

# BLNGema

## NEWSLETTER

Quarter 1 | 2014

*"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."*



# MESSAGE FROM MD/CEO



Dear Colleagues,

Bismillahirrahmanirrahim

Assalamualaikum Warahmatuallahi Wabarakatuh/ Warmest Greetings

The first quarter of the year has passed and I am pleased to note that we have maintained a reputation for being one of the safest places to work. With great pride, I would like to express my gratitude to everyone in the organisation on our achievement of 25 million manhours without Lost Time Injury (LTI) and 4 Million manhours without Total Recordable Case (TRC). This significant achievement signifies the continuous commitment and dedication from everyone in the organisation for safety and Goal Zero. Such milestone is not only beneficial to us as employees but also for the community and our neighbours. We are committed to ensure

that the safety of our people, operation and our stakeholders is paramount.

At this juncture, I would like to stress the importance of compliance to the 12 Life Saving Rules (LSR). These rules are meant to ensure your personal safety as well as those around you. The right commitment on compliance, demonstrating the behaviour and attitude towards safety is critical in our journey to achieve Goal Zero. In raising the bar on safety milestone recognition, Total Recordable Case (TRC) will be our indicator.

We have seen already some the positive effect of Change Journey and to ensure its sustainability, the Extended Leadership Team reflected on the Change Journey progress and look at the priorities for 2014 and beyond. The 2014 Change Journey booklet was produced and distributed to majority of you in the organisation through the Town Hall and Poster Sessions.

Let's get our spirit for success together in our effort to reach Goal zero and our aspiration towards a high performing organisation.

Thank you.

*Together We Work as a Team for a Sustainable Future.*

Regards,

**Mohamad Awang Damit**

MD/CEO

Brunei LNG Sendirian Berhad



## CHANGE JOURNEY

- **Quick recap: “Why a Change Journey in Brunei LNG?”**

We are renowned as the pioneer in the LNG industry and have been in the business for more than 40 years. We have set various benchmarks in this LNG business and maintained our reputation as the most reliable supplier of LNG without missing a single cargo delivered to our customers. This has made us a *Preferred LNG Supplier* among our long standing customers. With these achievements, there is need to maintain this reputation for more decades to come.

Change Journey is a vehicle that helps us to maintain that reputation and move us from point A to Point B where we aspire to be: A High Performing Organisation; Leaders of all levels; Learning Organisations; Cost efficient; Ownership Culture; Fully Realisation Bruneianisation; Collaboration with Contractors; and Asset fully rejuvenated and 100 % functionality. Zero tolerance to non-compliance to Code of Conduct; continuously achieving Goal Zero – no leaks, no harm to people; high reliability and availability of our plant; and people development and fully realised Bruneianisation are the foundation for our journey in pursuit of becoming high performing organisation towards 2017.

- **Plan of Action for 2014**

At present we are moving towards point A+. In order for us to get to Point B, we have to anticipate some changes, thus this requires us to revisit the plan and redefine of what we need to achieve in 2014 point A+.

In complementing the activities of Change Journey 2014, a New Work Culture- LIFE was launched.

**LIFE**, a collection of demonstrable behaviour that stands for *Lead, Improve, Focus and Engage* is our new sets of work culture that we believe to be important which will support our journey from point A to Point B. It is Brunei LNG's identity that we want to be known for, and it complements our core values HIRE (Honesty, Integrity, Respect, Excellence) and leadership attributes of AGCP (Authenticity, Growth Collaboration, Performance). This new set



of behaviour will be applicable to all staff and some contractors.

The **LIFE** itself has its own motto such as *Lead* - Lead by Example, *Improve* - Continuous Improvement, *Focus* - Deliver our promises and *Engage* - Connect with others.

What's important to note, **it is our LIFE** but **NOT**: To replace the Core Values of AGCP; A new concept (just extending our core values in our current behaviours; HR driven but rather embraced by all leaders and staff to reflect Brunei LNG identity.

The implementation of all activities in Change Journey is completed via the 5 Work Streams namely: the Assets Integrity & Process Safety (AIPS); HSSE and SP; People Work Culture & Leadership; Maximise LNG Revenue; and Cost and Contracts. The following gives an overview of how the 2014 Plan of action was developed.

The initial proposals came from various sources like works streams, departments, functions, project list, business improvements, legislation, etc. Then the initiatives were screened based on criteria by looking at the impact, cross-departmental content, link to change journey and prioritisation made during the EBLT away day. Each initiative is assigned to one of the five Change Journey work streams, in which the accountability for delivery of most initiatives is with a manager and governed by one of the existing

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governance bodies like Project Management Team (PMT), Project Leadership Team (PLT), Brunei LNG Leadership Team (BLT), Programme Management Office (PMO).

Therefore, the implementation of the 2014 plan is different from how we did it in 2013. What we do is to make sure that we link activities to Managers who are accountable for the execution of those initiatives. They have to make it work. And governance will be as much as possible by existing governance bodies. The Work Streams are the cross-functional groups of people who oversee the overall progress of the activities and will act as a Think Tank.

- **Way forward and how you can contribute Tasks in GPA (discuss with supervisor)**

As you know there is no full time staff for implementing the Change Journey activities. It is all of us in the activity groups within the Work Streams who make it happen. To make sure that we deliver the activities that are part of our Change Journey it is crucial that your tasks are captured in your GPA. The mid-year review will provide an opportunity to review the progress and update the GPA if required.

- **Change Journey Booklet 2014**

The publication of the 2nd issue of Change Journey booklet has just been published. This booklet will help everyone to identify and understand the action plan for 2014 and towards 2017.

- **Poster Session**

In ensuring that all staff will be engaged and updated on Change Journey, poster sessions have been scheduled for all departments within Brunei LNG. The session will enable all staff to increase awareness on the 2014 action items on Change Journey that will be exhibited through poster and delivered by the respective 5 Work Streams representative.

- **Business Improvement Initiative**

The BI Awards were presented at the second Town Hall session held on 12th March 2014. The winners who contributed towards work efficiency, safety, cost-saving and productivity were:

Awards	Title of BI Initiatives
Gold	Process Alarm Distributed Control System
Silver	Customised Security Training
Bronze	Log-Out Tag-Out (LOTO) Improvement
Honourable Mentioned	Conversion of HSSE and SP Induction Package into articulate e-learning package

Other staff are encouraged to participate in this initiative. It was reminded that any BI initiatives or projects are required to be recorded in the "Bright Ideas (BI)" portal which is accessible in the Brunei LNG website under Application & Tools. Any improvement initiatives or projects that are not recorded in the portal will not be eligible for the BI Award or the MD Award selections. In order to progress BI Initiatives in Brunei LNG, the EBLT has endorsed for the formation of a BI Focal Group and also known as BI Ambassador (BIA). The group aimed to:

- Monitor the progress of any BI initiatives/projects in the Department, to ensure these are carried out to completion
- Highlight the BI activities in the line and to keep track on the status of the initiatives
- Ensure that BI is included as an agenda item during the departmental weekly meeting
- Engage and involve in meetings for BI initiatives/projects in the Department
- Empower others in the department to do a few BI initiatives/projects per year

If you are interested to be the Focal Group or the BIA for your function please contact Jackie Kwong - HCO/1 at 5889.

- **Who to contact on Change Journey?**

Please contact Ali Noordin Hj Md Diah (HC0) at 8343 for any Change Journey related matters.

## CORPORATE ACHIEVEMENTS HIGHLIGHTED AT NEW YEAR GATHERING EVENT

On 9th January 2014 a New Year gathering was held in the plant aimed at highlighting and celebrating our performance and achievements in 2013. Present at the special event together with some members of the employees and contractors' staff was the Managing Director/CEO Mohamad Awang Damit.



The Managing Director/CEO in his remarks began with acknowledging the dedication and hard work shown by our employees that contributed to the success of Brunei LNG in 2013. In the area of HSE and Goal Zero, Brunei LNG have maintained the excellence HSSE record of 44 years of establishment and at the same time complemented with achieving more than 23 million man-hours without LTI. In addition to this, for the first time in the history of Brunei LNG, we were awarded with the Shell's Make it Safe Award. This award is the testament of our commitment in making our assets safe every day, meeting the 90 percent of the minimum requirements of calculative level in Asset Integrity- Process Safety Management (AI-PSM), and also the successful recertification of or GAS-GAME (GAS - Global Asset Management Excellence) at calculative level on all modules.

In our efforts to implement our Change Journey initiatives, various action items have been achieved. It was recorded that almost 80 percent of our planned actions for 2013 Change initiatives in our Change Journey have been delivered. As part and parcel of those action

items, we have implemented an Accurate Ranking Process with changes in ranking pools, ranking panels and the introduction of "IPR Feedback Form" using the two dimension 9-box model that focuses on deliverables and behaviours. In terms of staff recognition, we have launched the annual prestigious MD/CEO Excellence Awards to celebrate the sustained, exceptional performance and accomplishments by staff. This award is meant for those who made most considerable contributions to a project or organisational significance. On top of that, we also enhanced our Employee Value Proposition by introducing the "9/80" Flexible Working Hours beginning January 2014.

On process safety, we have no overdue Work Orders in Safety Critical Equipment. This is contributed both in terms of Preventive (PM) and Corrective Maintenance (CM) with a recorded value of 99.5% and 84.6% respectively. Equally important to highlight is the introduction of Thermal Imaging Technology for the Fight against Hydro Carbon

(HC) Leaks. This has assisted the organisation particularly the operation in identifying the exact leaks location and take the necessary mitigation for safe operation. Complemented to this achievement, one significant improvement that we witnessed was the efficiency of work delivery, safety, quality and cost in the Major Turnaround 2013.

Despite the achievements and dedicated efforts made in 2013, we however only managed to achieve 203 B cargoes against a targeted 205 B cargoes delivery to customers at year end. It was learned that the shortfall was not only limited to gas supply disruption but also on the plant side with reduced reliability and availability. Furthermore, our performance statistics on HSSE proved to be fragile as two RAM4+ Potential Severity safety incident and one API environmental incidents recorded.

The MD/CEO concluded his remarks by highlighting some of the few expectations for this year, in which among them are: Safety: Goal Zero target; No harm to people, ensure our assets and operation are safe, minimise the impact of our operation to the environment; Uphold our core value: Honesty, Trust and Integrity; Comply to Codes of Conduct, Laws, Policies as well as Business Processes and Procedures; Continue our commitment and support towards Change Journey; and ensure our people are competent and motivated.

## MKJB STUDENTS GAIN VARIOUS SKILLS FROM INDUSTRIAL ATTACHMENT AT BRUNEI LNG

Last year, 12 students from Maktab Kejuruteraan Jefri Bolkiah (MKJB) underwent an industrial attachment at Brunei LNG. Each of them was assigned for six months under Static and Rotating Department.

After the completion of the six months period, they

were asked to deliver a presentation on their learning. A presentation was held at Prestige room with the present of their respective trainers and course instructors.

The followings are some of the comments made by the students from this industrial attachment.



*"I was assigned to the Mechanical Maintenance Utilities, static supervised by Aminuddin Hj Muhammad and guided by senior technicians and contractors. I have learned a lot such as replacing filter cartridge, cleaning strainers, installing and re-installing safety valve and mostly worked on replacing sightglass at stork boiler, waste heat boiler and HRSG (Heat recovery steam generation). At the end of the session all industrial attachment students under mechanical maintenance received our completion certificate and what made me proud was that I was recognised as the best industrial attachment student. I would like to thank my supervisor, senior technicians and contractors and not forgetting HCD staff especially Hj Matusof and Hj Suhaili who always guide and teach me during my industrial attachment. I have exposed myself in oil and gas industry and gained more experiences working with them."* – **Jennifer Tan Ai Ping, Plant Engineering, MMU-Static**



*"I was attached with MMP static department during my six months attachment in Brunei LNG. I have gained experience on maintenance and servicing equipment such as valves and smith lock, replacing filter cartridge at AMDEA vessel, spading and despadding flange, pigging inspection, install sleeve packing on sight glass, cleaning and top up the carbon mol sieve vessel and thread piping fabrication and connection. The attachment has also given me the opportunity to learn various valves that are available in the plant such as: ball valve; gate valve; globe valve; control valve and safety valve"* – **Nurshazwani Moheddin, Plant Engineering, MMP-Static**



*"I was assigned under the Maintenance Management Workshop for rotating equipment department, supervised by Haji Zaini Haji Dullah. I have learned mostly in hands on overhaul activity of rotating equipment such as critical or non-critical pumps, nitrogen compressor, governor, Marley gearbox and regulating valve. I have also been exposed on balancing pump rotor, stork boiler fan, compressor and turbine rotor at Brunei LNG and COGEN workshop. My presentation was on nitrogen compressor, where I learned how to overhaul compressor, and maintain it. My learning proved that the continuous maintenance of this equipment is vital in producing LNG."* – **Siti Umamah Ibrahim, Plant Engineering, MMW-Rotating**



*"I was attached under the Mechanical and Maintenance Department supervised by Koh Chin Meng. During my Industrial attachment, I was exposed in Overhauling safety valve, relief valve, safety relief valve and vacuum valve. I was also exposed to machining parts of safety critical equipment. Recently, I was fortunate to assist float test at Boiler 3. It was such an interesting experience"* – **Sharifah Noriqlimah, Mechanical Engineering, MMW-Static**



*"In the 6 months period at Brunei LNG, I have learned about loading arms and some of the processes that are available at Brunei LNG. I was exposed with hands on activity in removing and installing RV, replacing chain conveyer (LPG), replacing push rod & stand jack, overhaul push rod and safety valve"* – **Izzah Hazimah, Mechanical Engineering, MML-Static**

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## LOT WORKSHOP BEGINS FOR NEW LEADERS

Leaders in Brunei LNG have been selected and enrolled in the Leader of Team (LOT) workshop. Those registered in this course were selected based on the criteria given by Shell. This Leadership programme is designed to support and accelerate the In-Role Development of Leaders (SG4 and below) transitioning from an individual contributor role to leading a team for the first time in Shell. The programme that covers all elements of the Leadership Attributes in the Leader of Team's daily operational context is mandatory for all new leaders of teams who are

- A Front Line Leader of individual performers **for the first time in Shell**
- SG 7 – 4
- Appointed to supervisory role within the past six months
- An employee of any Shell businesses and functions

Apart from above described mandatory enrolment criteria, in some cases the following leaders may participate in the Leader of Teams programme-

- New supervisor who meet the criteria above, but were appointed during 2011 and have not participated in Front Line Leaders.
- Staff who are not formal supervisors (as shown in



Shell People) but have a non-formal and clear leadership accountability in their current role (e.g. Supervisors of contractor staff, Project Leaders, Temporary Supervisors).

More than 40 leaders and supervisors in Brunei LNG have been identified eligible for this leadership training. Two batches of participants were allocated in this training delivered by BAPSLH trainer Hj Mahmud Masron.

This Leaders of Team programme consists of 5 modules split within a 3 year period. Modules are: *Foundational Leadership, Deliver Performance, Lead Authentically, Grow Business Value, and Collaborate at Pace.*

The first batch of LOT participants in Brunei LNG started in Q3 last year with Virtual Learning stretched over a 10 weeks period. The first module was a Face to Face 3 days training on Foundational Leadership in December 2013. This workshop also witnessed the appearance of two experienced leaders Hjh Zainab M. A Omar Human Resources Manager and C J Lai, Finance Manager who kindly shared their leadership experiences throughout their career within the BSJV Companies.

At present, participants are engaged with the next modules Deliver Performance virtual learning sessions and consequently with the rest of the modules. This LOT participants are expected to be graduated sometime in May 2015 with the Collaborate at Pace module as the final session.

The enrolment of leaders in this programme is hoped to provide the skill set as leaders in the organisation and subsequently applying them at work as in –role development. This is one of the many contributions that the organisation committed to do to ensure that we are at the right track towards a High Performing Organisation.

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Overall comment concluded that Brunei LNG is a well known company in the oil and gas industry where they could experience lots of theoretical and practical activities. They learned new things from industry experts and gained various skills that they could not

have achieved just from studying at college alone. Brunei LNG is considered as an excellent place for technical student to learn and gain knowledge on engineering, especially on the job training. Also more importantly, safety is always the priority of Brunei LNG's operation thus make it a very safe place to work.



## ENHANCED LEADERSHIP SKILLS THROUGH CRUCIAL CONVERSATION TRAINING

Crucial Conversation Workshop continues with the enrolment of remaining leaders and some individual performers in the organisation for 2014 and beyond. At present, more than 150 leaders and supervisors have been trained in the Crucial Conversation Workshop since it was first launched in September 2013.

Crucial Conversation is a discussion between two or more people with high stakes, varying opinions and strong emotions. If this kind of discussion was handled poorly or ignored, it would result in strained relationship, depressing results and poor productivity.

Crucial Conversation Training is a two-day course that teaches skills for creating alignment and agreement. The training provides participants some skill set in handling crucial conversations at personal and professional level by:

- **Fostering open dialogue** around high-stakes, emotional, or risky topics—at all levels of your organisation.



- **Learning how to speak and be heard** (and encouraging others to do the same), you'll surface the best ideas, make the highest-quality decisions, and then act on your decisions with unity

The rolled out of this Crucial Conversation Workshop is part of the Organisational effort in enhancing the Leadership Skills for leaders in Brunei LNG. It is also one of the action items of our Change Journey initiatives. In the 2012 Shell People Survey result indicated that under the Diversity and Inclusion, high numbers of staff in Brunei LNG reluctant to speak up, and there is a possibility that this could link to Crucial Conversation. In addition, under Organisational Leadership, two issues were highlighted where leaders showed less personal interest in staff development & progression, and changes in organisation affecting individuals are not well communicated. Furthermore, as we are in the transition of Change Journey to become a High Performing Organisation, investing in our most valuable asset "Our

People", will be an integral part of the overall People Strategy agenda and in building organisational capability in the future, and having a fruitful Crucial Conversation thus becomes one of the most important sessions that would help shape the people in Brunei LNG.

The first wave of the workshop involved the Extended Business Leadership Team (EBLT) and some senior Department Heads who were trained by the Master Trainer. Consequently, we had the opportunity to acquire the Master Trainer to deliver the workshop for our Train the Trainer session. A total of 9 internal trainers were enrolled and certified in this who subsequently trained the remaining leaders and supervisors in Brunei LNG. Feedbacks revealed that participants had great experience from this workshop and were able to use the skill in time for the IPR review and feedback sessions, which is one of the ultimate purposes for the roll out of the workshop that could enhance the leadership skills for leaders in Brunei LNG.



## TANK 6 PROJECTS: ON TARGET COMPLETION FOR 2015

As part of Brunei LNG's Rejuvenation projects and preparation for a more sustainable business for many decades to come, the Tank 6 project in Brunei LNG shows a good progress towards its targeted completion in 2015. The Project aims to complete construction of a new 120,000 m<sup>3</sup> (net working capacity) full containment of LNG Storage Tank, associated facilities and incorporated into the existing Brunei LNG operating asset.



There are quite significant business cases raised for the approval of this project. Among others are: the changed of LNG shipping fleet configuration from B class (74,500 m<sup>3</sup>) to A-Class carriers (145,000 m<sup>3</sup>) that directly requires an increasing overall net storage volume; to avoid Tank tops in the event of increasing production with limited capacity; to avoid Tank bottoms in the event of prolonged gas supply disruptions; Change in the buyer's configuration and contractual requirements that requires tighter supply of LNG to the agreed Annual Delivery Plan (ADP).

Although the project had started earlier, Front End Development work accelerated from Q3 2011 onwards. Since then it showed a smooth progress as plan despite facing some anticipated risks and experienced some challenges throughout the work in progress. Among them are the location of the new tank that is in close proximity of a live plant with given limited space availability and close to community and other neighbours. Moreover, other ongoing projects are also concurrently held in the plant that made the situation exhaustively busy. The limited availability of quality resources added with a strong drive of Local Business Development

(LBD) also pose a greater challenge to this project.

The Final Investment Decision was taken mid 2012. This helped the project to progress further in the mobilisation and the laying foundational work sometime in end Q4 2012 and Q1 2013. This led to the successful initiation of civil and structural work for this project.

With this progress, on 5th February 2014, the project team achieved another construction milestone with the successful installation of air rising roof for the NEW LNG TANK T4106 Project. This is a significant milestone for Brunei LNG in dealing with major project that complemented with the achievement of 1 million manhours at Goal Zero early March 2014. This significant achievement is resulted of an excellent team work over the past several months. With the full support and collaboration of all involved this project will show a promising future to complete by Q3 2015.

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HC, Corporate Manager Hjh Zainab presented the certificate of appreciation to the ITB faculty member who have tirelessly contributed in delivering this Foundation Certificate Program in Plant Engineering with full dedication and commitment ever since its inception and collaboration in 2006.

The student's representatives, Sivakumar and Safuraa,

gave an emotional address of their up and down learning journey through season of joy and time of struggle. They expressed their deepest appreciation to the Brunei LNG management for the employment opportunity given to them, the guidance from the instructors and the ceaseless support from the parents.

The graduation ceremony were graced by the graduate's parents and guardians which give a personal touch to the night and elevate the joy of achievement to the fullest.

## BRUNEI LNG HOSTS THE 7TH BORNEO LNG CONFERENCE

It was a productive sharing of knowledge and experiences at the 7th Borneo LNG Conference hosted by Brunei LNG. The event took place at the Conference Hall, Rizqun International Hotel on 24th to 26th January 2014 with a theme *"Enhancing Collaboration within Borneo LNG Plant to Improve Performance"*.

The conference was officially opened by Senior General Manager Plant Hj Mohammad Jaya. In his welcoming remarks he appreciated the commitment made by those delegations from Malaysia LNG (MLNG) and Bontang LNG in accepting the invitation in the 7th Borneo LNG Conference. The commitment was a testament to the established cordial relations that the 3 LNG Companies have fostered over the years through formal and personal interactions. It was also believed that the continuous rapport among these companies could explore further avenue for co-operation.

Hj Mohammad further highlighted that the role and place of gas on the global energy arena has strengthened in past decades and is widely recognised as the key



fuel for meeting the challenge of rising energy demands. In Brunei LNG, the needs to adapt well in a changing business environment and the continued efforts in investing for the future have been anticipated. Besides focusing on the rejuvenation of the hardware, the software elements also continue to remain relevant especially the people and process. Addressing these at once with our Asset Rejuvenation Programme would enable us to align with the performance of latest and more efficient LNG plant, thereby sustaining our position as an industry Top Quartile performer.

A total of 18 working papers covering issues of mutual interest were presented from respective organisations in line with this year's theme. Among those that captured attention were the customised leadership programme called "ALIM" from MLNG and the Outstanding Performance Achievement in SHEQ & Community Development from Bontang LNG. Other interesting topics presented were War on Leaks from Brunei LNG, Machinery

Control Reliability Improvement Through Innovation from MLNG and Maintaining Reliable Black Out Start Up System in PT Badak NGL.

Complimentary for delegates, a spouse programme was organised visiting places of interest in Brunei Darussalam. Among those places visited were Agro Technology Park in Rimba, Royal Regalia, Brunei Museum, Water Village and Jame Asr Hasssanal Bolkiah Mosque. In congruent to the spouse programme, a friendly golf tournament was also held at the Empire Golf and Country Club that ended with Bontang LNG as an overall Champion.

In mesmerising the event, on 26th January 2014, delegates were celebrated with an informal closing dinner hosted by Brunei LNG. A closing remark from respective MD/CEOs highlighted the event and complimented with the stage performances from respective organisations. It was also revealed that the next host for 8th Borneo LNG Conference and Games will be the MLNG.



## OUR CONTINGENTS SHOW PRIDE & PATRIOTISM AT THE 30TH NATIONAL DAY

On 23rd February 2014, more than 100 employees of Brunei LNG participated in the colourful celebration of our 30th National day of Brunei Darussalam. Led by the Managing Director/CEO Mohamad Awang Damit and accompanied and supported by the Management team, our contingent was proudly represented with traditional Malay dress costume with a mini flag walked past the Royal Dias. It was an exciting and historical moment for most of us under the hot and sunny Sunday. Our participation this year was grandeur as we were not only marched past but also had the opportunity to contribute in the overall performance of this memorable and colourful event. More importantly, the celebration commemorated the 30th Anniversary of our Independence Day and we had the opportunity to show our pride and patriotism to the nation.



**George Wong**  
(HCD/22)

*It was an honour and privilege in supporting the Brunei LNG contingent in the National Day Parade. Our unique attire with the Daster and Sinjang for the march past in harmony steps, flag waving and cheering under the sweltering sun, air of excitement with deep sense of patriotism and great sense of gratitude to all the blessing bestowed upon the nation and its people. I pray that the triumphant spirit of the Generasi Berwawasan ever rise to meet the challenges of the ages.*



**Kassim Kamis**  
(FFC/41)

*Despite the hot weather, we continued to show our patriotism in the performance. Wearing the traditional Malay Costume "Baju Melayu" with "Daster and Sinjang" really added to the pride and patriotism of our participation in the 30th National Day celebration. Thank you for giving me the opportunity; it was a very memorable experience that I will always cherish.*

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## BRUNEI LNG PLANT WIDE AND OFFICES CLEANING CAMPAIGN 2014

By: Alina Haji Perudin (HSEA/2)

On 5th March 2014, HSQ function via HSEA dept organised Brunei LNG plant wide and offices cleaning campaign. The event was launched by our MD/CEO, Mohamad Awang Damit.

In his speech at the opening ceremony, he said that the campaign



aimed to clean up rubbish hot spots in the plant as well as to perform housekeeping at various offices. It was hope that by doing this, we will endure environmental sustainability, promote environmental awareness and restore community pride within Brunei LNG.

The Campaign received great support from the management team who also participated in the cleaning up rubbish with staff. Common wastes that were found in the plant were plastic bottles, zebra tape, wooden debris, rags, and torn labels, scaffolding wiring, canvas and food wrapping. Meanwhile from the housekeeping at various



offices, more than 70 bags of paper were collected.

It was reminded to all staff that good housekeeping should be continuously practised. This is important in keeping Brunei LNG clean at all times to ensure a conducive and healthy workplace.

## OTPS 2012 TRAINEES' GRADUATING WITH EXALTED JOY

By: George Wong (HCD/33)

On 15th March, 2014, a graduation ceremony was held at the Royal Berkshire Hall for the 24 new Operative Technician Progression Scheme 2012 trainees, the largest group to date which consists of 5 female trainees in the midst of their male counterpart.

Chairman of the organising committee, Pg Dr. Haji Mohammad Esa Al-Islam bin Pg Hj Mohammad Yunus congratulated the 24 graduates for their excellent academic achievement. He expressed his appreciation to the quality of training provided by the two institute namely the ITB and Brunei LNG for the milestone achieved ever since the collaboration began which dated back to 2006. These graduates over the years will play a very significant part in achieving the Wawasan 2035.

The guest of honour for the event, Deputy Managing Director, Thomas Jenke reiterated that "Brunei LNG is committed for continuous sustainable energy for Brunei Darussalam's prosperity and will put all resources and best effort to develop the human capability to the highest quality. He urged all graduates to prepare for behaviour changes in realising their aspiration and ambition, to take pride in their profession and cultivate the intrinsic value of business integrity, responsibility and accountability in all of their actions.

The guest of honour then presented the Plant Engineering Certificates to the new graduates, including the best student award to Sivakumar Devaraj M Veerasamy, Mohammad Nabeel bin Zeferi and Sharifah Atikah bte Wan Zainal Abidin.

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## PRIME MINISTER OF THE DEMOCRATIC REPUBLIC OF TIMOR-LESTE MAKES SPECIAL VISIT TO BRUNEI LNG

By: Ashady Bolhassan (LCE/3)

As part of his 3 day official visit to Brunei Darussalam, the Prime Minister and the Minister of Defence and Security of the Democratic Republic of Timor-Leste, His Excellency Mr Kay Rala Xanana Gusmao and delegation visited the Sungai Liang Industrial Park (SPARK) on 16 March 2014 to attend a presentation on Brunei Darussalam's robust energy sector, specifically on the operations of Brunei LNG Sdn Bhd (Brunei LNG).

Upon his arrival at the Brunei LNG, His Excellency was greeted by the Second Minister of Foreign Affairs and Trade, Yang Berhormat Pehin Orang Kaya Pekerma Dewa Dato Seri Setia Lim Jock Seng; the Minister of



Energy at the Prime Minister's Office, Yang Berhormat Pehin Datu Singamanteri Colonel (Rtd) Dato Seri Setia Dr. Awang Haji Mohammad Yasmin bin Haji Umar; the Minister of Communications Yang Berhormat Pehin Orang Kaya Hamzah Pahlawan Dato Seri Setia Hj Abdullah as well as by members of the Brunei LNG Leadership team and its staff.

During the visit, His Excellency and delegation were briefed on Brunei LNG by its Managing Director/CEO, Mohamad Awang Damit, among others, on the history and various milestones achieved by company.

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**Affandy**  
(HSES/1)

"It was really a great honor for me to participate in the 30th National Day Celebration march past, an opportunity for me to show my pride and patriotism. The need to use a wheel chair did not stop me from showing my love and spirit to my country where I was born and raised, a great milestone for Negara Brunei Darussalam."



**Felicia**  
(LCE/21)

It was an interesting moment as we had the opportunity to wear vibrant yet elegant Bruneian traditional bridal attire. We were all excited and filled with a sense of pride in our hearts at the march past. The mass recital of the Oath was the proudest moment for me as I felt everyone was united with the synchronised loud voice of all that filled up the whole stadium.

## BRUNEI LNG PARTICIPATES IN ENERGY WEEK 2014

On 24th to 29th March 2014, Brunei LNG joined other oil & gas industry players in a 5 Days at the Energy Week 2014. The event took place at the BRIDEX Hall 1 and 2, Jerudong. This year's theme of Sustainable Energy For Brunei's Darussalam Prosperity showcased Brunei's commitment and contribution in making a change for a greener, cleaner world towards Energy Efficiency and Conservation (EEC) and Renewable Energy (RE).

The main objectives of the Energy Week 2014 were to:

- Promote the Energy White Paper Brunei Darussalam to support Brunei Vision 2035.
- Enhance Public awareness on the importance of energy resources and the need to utilise them in a more responsible manner to ensure its sustainability.
- Promote career and employment opportunities in the energy industry.
- Promote and encourage the involvement of youth in the energy industry.

Brunei LNG's support and participation included in the Energy Exhibition, Job Fair, Local Business Development forum as well as in the Energy Industry Competency Framework Exhibition. Moreover, supports were also extended to the participation from Brunei Energy Association (BEnA) in the Energy Exhibition.

The highlight of the event was the official opening of the Energy Exhibition and the Job Fair Exhibition by His Majesty Sultan Haji Hassanal Bolkiah Muizzaddin Waddaulah Sultan and Yang Di-Pertuan of Brunei Darussalam. Concurrently, the event also witnessed the official launching of the Energy White Paper and the Energy Industry Competency Framework.

His Majesty's arrival at the Brunei LNG's pavilion was greeted by the Managing Director/CEO of Brunei LNG, Mohamad Awang Damit. Brunei LNG showcased the Energy Efficiency Project held in the plant highlighting the COGEN II project. COGEN- Cogeneration is the used of combined heat and power to generate electricity and useful heat. It was highlighted that through this project Brunei LNG will increase its efficiency by



producing 30 % Useful Power and 60 % Useful Heat with only 10% Waste Heat in comparison to using a conventional power and heat generation. The project, an involvement from Brunei LNG, BSP and the government through DES with an estimated cost of BND 300+ million upon completion will produce 66 MW electricity to Brunei national grid and 360 tonne per hour of steam to Brunei LNG. This will create a saving of 4.6 trillion BTU (British Thermal Unit) per year of fuel gas and will reduce the Carbon Dioxide emissions by 227 kilo tonne per year.



Other exhibits highlighted were the Tank 6 Project , LNG Process Flow and the Nitrogen Show. This year was a unique participation from Brunei LNG where we introduced the appearance of the green and fresh Mr LNG mascot.

At the organisational level, Brunei LNG also celebrated the Energy Week via various activities and competitions

that reflect the energy use at work and at home. This is part of an action to reduce our energy footprint. Within the Energy Week period, the HSSE team, via the Environmental Affairs (HSEA) and Communication (LCE) departments organised Brunei LNG's own 2014 Energy week competition for all staff and contractors to participate. The competition comprised of

- 1) Energy Saving Ideas Competition.
- 2) Photo Competition on Wasteful Use of Energy.
- 3) Car pooling Competition.

These competitions would give opportunity to all employees and Business partners to make a difference through energy saving initiatives and efficient use of energy.

The Energy Week 2014 concluded with a tremendous response from the public and school children as well as the Business community in Brunei. At the same time, it gave opportunity for some volunteers to learn and gain experiences in the energy industry and consequently get the opportunity to learn how to write better CVs in ensuring the marketability of the individual.

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Furthermore, His Excellency and delegation were treated to a plant tour to the facilities of Brunei LNG.

Meanwhile, the Minister of Energy at the Prime Minister's Office, Yang Berhormat Pehin Datu Singamanteri Colonel (Rtd) Dato Seri Setia Dr. Awang Haji Mohammad Yasmin also took the opportunity to brief His Excellency on matters pertaining to the energy industry as well as the trade development and progress on the effort to diversify the liquefied natural gas and local business development. In his presentation, Yang Berhormat Pehin underscored the potential for both countries to work together in the energy sector, particularly towards human capacity building. Furthering to this, Yang Berhormat Pehin highlighted the Brunei's Energy Industry Competency Framework (EICF) which was launched in 2013 to help create a local workforce equipped with relevant skills in the energy industry, and this, according to him, is an area where Brunei Darussalam could offer its cooperation to



Timor-Leste.

Accompanying Prime Minister Gusmao were the Mr Jose Luis Guterres, Minister of State and Foreign Affairs and Cooperation, Mr Bendito Preitas, Minister of Education and Mr Alfredo Pires, Minister of Petroleum and Mineral Resources.

## BRUNEI LNG PARTICIPATES IN GASTECH 2014

By: Mazridah Rahman (LCE/2)

On 24-27 March 2014, a total of 14 Brunei LNG employees led by Dr Thomas Jenke, Deputy Managing Director (DMD) of Brunei LNG represented Brunei Darussalam at GASTECH 2014 conference and exhibition held at KINTEX, Korea. GASTECH 2014 is a global meeting place for professionals working in the natural gas, LNG and hydrocarbon industry that brings the latest in project updates, developments, innovations and market evaluation. The exhibitions showcased over 300 international exhibitors and included education theatres on the exhibition show floor entitled 'Centres of Technical Excellence' which covered key topics of Liquefaction LNG as a shipping fuel, Natural Gas Vehicles (NGV), Offshore and Subsea Technology, LNG and Gas Carrier Shipbuilding, Pipeline Infrastructure, Power Generation, HSSE and Gas Monetisation NGL/TGL was hosted by Korea Gas Corporation (KOGAS).

The GASTECH conference was organised by the industry for the industry and the GASTECH Governing Body which consists of the most influential and experienced executives and



professionals. GASTECH drew together the global gas and LNG community to engage over key issues affecting the upstream, midstream and downstream sectors. The GASTECH conference features some of the industry's most prominent speakers and representatives, with four days of ministerial keynotes and addresses, commercial and technical and specialty presentations, question and answer sessions and panel

debates.

Brunei LNG was one of the many popular exhibition booths which attracted prospective customers, equipment suppliers and interested investors in the industry.

The followings are some of the testimonials from employees who attended the GASTECH 2014 Conference and Exhibition.

*"GASTECH has definitely opened my eyes to developments and innovations in the gas industry. Ever changing demand and supply scenarios will make the next few years challenging yet exciting. At the same time, it was good experience to showcase Brunei LNG at the exhibition."*  
– Peng Pei Yee, Business Analyst (TPE/1)

*"Attending to one of the biggest events in the Gas industry was a phenomenal experience and genuinely is a privilege. The conference was so well organised and high quality speakers were inspirational. Thank you."* – Nadiah Hanim Md Salleh, Graduate Development Trainee (FBF/24)

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## ENERGY SAVING IDEAS COMPETITION AT BRUNEI LNG

By: Nadzirah Osman (CPM/X)

In conjunction with Brunei Darussalam's National Energy Week 2014, the HSSE team, via the Environmental Affairs (HSEA) and External Affairs (LCE) departments, had organised Brunei LNG's own 2014 Energy Week Competition. All staff and business partners were invited to participate in this competition. With a theme of 'Sustainable Energy for Brunei Darussalam's Prosperity', everyone has a role to play in creating a sustainable energy future.

The week was a great success with two notable initiatives: Firstly, a total of 20 proposals were submitted during the Energy Saving



Ideas Competition. The top three proposals have been identified as feasible, realistic and game changers that could be integrated into the bigger component of energy savings initiatives led by relevant departments. More importantly, all proposals have been considered as a journey in implementing behavioural change on HSSE. These will be fed into the various HSEFG initiatives which can work hand in hand with staff and business partners on the ground. Simultaneously, these initiatives could be beneficial as we seek continuous environmental improvement from being reactive to being proactive.

Secondly, the car pooling competition was well received and was a fun way to raise awareness on fuel savings. Building on that success, Brunei LNG has officially opened a permanent 'Green Parking Zone' reserved for staff and business partners who took the initiatives to car pool with a minimum of 2 persons in the car. It is located at Zone A, NMSC building. We hope that any energy saving initiatives would not only applicable at work but also relevant at home. Brunei LNG looks forward to building continuous and sustainable awareness on energy efficiency throughout the years.



*(continued from page 15)*

*"It offered real time opportunities to see how and what other Companies are doing. And at the same time was able to know the many different existing Companies that I was not aware of. Some good hands on information were shared during the forum too. Moreover, the great thing about the conference is the ability to choose which speaker or topic to attend to, either technical or commercial. A great learning experience with a great networking exposure, so never go without your business cards when attending any conferences" – Nurul Yaszmine Borhanuddin, Graduate Development Trainee (EIE/52)*

*"It is a good experience for me to discover the latest news on LNG future expectation in marketing including the introduction of USA into LNG world. The Conference provided us the opportunity to broaden our knowledge especially on the LNG demand and supply chain. GASTECH 2014 is successful in all aspects of its objectives and worth attending by Brunei LNG participants, and hoping one day this event can be hosted by Brunei LNG." – Hj Mohammad Salleh, Competence Advisor - Engineering (HCD/3)*

# STAFF & CONTRACTORS FAMILY MEMBER JOIN THE MASS MAULUD PROCESSION

On 14 January 2014, members of the Brunei LNG staff, contractors and family members took part in the Maulud mass procession in the Belait District in commemorating the birthday of Prophet Muhammad (PBUH). The Brunei LNG contingent was led by the Managing Director/CEO, Mohamad Awang Damit. This annual event with this year's theme "Rasulullah Pembawa Rahmat Sejagat" (Rasulullah the Bearer of Blessings) is a testament of Brunei Darussalam's devotion to Prophet Muhammad Sallallahu 'Alaihi Wasallam and to celebrate



his perseverance and sacrifices in the name of Islam. Despite the rainy weather condition, participating members continued the procession with the recital of the "Selawat". Meanwhile, a separate gathering



was also held for female participants and invitees that took place at Dewan Persidangan Kuala Belait. The programme included religious activities and forum.

## DOA KESYUKURAN & TOLAK BALA

A majlis Doa Kesyukuran & Doa Tolak Bala was organised by the Badan Pekerja-Pekerja Islam (BPPI) which was held on 30 January 2014 at the Brunei LNG Restaurant. The event was held in the wake of the unfortunate natural disaster

which had befallen various areas of Brunei Darussalam, and to seek the blessing of Allah The Almighty for the safety and wellbeing of those who have been affected, including some members of Brunei LNG staff. Attended by Brunei LNG staff

and business partners, the event commenced with the recitation of Surah Al-Faatihah, followed by Doa Selamat and Doa Tolak Bala which was led by Mohd Rifaie bin Haji Mohd Noor, Junior Guidance & Counselling.

## WORK ETHICS IN ISLAMIC PERSPECTIVE

A religious talk entitled "Work Ethics in Islamic Perspective" was held on 13 March 2014 by the Badan Pekerja-Pekerja Islam (BPPI). The talk aimed to increase awareness on how to deliver our task or work accordingly to what has been entrusted to us was presented by Ustaz Haji Awang Amin Bin Haji Md Yassin from Pusat Da'wah Islamiyah. The talk was part of BPPI's Quarterly event. The event commenced with the recitation of Surah Al-Faatihah, followed by Doa Selamat led by Mohd Rifaie bin Haji



Mohd Noor, Junior Guidance & Counselling Support (HML/321).

The talk summarised that working is an obligation and a necessity in

our lives. Work ethics in Islamic perspective can be regarded as obeying Allah and His Messenger and those who have been entrusted 'Ulul Amri' (Leaders). Additionally always considered work as worship and seeking the blessing of Allah. Finally work hard accordingly and be responsible for the job. It was advised that everyone should instill the above work ethics which can guide us to become a successful employee.

## FRIGHTENED OF YOUR NEXT PRESENTATION? HERE'S WHAT TO DO

By: Sean McPheat

It has been said that making a presentation is the most fearful experience for so many people that it heads facing death in the fear stakes!

While that is much of a hyperbole, it shows that fear could be the real stumbling block behind a good presentation of material. How it's handled makes the difference between making a really successful, motivating and inspiring communication and something that falls flat.

How can you reduce the fear that could make a real mess of the message? Here are some tips:

1) **Preparation is the key.** Fear is produced when the emotional brain takes over from the rational brain, and introduces feelings of inadequacy. At this point, the fear acts as a protection mechanism and kicks in to try to stop you making a fool of yourself or experiencing a lot of pain related to the whole experience.

Preparing will alleviate some or all of this inadequacy. But it has to be the right kind of preparation. Over-preparation will take away spontaneity, and cause you to put emphasis and reliance on what you've prepared. If one thing goes wrong, or your mind suddenly goes blank, you face real problems, as the fear rises again.

There's an old story of a pastor



who prepared a sermon so well that he decided not to take his notes with him to the pulpit. As he faced his congregation, the reptilian brain took over and fear raised its ugly head. He addressed his flock, saying "My fellow brothers, when I walked up here to speak to you, only God and me knew what I was going to say. Now....only God knows!"

Preparation should be done in such a way that you can confidently approach the communication, knowing that you can get back on track if anything goes wrong.

2) **Place more emphasis on the audience than yourself.** Many people presenting a message are so fixated on the impression they are making, or the words they have to say, they forget the real reason for the message, that is, to change the perspective of the person or people listening.

It starts with your preparation. This should be carried out with the audience in mind. Ask yourself what you want the listeners to actually do as a result

of the message you are putting across. And then concentrate on that, rather than making an impression.

The more you think about others, the less time and attention is spent on you. And that makes the fear subside.

3) **Involve the listeners in as many ways as possible.** Whoever it is you're presenting to, make it so they are actively involved. Create a message that can be interactive, maybe asking questions (even rhetorical ones), making startling statements or making them think deeply about what comes next.

The more you involve your audience, the more they are thinking about the content and your questions, rather than judging you. That way, the emphasis is on what they are thinking about, rather than how you are coming across.

Fear, then, is False Expectation Appearing Real. It's said that a coward dies a thousand deaths... a hero only one! If you are continually worrying about the next thing that could go wrong, you're killing yourself mentally every single time. Instead, think through what you want to achieve, concentrate on the solutions rather than the problems, and that fear will dissipate into the distance as you confidently approach the presentation with ease and motivation.

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