



January 2015

# rapid



From left to Right: Michael Annisette – President General of SWWTU, Ian Atherly – Chairman, PLIPDECO, The Honourable Stephen Cadiz - Minister of Transport, Senator the Honourable Vasant Bharath - Minister of Trade, Industry, Investment and Communications and Ashley Taylor – President, PLIPDECO

inside

Performance Driven page 2

PLIPDECO gets A+ Rating page 5

Launch of LCL Export Initiative page 7

Launch of Demurrage and Detention Service page 8

Accomplishments page 9

Official Visits page 18

Employee Engagement page 20

Corporate Social Responsibility page 29

# Performance Driven

TRINIDAD AND TOBAGO's MOST EFFICIENT & CUSTOMER ORIENTED PORT

PLIPDECO has made significant strides since its inception. As we approach forty-nine (49) years of existence as a company, we continue to experience the visible signs of growth.

The total containerised throughput for 2014 would have seen for the first time the company surpassing the 200,000 TEU mark with a total throughput of 208,972 TEUs. Compared with 156,000 TEUs in 2007, this represents a 33% increase in just seven (7) years.

General Cargo tonnage for December 2014 increased by 2% to 322,775 metric tons, moving from 316,183 metric tons over the corresponding period with the largest volumes being break bulk, heavy equipment and vehicles.

Growth and productivity is also evident in our Less Than Container Load (LCL) Warehouse operations resulting in the introduction of four new stuffing/unstuffing bays to facilitate additional cargo.

Our customer satisfaction ratings have been trending upwards and the PLIPDECO brand is increasingly being seen as one representing strength, trust, professionalism, performance, continuous improvement and customer service excellence.

The Corporation has also accomplished several initiatives during 2014 and several others have been identified for 2015.

These include the Rehabilitation of Berths 1A, 3 and 4 which is one of the more challenging projects to be undertaken by the Corporation in a number of years, short of the proposed full scale expansion.

The Navis Terminal Operating System upgrade is scheduled to be completed by September 30<sup>th</sup>, 2015. The planned equipment replacement programme is continuing and PLIPDECO is in the process of acquiring additional container handling equipment. These being one (1) Empty Container Handler, one (1) Reach Stacker and six (6) Trucks.

As part of our strategy for diversifying the business and repositioning ourselves as a logistics services provider, PLIPDECO launched the Less Than Container Load Export Initiative in October 2014. This service is designed to incentivise local manufactures to export LCL shipments to Caribbean markets.

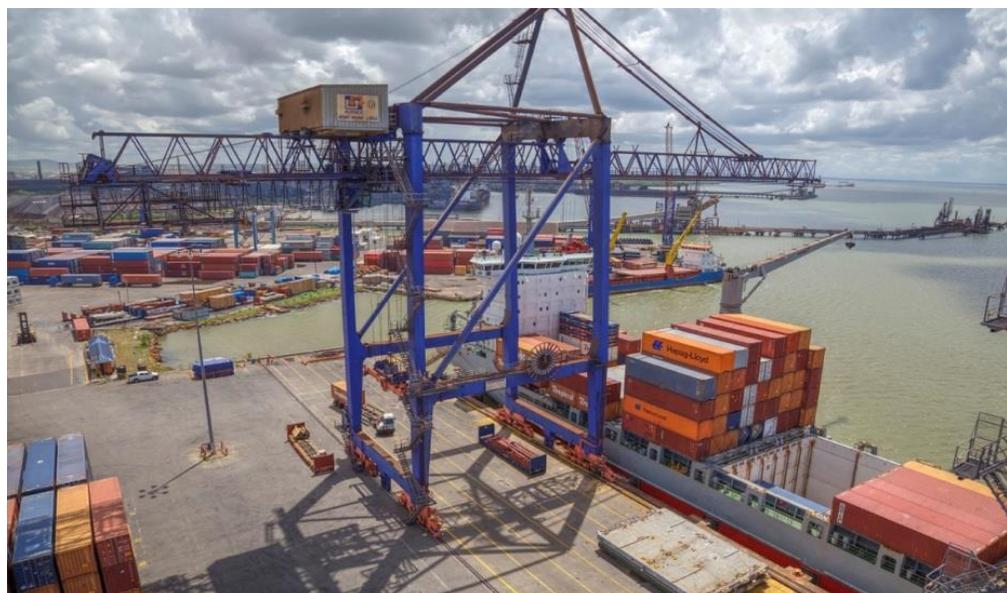


**Ashley Taylor: President, PLIPDECO  
Serious About Business**

Additionally a Demurrage and Detention Service was launched on January 1<sup>st</sup>, 2015, with the first customer being Tropical Shipping.

The Corporation is currently assessing the potential of providing bunkering services to vessels that call at the Port of Point Lisas. Consideration is also being given to delivering industrial type services to the many diversified multinational companies on the Industrial Estate.

The Corporation is prepared to build on our achievements moving into 2015, creating and delivering additional value to its stakeholders.



# Congratulations to our President



CARIBBEAN'S #1 SME BUSINESS MAGAZINE

# Business Suite

NOVEMBER 2014

DIGITAL ISSUE

WWW.BUSINESSSUITEONLINE.COM

**TOP  
CARIBBEAN  
CEO FOR 2014**

**“The Result  
Has Been The  
Best Financial  
Performance In  
Over A Decade”**

**Ernest Ashley Taylor**  
PRESIDENT  
Point Lisas Industrial Port Development Corporation Limited  
Trinidad and Tobago

**INSIDE  
TOP 100 CARIBBEAN  
CEO'S 2014**

A BLACKSLATE MEDIA PUBLICATION

We are proud to recognise our leader Mr. Ashley Taylor, who was ranked first in the "Business Suite Top Trinidad & Tobago Chief Executive Officer (CEO) for 2014." This is a Caribbean Publication that evaluated the CEOs of Caribbean publicly listed companies using a Caribbean wide method of ranking and peer evaluation.

# WHO IS PLIPDECO?

More than just cranes ships and plants, PLIPDECO is an economic constellation in a dyadic relationship within the global world trade ecology.

## PLIPDECO 101



PORTS

### PORT OPERATIONS

- Cargo Handling and Storage
- Harbour Management
- Warehouse Operations
- 51% Market Share for Full Containerised Exports



### ESTATE MANAGEMENT

- Hosts 860 Hectares of Downstream Energy Sector
- 4.5 Million Tonnes Ammonia p/a
- 6.5 Million Tonnes Methanol p/a

Although 51% publicly owned, PLIPDECO operates with the spirit and philosophy of a private enterprise, fuelling our profitability and innovative capacity, making us the most customer oriented and efficient port in Trinidad and Tobago.

## PLIPDECO INVESTS

### 2014 Infrastructure Highlights

- New Less Than Container Load Export Warehouse
- Acquisition of a Gottwald mobile harbour crane
  - Installation of street lighting on the Estate
  - Refurbishment of the Lay-by parking area
    - Installation of water supply to berths
    - Installation of fibre-optic cables

### Corporate Social Responsibility

- Vacation Internship and Educational Grants to Employees' children
  - Recognition of top SEA and CAPE Winners in the environs
  - Adoption of Couva South Government Primary School
    - Support for Youth, Sports, Culture & Education
    - Support for differently-abled persons

## PORT OPERATIONS



Goods are transported in shipping containers measured in TEUs (twenty-foot equivalent units)

## visit us online

Learn more about PLIPDECO at [www.plipdeco.com](http://www.plipdeco.com)

LCL Stuffing & Unstuffing | Demurrage & Detention | Containerised, Break Bulk & General Cargo

# PLIPDECO is given an A+ Corporate Credit Rating by CariCRIS



*From Left: Mr. Wayne Dass - CEO, CariCRIS, Mr. Ian Atherly – Chairman, PLIPDECO and Mr. Ashley Taylor – President, PLIPDECO*

We are proud to announce that CariCRIS (Caribbean Information and Credit Rating Services Limited) has evaluated PLIPDECO's level of creditworthiness in Trinidad and Tobago and the wider Caribbean, resulting in the company obtaining an **A+ Credit Rating**. The rating of a state enterprise such as PLIPDECO is part of the process of improving accountability and transparency across all facets of operations.

The ratings are supported by PLIPDECO's strong market position in local port and industrial real estate operations. In 2013, the Port commanded 51% of the full domestic (import and export) market and 14% of the transshipment market. On the industrial estate, the Corporation has good tenant credit quality, a healthy conservation record and adequate operating cash flows.

**On October 7<sup>th</sup>, 2014 Mr. Wayne Dass, Chief Executive Officer of CariCRIS presented this certificate to Mr. Ian Atherly, Chairman and Ashley Taylor, President of PLIPDECO.**

# INVESTMENT: New Gottwald Mobile Harbour Crane

In keeping with the Corporation's vision "to be a global player in port and estate management by consistently providing superior, innovative service," PLIPDECO commissioned its newest piece of equipment - a Gottwald (GHMK6507) Mobile Harbour Crane in January 2014.

This investment is part of the Corporation's phased asset replacement programme. The new crane will improve the Port's productivity by increasing container moves per hour which directly impacts terminal operating efficiency; a key determinant of attracting business from shipping lines.

The ceremony was held on Berth 4 at The Port of Point Lisas where The Honourable Minister of Trade, Industry, Investment and Communications, Vasant Bharath and The Honourable Minister of Transport, Stephen Cadiz were in attendance.

Key industry players were also present such as The National Gas Company of Trinidad and Tobago, the Shipping Association of Trinidad and Tobago and major shipping lines.





*From Left: Mr. Michael Annisette – President General, SWWTU, Mr. Ian Atherly – Chairman, PLIPDECO, The Hon. Stephen Cadiz – Minister of Transport, The Hon. Rudranath Indarsingh – MP for the Constituency of Couva South, Mr. Ashley Taylor – President, PLIPDECO, Mr. Jeff Fiser – VP Commercial and Trade, Tropical Shipping*

## **NEW BUSINESS: Formal Launch of PLIPDECO's Less Than Container Load (LCL) Export Initiative**

The Corporation formally launched its LCL Export Initiative on October 1<sup>st</sup>, 2014. The event was held at the new LCL Export Warehouse, Amazon Drive, Point Lisas Industrial Estate.

PLIPDECO has recognised that with the increasing competition locally and internationally, it was important to not only improve the service delivery for existing products, but to also establish new areas for revenue growth, company differentiation and for the provision of additional value-added services. It was in this vein that the Corporation took the decision to transform itself to not just be known as the country's second port but as a logistics services provider.

Logistics and its importance in the global supply chain and

Maritime transport cannot be underestimated as several companies involved in maritime transport are progressively expanding or adapting their services to be more logistics oriented in nature.

Many shipping lines for example, have incorporated logistics services into their product offerings or established subsidiary companies to provide same.

In keeping with the logistics thrust, the export initiative was developed with the aim of increasing intra-regional trade and to give exporters the opportunity to expand quantities.

To be successful, this initiative would also require the collaborative support of individual shipping lines who would also facilitate the per cubic foot charge to customers. Tropical Shipping, who themselves have been working on developing a similar initiative, saw a ready opportunity to partner with PLIPDECO in this programme. Mr. Jeff Fiser, VP Commercial and Trade congratulated the Corporation on this initiative and was excited to work with us on this project.

Minister Stephen Cadiz in the Feature Address pledged his commitment to support the Corporation's expansion efforts.



## NEW BUSINESS: PLIPDECO launches Demurrage & Detention Collection

PLIPDECO continues to expand its services to stakeholders as we provide demurrage and detention collection and container status reports as a value added service to our customers. This will allow more effective management of container equipment by shipping lines and businesses. A state of the art software system has been developed to seamlessly manage the process from the point of initial discharge and return to the Port. In addition to the software, all requisite back office infrastructure is in place to facilitate the process.

The service commenced on January 1<sup>st</sup>, 2015 with Tropical Shipping being the first shipping line to come on board. Customers taking delivery of cargo shipped by Tropical Shipping at the Port of Point Lisas would have one less office to visit in order to get their demurrage/detention status validated on their documents before taking delivery. The Container Control Office hours are the same as the Delivery Office i.e. Monday to Friday from 0700 hours to 2300 hours. Our customers can expect to receive accurate information on the demurrage/detention status of the container equipment consigned to them as our proprietary software is directly linked to our Terminal Operating System (NAVIS).

## PLIPDECO celebrated its 48<sup>th</sup> Anniversary on September 16<sup>th</sup>, 2014

**PLIPDECO**

Point Lisas Industrial Port Development Corporation Limited (PLIPDECO) was incorporated in 1966 from a South Chamber of Commerce initiative when a group of businessmen had a vision for the establishment of an energy based estate, linked to a deep-water harbour in central Trinidad.

# 48 years later...

Happy Anniversary  
1966 - 2014

Circa 1960...the dream begins

The Industrial Estate

Port of Point Lisas

We have since grown to become a leader in industrial estate management and port operations. Today the Point Lisas Industrial Estate is the most advanced and developed downstream energy based complex of its type in the Western Hemisphere. The Port has also grown from strength to strength where it now commands just about 50% of the country's containerised domestic cargo and 16% of the transshipment cargo for other regional destinations. The long term vision for the Corporation seeks to increase its industrial estate footprint, expand the port operations and incorporate complimentary revenue streams such as the development of a logistics zone.

The Corporation's commitment to its customers, stakeholders and shareholders is evident in our strong focus on business excellence and continuously raising the performance bar.

We are indeed proud and appreciative of our employees, board, management, the various stakeholders and shareholders without whom we could not have seen so many accomplishments. As we approach 50 years and beyond, we will continue to learn from the past as we look forward to an even brighter future filled with boundless possibilities.

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# Port Operations: Accomplishments

The Corporation continues its efforts to improve efficiency at the Port of Point Lisas. To achieve this, several initiatives were undertaken which included:

## Equipment Maintenance:

- Recertification of Rubber Tyre Gantry (RTG) Crane # 1, 2, 3 and 6.
- Recertification of Mobile Harbour Crane (MHC) 280.
- Installation of Hyster 400 Engine and Bell Housing.
- OEM Inspection Checklist of Stackers 1, 4 and 6.

## Cargo Handling Operations:

- Completion of the 2<sup>nd</sup> phase of installation of camera monitors on the two gantry cranes. This provides the operator with an enhanced view of the spreader, container and the back reach of the crane, thus allowing better productivity and improved safety.
- Reduction in Vessels' Dwell Time.
- Increased storage of empty containers for export in the Empty Container Yard.
- Pre-planning and pre-storage of full and empty containers.
- Extension of Empty Container Yard.
- 100% increase in the monitoring and assignment of equipment.
- Installation of steel sheets to allow safe cross travelling of the Rubber Tyre Gantry Crane.
- Segregation of empty food grade containers.
- Planning of General Cargo Management System.
- Introduction of our Demurrage and Detention System.

## LCL Warehouse Facility:

- Construction and commissioning of a 4 container ramp for unstuffing of containers.
- Installation of CCTV cameras in the warehouse, and both staff and customer car parks.
- Renovation to Customs Examination Area.



Vessel Operations at the Port



Four Container Ramp at LCL Warehouse



Four Container Ramp at LCL Warehouse

# Port Operations: Accomplishments



Repairs Roadway on Berth 1A



Construction of Box Drains

The Civil Maintenance team at the Port has embarked on several projects, some of which involved extensive reconstruction and infrastructural works at numerous areas throughout the organisation. Some of these projects include:

- Construction of box drains at the Port.
- Road repairs to Berth 1A entrance.
- Road repairs to Exit Road.
- Repairs to fenders on Berth 5.
- Repairs and installation of fenders on Berth 4.
- Refurbishment of the Lay-by Area to provide an organised and safe area for Hauliers.
- Resurfacing of the Reefer Yard.
- Supply of water to Berth 5.
- Refurbishment of the Marine Interdiction Unit building to provide a comfortable working environment for the Officers.
- Refurbishment of the lunchroom in the Engineering and Maintenance Department.



Refurbishment of the Lay-by



Refurbishment of the Marine Interdiction Unit (MIU)

# Estate and Facilities: Accomplishments

The Estate and Facilities Department has been working continuously to improve the basic infrastructure on the estate to ensure that a comfortable environment is provided for all stakeholders who work on and visit the estate.

## Construction of bridges at Caribbean Drive

Two bridges were constructed along Caribbean Drive to allow access to tenants on that route.

Design and construction were done by employees of the Estate and Facilities Department within budget and on time.



## Installation of Box Drain along a portion of Pacific Avenue from Ready-mix West Indies Limited to Phoenix Park Junction (Eastern Side)

Work commenced in January 2014 and was completed in June 2014. There were some delays due to weather conditions, however scheduled works were completed and it was conducted using in-house labour from the Estate and Facilities Department.



## External Drainage at Carli Bay Road

Over the years, the junction at Caspian Drive and Carli Bay Road suffered severe flooding whenever it rained heavily. This drain is not under the purview of PLIPDECO as it falls within an area belonging to the State.

After several meetings with both the Drainage Division and the Regional Corporation, PLIPDECO started work on converting this earthen drain into a concrete drain. The new drain will be able to hold three times the volume of water that it currently holds, thereby alleviating flooding in this area.



# Estate and Facilities: Accomplishments

## Installation of 1<sup>st</sup> Phase Street Lighting on the Point Lisas Industrial Estate

Phase 1 of the street lighting programme was completed on December 19<sup>th</sup>, 2013.

Three major areas were addressed:

1. Atlantic Avenue (Rhine Drive to Port Ravine crossing) – 23 lights.
2. North Sea Drive (North boundary of Sant's Equipment Rental to corner Rio Grande and North Sea Drive) – 10 lights.
3. Caribbean Drive (Corner Pacific Ave. to South boundary of Harsco (ESCO) - 23 lights.



**Atlantic Avenue: From Shell leading to inside the Port of Point Lisas.**



**Caribbean Drive: Entrance to Methanex Back Gate.**



**North Sea Drive: Sant's to Rio Grande Drive.**

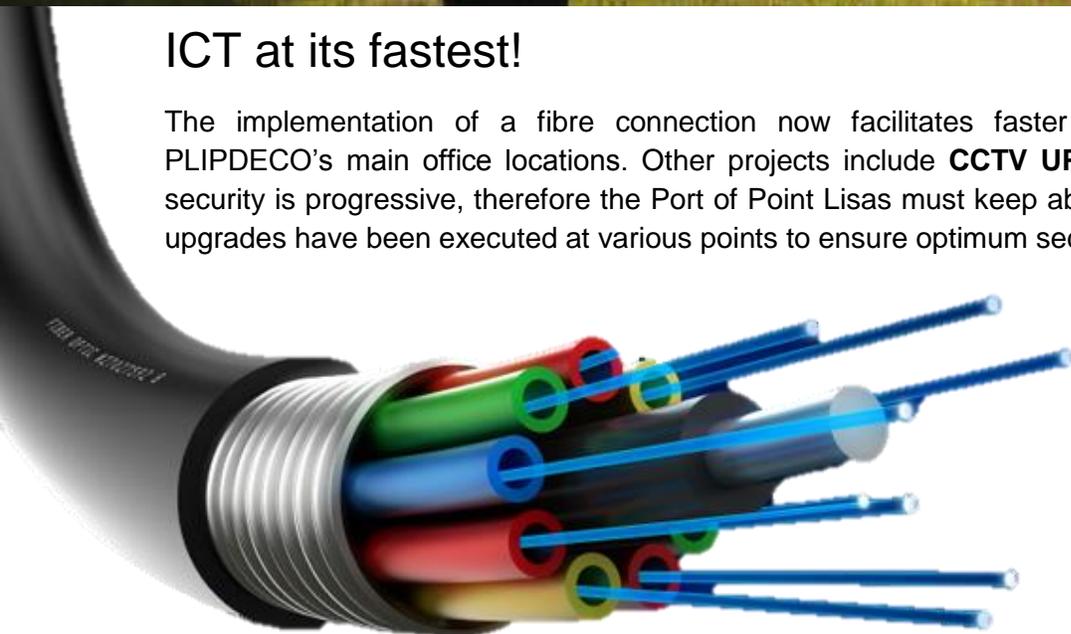
# Fibre Optic Connection

FROM PLIPDECO HOUSE TO THE PORT OF POINT LISAS



## ICT at its fastest!

The implementation of a fibre connection now facilitates faster network communication between PLIPDECO's main office locations. Other projects include **CCTV UPGRADE/EXPANSION**. Global Port security is progressive, therefore the Port of Point Lisas must keep abreast. Expansive network/hardware upgrades have been executed at various points to ensure optimum security monitoring.



## Our Most Valuable Assets: Our Human Resources

In 2014, the Training and Development Unit completed extensive training for all levels and categories of staff. One of the major achievements in this area was the introduction and implementation of the in-house Assistant Terminal Operations Supervisor (ATOS) training programme. The Corporation saw the need to develop a cadre of trained personnel for the position of ATOS. Consequently an intensive six (6) month programme was developed and administered by internal facilitators, wherein six (6) individuals were exposed to theory and practical training, as well as on-the-job supervision and assessments.

Additional key achievements in training for the year 2014 included the completion of a training programme in Heavy Equipment Maintenance. The Corporation partnered with the National Energy Skills Centre (NESC) and a customized heavy equipment training programme for semi and low skilled maintenance personnel was developed. Twenty (20) persons are being trained, with the ultimate aims of the training programme being their enhanced ability to efficiently deliver on the availability and reliability of equipment for Port operations; and an improvement in the skill levels of the Maintenance Technicians.

The Corporation forged yet another partnership in 2014. The National Training Agency (NTA) was engaged to register and assess the skills of personnel from the Civil Maintenance and Estate and Facilities Departments, in areas such as plumbing and welding.



To date, approximately one hundred (100) employees from these departments have received orientation and sixty seven (67) have been registered.

Presently, arrangements are being made with the Water and Sewerage Authority (WASA) to have some of our employees assessed in plumbing at their Workforce Assessment Centre. These partnerships and projects are expected to continue into 2015.

Another noteworthy achievement was concentrated training for the Corporation's Security personnel. Security Officers, Estate Constables and Corporals were exposed to rigorous training in Report Writing for Security Personnel; Conducting Effective Road Block Drills and Interview and Interrogation. This cadre of training in addition to structured monitoring and evaluation measures are expected to enhance the competencies of the Corporation's Security force.

Supervisors and Managers were included in the training thrust this year. Key personnel participated in programmes on Business Process Mapping and Process Engineering, and Managing Absenteeism; where

their skills repositories were strengthened in these strategic areas.

Looking towards 2015, the Training and Development Unit is engaged in preparing a Training Plan that seeks to align the training offerings for 2015 to the strategic vision of the Corporation and to the individual objectives of each Department. Consequently, training programmes aimed at developing Performance Management skills as well as Policy Review and Writing skills are two major focuses for the year 2015. At the operational level, training efforts will be concentrated in the areas of Heavy Equipment Operators, Inventory and Data Entry, Timekeeping and Invoicing.

Last but certainly not least, the Training and Development Unit is excited to engage the services of the Caribbean Maritime Institute (CMI) based in Jamaica to offer comprehensive workforce development training and certification in the area of Stevedoring to further enhance port operations.

# Securing our Boundaries

2014 was indeed an active year for the Security Department. The emphasis for the area encompassed increased collaboration between the Tactical Response Unit (TRU) and Operations, so that both teams can work as a cohesive unit with respect to gathering and sharing of intelligence and other security initiatives. This was geared towards ensuring that the Port and persons on the Industrial Estate are free to carry out business activities in a relatively secure environment.

Some of the initiatives for a safer business zone included:

1. Tightening of security access to the Port via the Pedestrian and In-gates.
  - It is mandatory to present a form of identification.
  - Searches are conducted on vehicles.
  - Persons entering the port with bags at the Pedestrian Gate are subject to be searched by the Officer on duty.
2. Maintaining Zonal patrols throughout the Port and Estate.
3. 100% interaction with National Security Services for surveillance of the Port and Marine areas and boundaries.
4. The Security Department has also extended its network base through the rebirth of the Estate Security Council Meeting which

facilitates the sharing of information, skills and expertise through this dynamic network of security practitioners.

5. Quarterly drills at the Port of Point Lisas. The department conducted 3 ISPS drills and 2 full scale exercises. The full-scale exercises tested the department's ability to respond to a crisis. This exercise was done in collaboration with external state agencies which included the Police and Fire Services.

Both exercises were extremely successful and met the standard of the Designated Authority for national ISPS compliance - The Trinidad & Tobago Coast Guard. These stellar performances led to the port being re-certified under the ISPS Code for another 5 year cycle on July 1<sup>st</sup>, 2014. The port has therefore received a "Statement of Compliance" which is the benchmark for not only ISPS compliance but Port Security worldwide.

On February 21<sup>st</sup>, 2014 our Security Department was notified of attempted larceny of cables at Nu-Iron's compound. Our Officers were on the scene within a minute of receiving the phone call resulting in the apprehension of two suspects.

These officers were recognised by the organisation for their outstanding efforts in arresting the suspects. A job well done!



From Left: Corp. Dharmindra Lall, Huntley James (Manager, Security), EC Reynold Farrell, EC Bennett Mahabir, EC Curtis Dean, EC Salindra Ramdial, EC Jason Lalchan (Allied Security), Ashley Taylor (President) and Inspector Peter Rodney

# Providing a safe environment to conduct business

The Health Safety and Environment (HSE) Department is an integral facet of any economic activity. At PLIPDECO, their role is even more critical with the nature of the industries operating on the Industrial Estate and the types of operations at the Port of Point Lisas.

Consequently, the Department is reviewing and implementing several critical initiatives to improve the safety and wellbeing of all users working and traversing the Industrial Estate and Port.

Some of these initiatives include:

## Health and Welfare

- Development of an Infectious Disease Strategic Plan for all Ports within the Point Lisas Harbour.
- Awareness and Sensitization Programs (Ebola and Chinkungunya) – To increase awareness and promotion of basic hygiene practices through education, information dissemination and face-to-face communication in our fight to control and prevent the spread of communicable disease and illnesses.
- Monthly spraying of the Port of Point Lisas and the Estate as part of our vector control program.
- The HSE Department has hosted two (2) Health Screening Programs for employees in 2014.

## 2015 Initiatives

As part of our commitment to safeguard the health of our employees, we have proposed the following for 2015:

- Installation of 5 Electronic Repellent Units to curb the seasonal mosquito influx and associated illnesses.

- Vaccination Drive for employees.
- Continuation of Health Screening Programmes.
- Water Quality Testing for Port Operations.

## Safety

- Development of site specific HSE Orientation Programmes based on operational hazards and risks.
- Completion of Risk Assessments for all routine high, medium and low risk operations.
- Development of Safe Operational Procedures for all tasks.
- Continuous communication of hazards, risk and emergency response information via our Annual HSE Orientation Program, signage and through our digital displays stationed at all buildings.
- HSE has conducted Dangerous Cargo Awareness and Handling Sessions for all employees on the Port of Point Lisas.
- Installation of a Traffic Light System at the Port In-gate as part of our Traffic Management Plan.
- Continuous review of our monthly HSE Committee Meeting to ensure effectiveness in achieving goals and targets.
- Promotion of a safety culture at all levels of the organization through participation in safety initiatives and the reporting of safety concerns.

- Creation of a forum for voicing safety concerns through our HSE Committee Meeting and anonymous reporting program (drop boxes). Through this committee, a new safety culture is being developed and lessons learnt from accidents can be discussed. The committee has successfully completed health screenings and safety competitions.
- HSE is in the process of obtaining fire re-certification for PLIPDECO House, the Port Administration Building and other areas of operations.
- To ensure safe Cargo Handling operations, HSE has developed and will execute in 2015 a new Equipment Safety Checklist.

#### **Emergency Response (Accomplishments)**

- HSE has completed a system and accessories upgrade to the Chemical Shelter.
- HSE has equipped all RTGs and Gantry cranes with self-contained breathing apparatus (SCBA) units to allow safe evacuation from the crane to any designated safe havens.
- HSE has identified new and upgraded old Safe Havens for the Port.
- HSE has acquired two additional ammonia sensors for the port for the continuous monitoring and recording of ammonia gas levels in the ambient atmosphere.

#### **Certifications**

- The HSE Department is working towards obtaining Safe to Work (STOW) Certification for the Corporation.

#### **Port Users Orientations**

- Orientation for Port Users commenced on January 1<sup>st</sup>, 2015.



# PLIPDECO Welcomes



Delegation from the Republic of Niger Delta State



Delegation from Quim-Import, Cuba



Visit by contingent from the United States Embassy



Visit by High Commissioner of Namibia and his wife



Visit by His Excellency, Mr. Robert Ameerali, Vice President of the Republic of Suriname.

# PLIPDECO Engages



## Interns from the Ministry of Energy

The Ministry of Energy coordinated a visit for their Interns to the Industrial Estate and Port on August 28<sup>th</sup>, 2014. These young people were able to gain an appreciation of the scale of our local energy sector and how operations are conducted at a Port.

## Students from the University of Trinidad and Tobago (UTT)

The Corporation was proud to provide training presentations and a tour of the Port of Point Lisas for third year students enrolled in the Bachelor of Science in Nautical Science/ Maritime Operations from UTT.



# Employee Engagement

## Annual Carnival Celebrations

The Corporation hosted its annual staff Calypso, Chutney and Ole Mas Competitions on February 21<sup>st</sup>, 2014 at PLIPDECO House. Eight contestants from five departments showcased their talents in a keenly contested musical battle, with compositions in social commentary, soca and chutney. In the end, Mrs. Claudine Collins-Joseph of the LCL Warehouse emerged the winner in the Calypso Category with her selection entitled "The Eulogy of the Union," a powerful social commentary, to take home the trophy.

Placing 1<sup>st</sup> in the Chutney Competition was Candace Paul of the Cargo Handling Department, who delivered an energetic rendition of her composition "Knock Off King," getting staff members off their seats.

The Ole Mas contestants also showcased their talents with creative portrayals.

A distinguished panel of judges led by media personality John Victor gave all of the performers credit for the high standard of competition. Once the results were delivered, staff members got into the Carnival spirit with high-energy performances by guest artistes Vincent Rivers and the Soca Unit (featuring K Rich and Snakey), Bay Road Rhythm Section and PLIPDECO Shinning Stars Tassa Group.



# Employee Engagement

## Sports & Family Day 2014



*2014 Champions Team "Enforcers Reloaded" celebrate their victory*

PLIPDECO hosted its Annual Sports and Family Day on June 28<sup>th</sup>, 2014 at the Ato Boldon Stadium in Couva. MC "Sunny Blingg" kept the crowd excited throughout the events.

At the end of a fun filled day "Enforcers Reloaded" (Security) defeated the reigning champions "Tallyban" (Cargo Support) who placed 4<sup>th</sup> overall with their theme "Flying Squad". Second place went to "Yellow Diamonds" (Estate and Administration) and "MCW" Marine, CES and Warehouse placed 3<sup>rd</sup>.



*March Past Winners – "Yellow Diamonds" (Estate and Administration)*



*"Flying Squad" (Cargo Support) performing their routine in the March Past Competition*



*Port Civil Maintenance participates in Breakdance Hoopla*

# Annual Vacation Programme

PLIPDECO commenced its seven-week Vacation Internship Programme on June 30<sup>th</sup>, 2014. Forty-five students both at Secondary and Tertiary levels had the opportunity to gain working experience in various areas including Human Resources, Finance, Cargo Handling, Security, Marketing, Engineering & Maintenance and Legal.

The Corporation also engaged the University of Trinidad and Tobago (UTT) as part of their Co-op Programme. Two students were assigned to the Harbour & Marine and Engineering & Maintenance Departments. Two students described their experiences as:



## **Savion V. Ramsundar - Intern, HR/IR Department**

*"My experience at PLIPDECO has taught me a variety of values such as time management and critical thinking. The time spent has nurtured my mind to become more responsible and disciplined and even more mature and prepared for the world of work."*

## **Thanika Clarke - Intern, HR/IR Department**

*"My internship in the HR/IR Department has allowed me to utilise my analytical skills which I learnt at school. During the seven weeks on the job, I assisted in minor projects and learnt the art of record keeping. I have been able to develop some self-confidence which will be applied in the world of work."*

# Annual Vacation Camp

Thirty (30) employees' children between the ages of 9 and 12 attended the Corporation's Annual Vacation Camp, which ran from July 21<sup>st</sup> to 25<sup>th</sup>, 2014. The children were grouped into teams chosen from the recently concluded World Cup. The teams included Germany, Argentina, the Netherlands, Brazil and Mexico. They participated in a host of in-house and external activities which included; a motivational skit on "Bullying and its effects on Self Esteem," by Ms. Nolder Pierre from the Point Lisas Development Committee, craft and board games, a visit to the Emperor Valley Zoo and Botanical Gardens, a movie at Movietowne, Chaguanas and a mini-Sports Day at La Vega Estate.

At the Sports Day, the children really demonstrated their talents. The highlight of the day was a Hoopa Hoop Competition, which came to a nail biting finale between Alano Asevero and Mikhail Perry. Eventually Alano nudged Mikhail to win the event. At the conclusion of the games, to mirror the results of the World Cup, it so happened that Team Germany won the fun day, followed by Team Argentina.



# Educational Grant Ceremony

In the Corporation's thrust towards education, educational grants are awarded annually to employees' children to assist them in off-setting the cost of tuition and books.

Grants are provided to students who have written the CAPE Examinations and have been accepted into a Tertiary institution and for students who are currently attending any Tertiary institution and have been accepted to continue the programme of study.

Students and parents were invited to the award ceremony which was held on December 1<sup>st</sup>, 2014 at PLIPDECO House.



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# PLIPDECO Wins SIS Football Tournament

PLIPDECO participated in the SIS Super Industrial Football League, which ran from July 19th to August 22nd 2014 at PLIPDECO Grounds. The team competed against players from companies such as T&TEC, IPSL (AUM), NEC, Nu Iron, SIS, ArcelorMittal, PCS Nitrogen and Yara.

The team defeated Yara at the Quarter Finals and IPSL (AUM) at the Semi-Finals to make it to the Grand Finals. The final game was held on August 22<sup>nd</sup>, 2014 where PLIPDECO's team emerged victorious with a score of 1-0 against ArcelorMittal.

This is the first time that PLIPDECO has won this competition. To celebrate their achievement, a small recognition ceremony was held in their honour on September 17<sup>th</sup>, 2014 at which time the President extended congratulations to the team and pledged to support them in upcoming initiatives.



# Christmas at PLIPDECO

The Corporation celebrated the festive season with its internal and external stakeholders during the month of December.

## Children's Christmas Party.

On December 6<sup>th</sup> 2014, the Children's Christmas Party was hosted, catering for over 450 of our employees' children. The theme this year was "**Christmas in the Jungle**". The décor, novelty games, party bags and toys added to the ambiance of the event as the children and their parents patiently waited to receive their gifts from Santa.



## Christmas Dinner and Staff Party.

This event was held at Center Pointe Mall on December 13<sup>th</sup>, 2014 and was themed "**Christmas Masquerade Ball.**"

Guests were serenaded during Dinner by Ancil Valley (Digicel Rising Star 2013) and entertainment was provided by Damion Melville, the Trinidad and Tobago Prison Service Band, Scrunter and Farmer Nappy made a guest appearance.



# Christmas at PLIPDECO

## Customer Cocktail Reception



*Performance by Sancouche Parang Band*



*Guests at the event*



*Karaoke Competition*



*Errol Fabien encourages participants to perform The 12 Days of Christmas – Trini style*

# PLIPDECO Sponsors Powerlifting Champions

We are proud to recognise the achievements of our employees, **Sheah Martin and Kerron Commissiong**.

Sheah is employed as a Tally Clerk in the Cargo Handling Department. He is also a professional Powerlifter and participated in the North American and Caribbean Powerlifting Championships in St. Croix, USVI in July 2014. He won a Gold medal in the Male Junior 120 kg Division and also won a Silver medal in the Men's Open 120 kg Division.

Some of Sheah's other achievements include:  
**2013-** Won Gold Medal at the Pan American Games.  
**2013-** Broke two records in the "Squats" Category at the Pan American Games.  
**2012-** Won a Bronze medal in the Men's Open Category at the North American and Caribbean Junior Championship which was held in the Cayman Islands.



Kerron Commissiong, also a Professional Powerlifter is employed as a Terminal Worker in the Cargo Handling Department.

He was recently crowned the National Champion at the Trinidad and Tobago Powerlifting Federation Championship 2014 held on November 30<sup>th</sup> at Preysal Government Secondary School.

Kerron was adjudged the Overall Men's Champion and Men's Open Champion in the 120+kg category. He also broke two National Records in the Squat (870lbs) and Deadlift (722 lbs).

Some of Kerron's other achievements include:

- Crowned the National Champion on six (6) occasions (2005-2007, 2011, 2013, 2014-2015).
- **2013** - 2<sup>nd</sup> place at both the Caribbean and North American Championships in the Super Heavyweight (120+kg) Category.
- **2012** – Ranked 15<sup>th</sup> in the World in Powerlifting.



# 47<sup>th</sup> Annual Meeting of Shareholders

The Corporation held its Annual General Meeting on June 12<sup>th</sup>, 2014 at the Conference Centre, PLIPDECO House. In his presentation, PLIPDECO's President, Ashley Taylor reaffirmed the mission and vision of PLIPDECO. He focused on current and future initiatives in a drive for continuous performance improvements using a balanced management approach.

Mr. Taylor highlighted some of the key milestones which were achieved in 2013, as well as further initiatives which were developed and are in the process of being executed in 2014. These include: the official commissioning of the Terex 5 – High Container Handling Reach Stacker and the Gottwald Mobile Harbour Crane, Installation of Cameras at the waterfront, RTG lanes, cranes as well as the Industrial Estate, Fibre Optic Cabling, Expansion Feasibility Study and Tendering for Port Construction, Phase 2 of the Street Lighting Programme, Rehabilitation of Berths 1A, 3 and 4, Repairs to Estate Roadways and the acquisition of three new Terminal Trucks and an Empty Container Handler.



He further advised that the Financial Turnover for the year increased significantly from 2012 to 2013, mainly as a result of the increase in containerised cargo throughput and rent reviews for some of the estate tenants. This translated into an overall profit of TT\$26.2 Million from TT\$17.9 Million in 2012, a TT\$8.3 Million increase in profitability. This represented one of PLIPDECO's highest levels of profitability in over a decade.

## Quarterly Port Users Meeting



The meeting for the 4th Quarter of 2014 was held on December 11<sup>th</sup> 2014. Port Users were apprised on recent developments, accomplishments and issues experienced during the year, as well as expectations for 2015. Some of these expectations include; acquisition of more equipment and much needed infrastructural upgrades such as the rehabilitation of Berths 1A, 3 and 4 as well as RTG bays and changing of gantry crane rails. The equipment acquisitions will include one (1) Empty Container Handler, one (1) Reach Stacker and six (6) Terminal Trucks.

In 2015, the Corporation will be embarking upon a critical IT project with the implementation of the **Navis N4 Terminal Operating System**. The N4 will be implemented over a nine month period and will provide significantly improved features and functionality.

Mr. Gerrel Traboulay, Manager, HSE provided a presentation of the HSE processes at the Port of Point Lisas. This included a review of the emergency response plan, accident procedures, HSE initiatives, sensitisation sessions and Port Users' orientation. After the meeting, the Corporation celebrated with stakeholders at a Year End Cocktail Reception.

# Small Tenants Workshop

The Estate and Facilities Department together with the HSE, Security, Legal and Marketing and Business Development Departments, conducted a workshop for tenants on March 14<sup>th</sup> 2014. Each department presented on their roles and responsibilities and explained covenants in the leases that pertain to the tenants. In addition, external parties including the Environmental Management Authority, Methanol Holdings Trinidad Limited, TTEMAS and OSH presented on their roles. The meeting was a resounding success with over 50 tenants in attendance.



# Partners in Education

## Recognition Ceremony for CAPE Scholarship Winners and Top SEA Students

PLIPDECO under the patronage of the Member of Parliament for the Constituency of Couva South, The Honourable Rudranath Indarsingh annually recognises and celebrates the success of the top performers at the C.A.P.E. and S.E.A. Examinations within the area.

At the Recognition Ceremony held at PLIPDECO House on January 16<sup>th</sup>, 2014 thirty (30) students were celebrated. Dexter Emrit, HR Consultant, delivered a motivational speech and the Feature Address was delivered by Minister Indarsingh. Students were encouraged to continue striving for excellence in their academic and other pursuits and to always maintain high moral standards and values.



# Partners in Education

## Collaboration with Couva Public Library for their Vacation Reading Camp

The Corporation partnered with the Couva Public Library for their Vacation Reading Camp themed “The Environment and Me!” which was held from July 7<sup>th</sup> to August 8<sup>th</sup> 2014. The goal of this camp was to encourage the habit of reading and promoting literacy in the community. It consisted of educational games, reading and writing activities, discussions with environmental specialists and other external facilitators.

One of the main initiatives was the Reading Incentive Program which required the children to submit reviews for books that they borrowed from the library and in doing so, earn points towards prizes for each review submitted.

Twenty five (25) children participated in the programme. At the closing ceremony, Ms. Shelly Balkissoon, Manager, Marketing and Business Development presented them with gift vouchers for the purchase of books and reading materials.

PLIPDECO’s participation also enabled the library to extend the Reading Challenge into September 2014 thereby allowing non-camp patrons the opportunity to participate.



## Couva South Government Primary School Graduation Ceremony – “Embracing the Power of the Dream”

PLIPDECO’s adopted school, Couva South Government Primary held its Graduation Ceremony in June 2014. The theme was “**Embracing the Power of the Dream.**” Twenty four (24) students graduated and will be attending various secondary schools.

At the ceremony, Mr. Ethan-Ross Rampaul, Marketing Analyst represented the Corporation and distributed prizes to the Most Outstanding Students. Nkosi Edwards was the Most Outstanding Male Student, whilst Tiffany Sieunarine received the award as Most Outstanding Female Student. Currently, Nkosi attends Miracle Ministries High School and Tiffany attends ASJA Girls College.

The school also celebrated several other accomplishments including:

- 1st Place (2011 to 2014) at the Atlantic LNG National Under 15 Primary School Football League.
- 1st Place (2013 and 2014) at Yara Games.
- 3rd Place (2014) PLEA-HSEC Envirobuzz Competition.

# Partners in Education

## Brazil High School attends Expedition in New Dehli, India

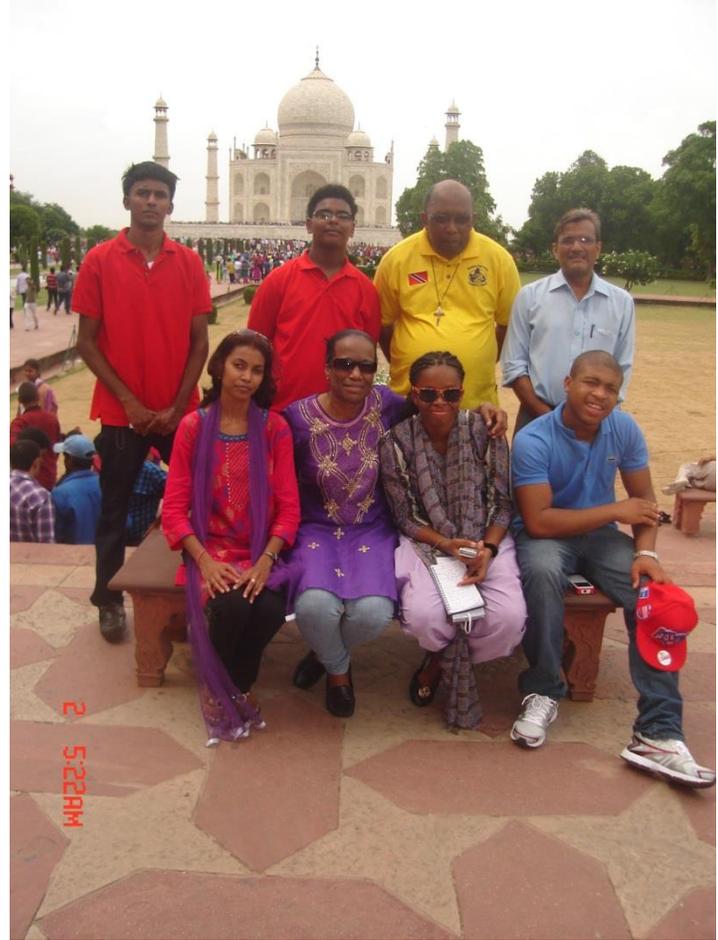
PLIPDECO assisted a contingent of students from Brazil High School in Arima to attend The Global Learning and Observations to Benefit the Environment (GLOBE) Learning Expedition (GLE) in New Dehli, India from August 4<sup>th</sup> to 8<sup>th</sup>, 2014.

GLOBE is a worldwide hands-on, primary and secondary school-based environmental science and education program. The organisation partners with NASA, NOAA and NSF Earth System Science Projects (ESSP's) in studies and research about the dynamics of the Earth's environment.

For Students, GLOBE provides the opportunity to learn by:

- Taking scientifically valid measurements in the fields of atmosphere, hydrology, soils, and land cover/phenology.
- Reporting their data through the Internet to the student data archive.
- Creating maps and graphs on the free interactive website to analyse data sets.
- Collaborating with scientists and other GLOBE students around the world.

The students were exposed to a society where customs, traditions and values are different to ours in Trinidad and Tobago.



## Donation of Whiteboards to Mc Bean Presbyterian School

PLIPDECO donated six (6) whiteboards to Mc Bean Presbyterian School in 2014. The replacement of the chalk boards would significantly reduce the amount of dust and improve the learning environment.

Ms. Paula Deoraj, Principal Primary (Ag.), the teachers and students conveyed their appreciation to the Corporation on this initiative.





*Children's Christmas Party - Santa poses with the children from Couva Children's Home*



*Children's Christmas Party - Santa poses with Volunteers*

# Tribute to Estate Inspector Peter Rodney (deceased)



Peter served the Corporation with distinction in its Security Department for over twenty-five (25) years. He was recently promoted to the rank of Estate Inspector and up until the time of his passing headed the department's Tactical Response Unit (TRU), a responsibility he held from the Unit's inception.

Peter had the ability to network with all arms of National Security and several other stakeholders associated with the Port and Industrial Estate.

He is well remembered, not only as a dedicated employee and leader, but as a devoted father, an avid dancer and also for his jovial, fun-loving personality.

Peter, we will continue to miss you and may your accomplishments at PLIPDECO live on.

To his immediate family, thank you for sharing him with us.

May you rest in peace, Peter.

From the PLIPDECO Family



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