



# THE PORT TWITTER

## MORE REST FOR THE WEARY

### KCT/TRADE UNION AGREEMENT LEADS TO CREATION OF REST AREA FOR CRANE OPERATORS

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Many of you may be curious about the two new blue and white cabin-type structures situated just south west of the canteen. Well, for those of you who haven't already investigated, those two structures house (1) the Delegates' Room and Chief Delegate's Office and (2) the Crane Operators' Rest Area.

The Union delegates play an integral role in maintaining stability within the workforce through numerous delicate negotiations with management. It is only fitting that they be equipped with a dedicated area in which they can meet and plan with maximum comfort and minimum disruption.



*Henry Lee - Managing Director, KCT (left) and Barrington Daves - Acting General Secretary, TUC open the door to the Delegates Room at the August 4 dedication.*

In addition to attending to the needs of the delegates, the facility also attends to the welfare issues of our Quay Gantry Crane Operators, by providing a rest area for use during their breaks. These workers perform a task which is definitely not for the faint-hearted. Imagine having to operate a crane from 57 metres off the ground, lifting loads of up to 65 long tons, with the utmost precision. Imagine, as well, working with the constant knowledge that one slip or lapse in concentration could cost lives or maybe millions of dollars to the company. Then finally, imagine having to do this on a 24-hour rotation which can have you working through the wee hours of the morning.

KCT has been mindful of these issues and, after many fruitful discussions with the trade union, has accommodated within its budget the facility to house both the delegates and crane operators.

The rest area consists of single beds, a refrigerator and eating area, all within an air-conditioned environment. In the words of Henry Lee, Managing Director, "this rest area is going to enhance the environment of our valuable workers."

Barrington Daves, Acting General Secretary of the Trade Union Congress (TUC), commended KCT on its ability to include both facilities in its budget. He made an analogy between the delegates and King Arthur and the Knights of the Round Table, who both needed to have a place to discuss things that were not going right and how to fix them. Of the rest area, he stated that "this is not a place to hide from work, but a place to get rest to go back to work."

We caught up with Ian Grant, crane operator, to get his view on the rest area. He welcomed the move as he feels that crane operators need the opportunity to rest during their breaks and the previous facility (Welfare Room) was at most times crowded and noisy, so one could not get adequate rest. He expressed the view that "this will lead to fewer accidents as operators will be more rested and better able to concentrate."



*Ian Grant - Quay Gantry Crane Operator*

*Compiled by Janet Smith  
PA to the Managing Director*

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Sharon Cain — Safety  
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## KINGSTON CONTAINER TERMINALS - WEATHERING THE STORM OF THE GLOBAL RECESSION

*Measures have been taken to hasten the return to previous levels of activity*

*“This sector is of vital importance for our prospects of moving the national economy after the global recession”*

*The challenges will not be a deterrent to becoming the only choice in the region*

The shipping industry, like all other sectors of the economy, has been struggling to remain viable in the midst of the global recession, with some players fairing better than others. As a matter of fact, some view this very industry as vital in spurring the emergence from this spiralling downturn.

KCT sees itself as one of the forces that will lead this recovery and as such has taken measures to not only minimize the downturn in its operations, but to hasten the return to previous levels of activity.

These measures have produced what one could say is the enviable result of a relatively small decrease in volume—8 percent to be exact—when compared with other terminals across the globe. Internationally, terminal operators have seen a decline in volume of between 15 and 29 percent, the hardest hit being, in Europe: Hamburg (29%), North America: Long-beach (27%), Miami (20%) and Asia: Singapore (18%).

Henry Lee, Managing Director, in making a presentation at the Jamaica Chamber of Commerce’s 8th Annual Customs Seminar on October 1, pointed to some of the measures responsible for KCT’s good performance. These include: (i) the spirit of cooperation between the company’s management and the union, who played a vital role in ensuring continuity of operations by a commitment to working out solutions (ii) the innovation of employees in providing improvements in efficiencies thus increasing cargo velocity as well as generating increased cost savings (iii) alliances created with shipping lines CSAV and CMA CGM to form the Grand Alliance, providing a new service for those lines servicing both north to



Henry Lee, Managing Director, making a presentation at the Jamaica Chamber of Commerce’s 8th Annual Customs Seminar at the Hilton Hotel in October 2009.

south as well as east to west traffic lanes and (iv) several general improvements to operations, including increased terminal capacity, cross-training of employees for greater flexibility and a reduction in

equipment dead time.

So remarkable was this achievement, that mention was made in the September 15 Sectoral Debate by the Hon. Mike Henry, Minister of Transport and Works. He commended the management of the PAJ and KCT on a stellar performance. Some of the reasons highlighted by Minister Henry for the positive performance were the cost-cutting measures adopted by the PAJ resulting in significant cost savings, the partnership undertaken with the Unions in re-negotiation of contracts, as well as the strategic location of the port.



The Hon. Mike Henry, Minister of Transport & Works, making his contribution to the Sectoral Debate in Parliament in September 2009. KCT was commended on its performance.

Minister Henry concluded his contribution to the debate by stating that “this sector is of vital importance for our prospects of moving the national economy after the global recession, into a path of meaningful growth”.

Despite the commendable performance thus far, Lee and his management team still recognize that the company is not yet out of the woods. Shipping lines are still predicting further declines for the first quarter of 2010, many of them having to take cost-cutting measures and seek additional financing in order to remain in business. Even major shipbuilders have reported a decline in orders for new vessels, having to resort to cost-cutting measures themselves, including staff reductions. All these factors will definitely impact on the volume of business that the company is likely to receive in the future.

KCT will not, however, let these challenges become a deterrent in its efforts to continue producing positive results and becoming the only choice in the region. Lee states that tough decisions will have to be made, but knows that he has a team on which he can count.

# KCT CONGRATULATES 1st JAMAICAN FEMALE TO GAIN PSP SECURITY QUALIFICATION

KCT has the distinct pleasure of having among its employees the first Jamaican female to receive the Physical Security Professional (PSP) certification. Francine Staple, Security Coordinator, expressed her delight at gaining the qualification on December 16 and feels that she will be able to more confidently assist in the assessment of security risks and threats to the port, as well as deliver enhanced training to contracted security personnel.



*Francine Staple, Security Coordinator, being congratulated by Henry Lee, Managing Director, on receiving her PSP qualification.*

Francine explains that this is one of the many 'firsts' that she has achieved. She was also the first female Port Commander assigned to the Norman Manley International Airport. When asked to express her feelings on this remarkable achievement, she said that this qualification is a little different to the others as "security is seen as a male-dominated profession and it adds excitement to know that the

glass ceiling has been broken in the industry. I hope that other women in this and other male-dominated professions will feel empowered to do the same".

Although admitting that the exam is challenging, Francine says that she coped quite well, as by nature she is an organized person. By arranging a schedule and putting in long hours studying,

she was able to overcome the problems faced.

Not forgetting for a minute to give credit where it is due, Francine took the time to express her appreciation to the KCT family for the many ways in which they assisted. Not only did the company provide financial assistance, but also took the time to enquire of her studies and give encouragement every step of the way. She expressed gratitude as well to ASIS International (Jamaican Chapter) for their invaluable support.

So, what's next for Francine? She proudly states that her application to pursue a Master's Degree in Security Risk Management at the University of Leicester has been accepted. Her thoughts are now geared towards preparations to achieve yet another milestone, which she has every confidence is within her capabilities.

*"Security has been seen as a male-dominated profession and it adds excitement to know that the glass ceiling has been broken..."*

# SAFETY PAYS

On Thursday December 2, 2009, the KCT Welfare Block Auditorium hosted the awards ceremony for Safety Wardens, long-serving employees with exemplary safety records and individuals whose safety initiatives resulted in benefits for the Terminal. The event was arranged following a recommendation by Henry Lee, Managing Director, based on significant strides which have been made regarding safety on the Terminal.

Wardens.



*David Holdham of KCT receiving his Safety Warden certificate from Sharon Cain, Safety Administrator.*

The ceremony was chaired by Basil Walker, HR & Safety Manager, and was attended by KCT staffers and representatives of the Shipping Association of Jamaica (SAJ). Walker stated that the number of reported accidents had fallen dramatically this year and attributed this decline primarily to the zero-tolerance approach towards safety violations, heightened safety awareness and the efforts of the Safety

Twenty Safety Wardens received certificates for training conducted by the Jamaica Fire Brigade. Plaques for long service with exemplary records were also issued and these went to Oswald "Ossie" McLeod, Eric Collins and Cedric "Tom" Sutherland. Damian Crossgill of KCT and Newton Brown and Derron Sur-

geon of the SAJ received special safety awards.

The management of KCT deemed it a privilege to recognize the dedicated, unstinting service and exemplary safety records of the awardees and looks forward to having many others buy into the idea that safety really pays.



*Newton Brown of the SAJ (left) being presented with a special safety award from Val Meeks, Employee Relations Manager.*

*Better safe than sorry!*



*Gateway to the World*

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**MISSION**

*To set the standard for world class service to our global supply chain customers through our people's passion for excellence.*

**VISION**

*Kingston Container Terminal is fundamental to the enrichment of the lives of the people and the economy of Jamaica. We are committed to preserving the environment while providing our services as a Gateway to the World for our local and international customers*

**CORE VALUES**

- Integrity*
- Fairness*
- Trust*
- Commitment*
- Accountability for the environment*

**THE ARTISAN TRIO:  
 CIVIL & FACILITIES GENERAL WORKERS**

They are part of the Civil & Facilities team of the Service Section. Who am I talking about? None other than Andre 'Bully' Beckford, Oneil 'Jonesy' Jones and Rupert 'Indian' Wilson. They are a team of aptly skilled workers, who employ creative thinking and manual dexterity to produce excellent workmanship, especially on the actual ground surfaces of the terminal. No doubt you have seen these hardworking gentlemen traversing the terminal.

The readiness and support of the Service Section (considered the 'blood system' of the terminal), is vital for good production and their aim is to contribute to the operations of the terminal. So, considering this, the Civil & Facilities general workers, a specialized trio, forms part of the terminal's



*The 'Artisan Trio', preparing for another day on the job. From left: Oneil 'Jonesy' Jones, Rupert 'Indian' Wilson and Andre 'Bully' Beckford.*

self-repair mechanism and contribute to the continuous improvement process of the terminal. They perform numerous roles such as inspectors, painters, forklift operators, to name a few.

'Bully' is the 'no-nonsense one, the creative thinker of the three. He pursues a task to completion without deviation, even if it may take a while.

'Jonesy', the planner and 'Mr. Fix It' of the team, is confident and decisive. He tends to display an immediate overall perspective on the task at hand.

'Indian' has the ability to discriminate between what is useful and what isn't and is at home with the details of his work. He is the organizer and spokesman of the trio.

Together, this dedicated, resourceful and punctual team has masterfully performed the task of striping (i.e. surface painting and road marking) of



*Rupert Wilson (left) and Oneil Jones carrying out the task of transferring crates for storage.*

the entire terminal i.e. North, South and West. They carry out equipment/building repairs, painting of buildings and installation of various items in a timely manner and many times go beyond the call of duty, day and night.

Needless to say, their excellent work has not gone unnoticed by managers and colleagues. Phil Wilkins, Service Section Manager, made no hesitation in saying "with constant care and focus they progress onwards. Even with set backs they produce a job well done, without any loss". Others have attested to their high level of professionalism and enthusiasm, which goes a long way in making everyone's job easier.



*Andre Beckford line striping the terminal apron. This is a tedious process involving a high level of accuracy.*

So, let's have a round of applause for this dynamic trio — Andre, Oneil and Rupert.

**CHEERS, CHEERS, CHEERS!**