drive to see this through. With the technical experts' support and assistance from Neutrog, Australia and the will and determination, we have shown that we can achieve greater things. This project will undoubtedly assist Government's effort in maintaining the confidence and resilience of SMEs and charting our way into the 'new normal' and striving to build back better," he said.

"This is a timely boost for the poultry industry and for those who prefer high-quality organic products. The total cost for the project's implementation was over \$20,000 and was funded by APO."

The demonstration project's main objective is to enhance the capacity of FFL so that it can manage chicken litter by transforming it into a resource. It will also build the Rooster brand by showing that it is a good steward of resources and create tangible positive changes through the company by improving animal welfare and environmental management, reducing greenhouse gas emissions as well as water and soil contaminations, recycling nutrients, and developing updated policies and ultimately strategic directions. This will promote safe, environment- friendly sustainable food production and increase the

productivity and competitiveness of the demonstration company while showcasing effective waste management. This project will also benefit other industries in Fiji from the project's output products.

"The duration of the implementation of the project was between 10 to 12 months; however, during the initial implementation phase, one of the team's major challenges was the massive disruptions last year due to the Global Pandemic COVID-19," he said.

"The COVID-19 pandemic affected our economy in Fiji, and on top of that, we faced four tropical cyclones in relatively short succession, which further slowed the progress of the project. The project was headed by an expert from Australia, Mr Angus Irwin, the owner and Managing Director of Neutrog, a world leader in research and development in biological fertilisers and commercialisation of chicken manure into pelleted and liquid Fertiliser, compost and mulch."

The company was also presented with the Certificate of Completion from APO.



FCCC on its way to attain National 5S Certification



National Training and Productivity Centre's (NTPC) Department of Quality Awards provided training to the Fijian Competition and Consumer Commission last month.

Department of Quality Awards Manager Bob Mitchell said the training would help the Commission improve its services and productivity.

"The training will ensure a continuous improvement journey and improve the workforce culture, optimise productivity, improve time management and create a safe workplace. This also supports FCCC values of commitment of staffs in delivering the best results and outputs," he said.

"The application of 5s will very much improve FCCC workforce and culture to achieve efficiency and improvement processes. Since the workplace will be organised there will be no more customer delays. The other benefits include happier employees and safer working environment."

Commission's Senior Managers were part of the training at their

headquarters in Suva and other offices in Labasa and Lautoka.

Mitchell said the 5S practice is a good beginning with a never-ending practice. As Aristotle explains, quality is a habit. So every decision we make needs to start with our discretion. Once we practice it, it will become a habit, and eventually, everything we do will become of the highest quality.

"The key managers informed us that the course was beneficial, as that will assist in ensuring compliance with its regulatory requirements, which is one of FCCC's principal objectives. Since the office is processing lots of paperwork, it has shown how to organize the workplace using 5S methodologies. The 5s tool is very much applicable and practical," Mitchell said.

"The implementation project will be carried out in all of their Centres in Suva, Lautoka, and Labasa. The respective departments will carry out 40 projects for 5S implementation."

After the Commission has sustained the 5S culture, the Commission would then apply for the National 5S Certification.

Fiji Water recruits its first women apprentices

For the first time, two female apprentices, Adi Wainikiti Matewai Naselesele and Akanisi Tikinimasei, joined Natural Waters of Viti Limited, trading as Fiji Water as part of the National Apprenticeship Scheme under National Training and Productivity Centre.

The duo will work as Electrical Fitter Mechanic's where they will learn the different aspects of work and at the same time be able to earn.

Department of National Apprenticeship and Trade Test Manager Alvin Lal said it was a proud moment after Fiji Water decided to take female apprentice's on-board.

"For employers, the registered model provides the opportunity to create customized training programs that fit their business and growth needs while lowering recruitment costs and employee turnover," Lal said.

"When companies advertise for apprentice intake, you can directly apply to the company or talk to the National Apprenticeship Training Department, and they will assist you through the process. We thank Natural Waters of Viti Limited for continuously recruiting and providing training to apprentices who will become assets of such a prestigious company.

"They are the first females who would be working at Natural Waters of Viti Limited from our National Apprenticeship Scheme. This is a proud moment not only for our apprentices, but for NTPC as well. I wish them the best in their new job and I hope they will strive to become quality tradespeople with the training and guidance provided by the company."

Both apprentices are on a three-year program, which started in March this year.





Raju beats stereotype to inspire change

encouraged me to do well," she said.

"The managers and supervisors have been very supportive of me and I don't feel that as a female it is hard for me to work with males."

Raju has three siblings. Her eldest sister is a nurse, while the second eldest sister is a chef and her youngest brother is in Year 5.

"I would encourage females if they want to pursue their career in this industry, then they should not hesitate to join. This industry holds a lot for us, females, as it does not differentiate between males and females.

"I hope to inspire other girls and tell them that girls can also do fieldwork apart from working in offices. I am proving them wrong, and more females are joining the male-dominated industry. I have seen some of my friends doing some of the difficult work."

Raju said the National Apprentice Scheme has been very rewarding as she's able to work, earn and study all at the same time.

"The hands-on training combined with the theory component makes understanding easier. The hands-on training under the guidance of qualified technicians gives a first-hand experience to master the tricks of the trade as the technical information and procedures they teach us are what we learn in theory, which makes application much simpler," she said.

Raju believes education is the passport to the future adding "for tomorrow, belongs to those who start building for it today".

Women must not be stereotyped as an expert in the kitchen or as a homemaker. Instead, they should be encouraged to break barriers and pursue their goals of becoming whatever they want to dream of.

Women can master any profession whether it be in an office or out in the field. One woman rising to the challenge, breaking barriers and stigma, is 22-year-old Mansi Raju working in a challenging environment that requires knowledge about motor vehicles and also physical strength.

Raju has defied all odds to become an Auto Electrician working for Niranjans Autoport Limited under the National Training and Productivity Centre's National Apprentice Scheme.

Raju hopes to change people's mentality, underestimating women's ability to work outside the house, especially in fieldwork.

"My mother was reluctant for me to join this trade as she wanted her daughter to be working in the air-conditioned office but I chose this field because my father inspired me. He is self-employed as he works as a lube serviceman, servicing vehicles," she said.

"Being a female and joining the workforce was a bit scary at first as there were not many females around but I got inspired seeing other female working in the same industry. This motivated me to keep going strong. Over time, I settled in well and the company has also



The National Training and Productivity Centre's Build the Future is a monthly newsletter which aims to promote the Centre's activities to the wider community. This newsletter is produced by the Centres Customer Service, Research and Promotion team. For views or comments please email pravin.narain@fnu.ac.fj.

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