

# BLNGema

NEWSLETTER

Quarter 3 | 2013

*"The white bellied sea eagle is a frequent visitor to our loading jetty. We must play our part in ensuring that this sea eagle remains a familiar sight, now and for future generations."*



## Sustaining ESP Through People



# MESSAGE FROM MD/CEO



Bismillahirrahmanirrahim.

Assalamualaikum  
Warahmatullahi  
Wabbarakatuh.

Warm greetings.

We continued to keep the momentum going in the 3rd Quarter of 2013 as various activities were carried out across functions and

departments. But most importantly, we all played our roles in upholding our status as a safe working plant. It is through such state of mind that we have achieved to date 22 million-man hours without any Loss Time Injury (LTI). On that note, I applaud all of you for this significant achievement.

On Process Safety, we again closed the quarter with no Safety Critical Equipment overdue Work Orders on both Preventive and Corrective Maintenance. This made a contribution to our PM and CM compliance with values of 99.5% and 84.6% respectively.

In the 3rd Quarter, we were also met with two festivities as we were greeted with the holy month of Ramadhan and Hari Raya Aidilfitri, in which we organized various activities. During the Hari Raya celebrations, members of the BLT organized a visit to the Community leaders. Furthermore, we also celebrated Hari Raya with the Mukim Liang community which, as with previous years, was met with delight from those whom attended. These activities are certainly a demonstration of the positive bond Brunei LNG have and will always share with our neighbors.

On the Change Journey front, time out sessions have been conducted at functional and departmental levels which included the distribution of the Change Journey booklet. Dashboards at activity levels were discussed to include both leading and lagging indicators with timeline which will be the basis for milestone monitoring of the key actions in each activity. I must commend the unwavering commitment displayed by the Change Journey Project Management Office (PMO) in proactively pursuing their goal in reaching the desired end-state for this journey.

As we come closer to the end of the year, I look forward to your continued support to ensure that Brunei LNG continues to be a top quartile organization – delivering safety, operational excellence and financial returns.

*“Coming together is a beginning; keeping together is progress; working together is success.”*

Thank you.

**Mohamad Hj Awang Damit**  
Managing Director/CEO  
Brunei LNG Sdn Bhd

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## 2013 ORPHAN DONATION DRIVE

On the 5th of July 2013, Badan Pekerja-Pekeja Islam (BPPI) Brunei LNG organized a Donation Drive for 127 orphans based in Mukim Liang, including children of former Brunei LNG staff. Gracing the event as the Guest of Honour and handing out the donations was the Managing Director/CEO of Brunei LNG, Mohamad Hj Awang Damit. An annual event, the donation drive is part of Brunei LNG's Corporate Social Responsibility endeavour, in extending a helping hand to its fellow community members that are in need. Being a part of the Mukim Liang community for more than 40 years, Brunei LNG will continue to remain committed towards similar ventures in the interest of the ensuring the well-being of the community in which it operates in.



## RAMADHAN GIVE-AWAY

On 25 July 2013, Brunei LNG held its annual Ramadhan give-away for staff members and business partners. There to hand out the goody bags were some of the leadership team members. Approximately 2,000 bags were given away, comprising of light snacks, cordials and fruits to be enjoyed during the fasting month of Ramadhan. Despite the anticipated crowd and heat, such overwhelming conditions were overcame with smiles and laughter with the event ultimately becoming a success.



# NEWS

## BRUNEI LNG, BGC & BST HOLD TAHLIL AT ROYAL MAUSOLEUM

On 1 August 2013, 46 personnel from Brunei LNG, Brunei Gas Carriers Sdn Bhd (BGC) and Brunei Shell Tankers Sdn Bhd (BST) organised a tahlil ceremony at the Royal Mausoleum, Jalan Tutong for the late parents of His Majesty the Sultan and Yang Di-Pertuan of Brunei Darussalam - Al-Marhum Sultan Hj Omar 'Ali Saifuddin Sa'adul Khairi Waddien and Al-Marhumah Duli Raja Isteri Pengiran Anak Damit. The ceremony started with the recital of Surah Yassin, tahlil and Doa Arwah which was led by Mohd Rifaie bin Haji Mohd Noor, Junior Guidance & Counselling Support (HML/321). Also present during the event was Mohamad Hj Awang Damit, MD/CEO of Brunei LNG and Hj Shahbudin Hj Musa, the Managing Director of BGC along with other senior officers and staff from the respective companies. The tahlil ceremony is an annual event that all three companies organise as a part of its religious activities during Ramadhan.



## KHATAM AL-QURAN

Organised by the Badan Pekerja-Pekerja Islam (BPPI), a Khatam Al-Quran was held on the 6 August 2013 at Brunei LNG canteen. Attended by Brunei LNG staff and business partners, the Guest of Honour was Brunei LNG MD/CEO, Mohamad Hj Awang Damit. A total of 23 participants took part in the Khatam Al-Quran. Upon the conclusion of the Al-Quran and Takhtim recitation, an event was also held to celebrate our new Muslim converts. The recitation of the Al-Quran, Takhtim, Tahlil and Doa was led by Mohd Rifaie Haji Mohd Noor, Junior Guidance & Counselling Support (HML/321), while the Dikir Syarafil Anam was lead by the Masjid Zainab Committee of Lumut.

## WARMING UP BEFORE HARI RAYA

On the 7 August 2013, a talk was held by Mohd Rifaie Haji Mohd Noor, Junior Guidance & Counselling Support (HML/321). Held at the Orchid room, the topic of the talk was “Warming up before Hari Raya”. The purpose of which was to share information about how to celebrate the festivities based on Islamic traditions. The scope of the talk included the true meaning of Syawal, appropriate practise to adopt before and during Hari Raya.



## BRUNEI LNG LAUNCHES CRUCIAL CONVERSATION WORKSHOP FOR EMPLOYEES

On 15 August 2013, Brunei LNG rolled out the Crucial Conversation workshop for its employees. It began with the first group that comprised of the management team and senior Head of Departments. The 2 days Workshop was delivered by a Master Trainer from Vital Smart USA, Beth Wolfson. Crucial Conversation training teaches participants how to: Resolve disagreements, build acceptance and overcome resistance, speak persuasively, not abrasively, about high stakes, emotional, or controversial topics, foster teamwork and better decision making, build team that work together and act with unity and conviction. The workshop which was held for two days at Brunei Asia Pacific Learning Hub (BAPSLH) in Seria received active participation and sharing of experiences. Two other sessions were scheduled for other groups of employees/leaders. A total of 80 employees were selected to attend this first wave of Crucial Conversation workshop. The remaining leaders in the organisation will be enrolled in the 2nd wave session that will be delivered by our own certified trainers by early next year. This is part of our continuous effort in ensuring that our employees are equipped with the skill in handling any type of conversation, and at the same time will improve the leadership quality of our leaders.



## BRUNEI LNG EXTENDS A HELPING HAND TO LOCAL RESIDENT

It came to attention of Brunei LNG that one of its fellow community resident had been in dire need of assistance. As a responsible member of the community and in the spirit of the Holy Month of Ramadhan, the company through the Badan Pekerja-Pekerja Islam (BPPI) had extended a helping hand to this family and consequently making his Hari Raya festivity a joyous one for his family. A family of nine, the family lived in a dilapidated hut with zinc roofing for walls and salvaged wooden planks for floors – has become unsafe, particularly in view of the number of people it houses. With the donations coming from generous Brunei LNG staff members, BPPI was able to collect a total of more than BND3,000.00 and large load of food supplies. Handed over by Hj Roslan (FSS), the family members were truly appreciative and touched by the generosity displayed. It is also pleasing to note that the government has already intervened and have placed the family to a government housing, allowing them to live comfortably, having access to basic amenities.



## DOA SELAMAT EVENT FOR BRUNEI LNG HAJJ PILGRIMS

On 13 September 2013, a Doa Selamat (Thanks giving prayer) for Brunei LNG Hajj Pilgrims was held at the Orchid Room. This event was to celebrate and provide blessings to those who were to perform their Hajj and to get blessing for journey to the Holy City of Mekkah Al-Mukarramah. The staff that are partaking in the pilgrimage are Ismail bin Md Noor (HSEO/3) and Dk Hazlenayaty bte Pg Sallehuddin (BPS/1). The guest of Honour of the event was Mohamad Hj Awang Damit MD/CEO of Brunei LNG and was attended by other staff members who were there to give their blessings. This event was organized by Badan Pekerja-Pekerja Islam (BPPI) and Doa was led by Junior Guidance & Counselling Support, Mohd Rifaie Haji Mohd Noor (HML/321).



## BRUNEI LNG SOLAR LIGHTS OFFICIATING CEREMONY

On 20 September 2013, Brunei LNG Sdn Bhd (Brunei LNG) organized its monthly HLP Fun Walk. Nonetheless, this particular HLP was like no other, as Mohamad Hj Awang Damit, Brunei LNG MD/CEO launched and officiated 16 Brunei LNG-sponsored Solar Lights, installed along the track at Bukit Karamunting (Karamunting Hill), an area often visited by tourists and locals alike. This sponsorship is a part of Brunei LNG's Corporate Social Responsibility (CSR) initiative in giving back to the community and the nation by supporting local tourism as well as in promoting renewable energy.



## INTERNATIONAL GAS UNION VISITS BRUNEI LNG



On 9 September 2013, representatives from the International Gas Union (IGU) made a working visit to Brunei LNG. Led by Mr. Torstein Indrebo, Secretary General of IGU and accompanied by Mr. Ho Sook Wah, Secretary General Malaysian Gas Association, their visit began with a courtesy call with Mohamad Hj Awang Damit, MD/CEO of Brunei LNG whereby both parties talked on topics of mutual interest. As part of their visit itinerary, a plant tour was also organized for the visitors to provide them a closer look of the company's day-to-day operations. This was followed by a gathering session with staff and Brunei LNG graduates who were treated with a presentation by Mr Indrebo. During his presentation, Mr Indrebo provided an introduction of the IGU, their mission, organization structure, challenges as well as their strategy towards 2020. This was followed by a Q&A session with the attendees.

## BRUNEI LNG AWARDS 1ST CLASS UBD GRADUATES

As per the company's annual Corporate Social Responsibility (CSR) endeavour, Brunei LNG once again extended its goodwill and congratulations to students that have achieved academic excellence with a prize money of \$1,000.00 for each recipient. The handing of the prizes was carried out during the Book Prize Awards for UBD First Class Honor Students which was held on 19 September 2013. A total of 12 students, the majority of whom were from the Bachelor of Science stream were selected for this year. As a company which has committed itself to contributing to the national aspiration of Wawasan 2035, such support is certainly in line with its commitment towards achieving one of the key pillars of this vision – Education.





On the 26th – 30th August, Brunei LNG hosted the annual Gas-GAME Ensure Safe Production (ESP) NETWORK MEETING that was held at Pusat Insani, Seria. This is the fourth edition of the network meeting and this is the first time it was held at a site (Brunei LNG). The theme of the meeting was Sustaining ESP through people with the objective to learn from other sites on how to sustain ESP. The participants of the network meeting for 2013 are sites from Brunei LNG, Brunei Shell Refinery, Hazira LNG private limited, Sakhalin energy investment company (SEIC), SMDS Bintulu, Qatar Shell GTL (QSGTL), Woodside Energy and GASCO.



During the 1st day of the meeting, the session was opened by Brunei LNG Deputy Managing Director (DMD), Dr Thomas Jenke. The 1st day session emphasized on site process on ESP over the past one year. On the 2nd day, the meeting focused on the IT supporting tools functionalities and use in relation to the ESP work process intent. Local lessons learned and concerns on technical proactive monitoring were also shared during this second day.

**by Zaeri Zolkefri (ESP site coordinator)**

# BRUNEI LNG HOSTS LNG VENTURE HSE MANAGERS MEETING



The LNG VENTURE HSE MANAGERS meeting was held on 23rd-26th September 2013 hosted by Pg Noralim Pg Ahmad, HSE manager, Brunei LNG. This was the first time for Brunei LNG to host such event and was facilitated by Shell Integrated Gas representatives at the Empire Hotel and Country Club. Among the Upstream Integrated Gas (UIG) sites HSE managers who participated were from Hazira -India,

Arrow Energy - Australia, Pearl – GTL - Qatar, China Gas Dvt - China and SMDS – Malaysia. The objectives of this meeting was to share best HSE best practices, active exchange of experience, improve the prevention of pitfalls and more effective use of resources, to build active relationship between peers to enable more efficient support for implementation and also to trigger opportunities for local competency



development. Among the delegates present during the meeting were Steve Beckett – SE& SP Integrated Gas Manager and Praveen Arora – UIG HSE Manager. The meeting provided an opportunity in terms of exposing and grooming young HSE professionals in organizing as well as presenting. On 24 September 2014, a mini cultural dinner was held at Polo Club, Grandstand 3 welcoming the delegates and introducing them to Brunei's culture

and cuisine. The second day meeting was held in Brunei LNG which included a site visit to the plant. The meeting ended successfully and the HSE managers are looking forward for an active network which eventually can contribute to a more effective HSE approach in the LNG business thus helping us to achieve Goal Zero.



**by Hayatul Aqidah Eusoff (HSER/7X)**



## HARI RAYA WITH THE MUKIM LIANG COMMUNITY 2013

On 5 and 6 September 2013, Brunei LNG held its annual Hari Raya visits to the Mukim Liang community leader's houses as well as organizing an open house for the Mukim Liang community respectively. For the latter, it was held at the Liang Lumut Recreation Club (LLRC) and was led by Mohamad Hj Awang Damit, Brunei LNG MD/CEO. The turn-out of the event was indeed sizeable with members of the public continuously joining in the festivity from its commencement until the end. Aside from the community members, among the attendees also included Brunei LNG staff members, business partners, the government sector as well as representatives from other companies. The day was greatly festive as both children and adults made their way to the multipurpose hall to enjoy the food and beverages from the various food vendors available. The attendees were also treated to a 'lucky dip', with a number of those participating winning numerous prizes. Held annually, both events was not only organized to observe the Hari Raya festivity, but was also a way for Brunei LNG to develop its relationship with the community leaders as well as with the community residents as it provided an avenue for both parties to mingle and interact with one another. As with past events, the 2013 house visits and open house was indeed a success and Brunei LNG certainly intends to continue on with this tradition for many years to come.





## BRUNEI LNG HARI RAYA CELEBRATION 2013

Here we are again during that festive time of the year where the whole nation celebrates Hari Raya in the month of Syawal. Our management has invited all staff to celebrate this joyous occasion together and they would visit different areas of the building to greet the staff.

The building and most offices were decorated beautifully brightening up the place. Both management and staff would dress up in their beautiful Baju Melayu flooding the place in a sea of colours. Nostalgic Raya music being played in the background as the aroma of scrumptious food makes it way to all around the NMSC management building, APM, warehouse, control room and block D/E area.

# HSE Technical Visit to Bintulu



As part of the change journey on learning from others, selected members of the HSE Focal Group members and HSE graduates recently went for a 2 days technical visit to Shell Middle Distillate Synthesis (SMDS) and Petronas MLNG in Bintulu on 18th-19th September 2013. The HSE technical visit provides an opportunity for the HSE focal groups and graduates to learn best HSE practices from others sites within Borneo that has similar work environment and culture. Among the topic discussed at both sites includes HSE Work Group (a similar approach to Brunei LNG HSEFG), E-PTW system, environment matters,

consequence management and emergency response. This visit at same time helps the group to appreciate our Brunei LNG best practice to date and the knowledge gained also helps to improve existing practice to enhance its sustainability.

The visit also provide a chance for the HSEFG to exchange HSE knowledge and build networking stream with other HSE young professionals. The visit also includes a general plant tour which gives the opportunity to the team who has a project on safety signage improvement - to oversee how their Safety Signage are placed in both SMDS and MLNG.

In showing their HSE leadership, both HSE managers from SMDS and MLNG were present during our visit and spend their time sharing their safety values, experience in managing HSE.

HSE focal group (HSEFG) are representatives from each function and Business Partners and are restructured in 2013, the group are divided into 5 teams- each having a key project of their own.

Among the project includes:

1. Safety Signage Improvement
2. Behavioral Safety 1
3. Behavioral Safety 2
4. PAKAT Improvement
5. Traffic Control improvement

**by Azariah Rosli (HSER/61)**



# The Importance of Motivation

by Mohd. Rifaie bin Mohd. Noor (HML/321)

In our daily lives, it is arguably natural for all of us to want to get motivated with the interest of achieving maximum results in the tasks or activities that we carry out. As such, it is safe to say that motivation is key to achieve such success. Furthermore, it is with motivation that may instil a sense of excitement towards carrying out our jobs. The identified factors contributing to such motivation are as follows:

## 1. Internal Factors

**A.** Needs. Needs are natural desires for individuals which are to be fulfilled. It is through such feelings that often drives oneself to accomplish a particular task or job. This in turn may instil a sense of motivation, hence encouraging an individual to push themselves to work.

**B.** Hope. Similar to needs, one's hope for success – depending on the extent – may also drive oneself to do better with the desire to achieve a goal.

**D.** Personal Development. The acknowledgment of one's potential to develop further both personally and professionally may drive an individual to want to do better.

**C.** Satisfaction. The more motivated a person is at work the better they are likely to perform and advance. This leads to a higher rate of satisfaction in the work place.

## 2. External Factors

**A.** Workplace Conditions. The organization must provide opportunities to satisfy the needs of its employees to ensure a motivating environment in the work place. Such needs, among others include the need for affiliation, the need for security, the need for achievement and the need for recognition.

**B.** Incentives & Rewards. Rewards are intended to align employees with organisational strategy by providing incentives for employees to act in the employer's interest and perform well over time. Having an effective reward system which rewards employees accordingly and fairly is vital in pushing an individual to be more competitive and driven to excel in their work.

**C.** Corporate Values. The value adopted by an organisation is also a factor which can contribute to an individual's motivation. Through the adoption of an inspiring, consistent and encouraging corporate value, this may instil a sense of encouragement to staff members to want to do better in the interest of achieving the organization's goal.

**D.** Challenges in the workplace. While hardship may often discourage some, it is through challenges that may push an individual to want to triumph over obstacles that he/she is facing.

**E.** Corporate Consequence Management Policies. Through stern consequence management policies, it is also arguable for this to be a motivating factor as a fear or concern of such policies may encourage an individual to abide by the rules, hence working harder to ensure his/her work is compliant to business ethics of the company/organization.

**F.** Leadership. There is a strong correlation between the leadership style and the motivation. For instance, when a leader really trusts his/her teammates, he/she exerts minimum or no supervision at all, after giving them general guidelines and guidance. This has a corresponding positive effect on the team, who become self motivated and this self motivation in turn triggers their creativity to come up with different approaches to solve a problem freely. In such a case, not only the workers will work more diligently, but would also try to come up with different solutions to increase the productivity.

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