JOINING

NEW BRITAIN PALM OIL

The Mosa Golf Course located at the company headquarters.

HEALTHY INFORMATION

AND HINTS
You’ll get a warm greeting wherever you go.

WELCOME!

The information in this document has been collated by a number of expatriate wives of New Britain Palm Oil Limited (NBPOL) employees who have lived in Kimbe for different lengths of time ranging from 1 year to 16 years. We have tried to include as much information as possible and hope it will help to prepare you for your move to Papua New Guinea (PNG). Should you have any further questions please do not hesitate to contact the Personnel Manager or your Head of Department so they can arrange to have your query answered, or put you in direct contact with someone living here who comes from your part of the world. We look forward to welcoming you to our community and as they say here in PNG - Lukim yu behain! (See you later!)

Please read this document in conjunction with the NBPOL Executive Staff Regulations Handbook.
GEOGRAPHY

"Papua New Guinea, Land of the Unexpected"

It is situated 5º south of the Equator and directly north of Australia with the mainland sharing a border with Irian Jaya. There are a number of outlying islands off the East Coast, of which New Britain is the largest. You will find Kimbe on the North Coast of New Britain being the capital city of the West New Britain Province. The topography of West New Britain is very diverse with high mountains, active volcanoes and low-lying swampland. Much of the island is covered with tropical rainforest and the coastline is fringed by coral reefs with a wide range of tropical fish and corals.

We have a tropical climate with temperatures ranging from 24ºC overnight to 34ºC during the day all year round, with our monsoon/wet season falling between the months of December and April and an average annual rainfall of 3.5 – 4.0 meters. Our surroundings are very lush and green, with a colourful and diverse collection of flora, fauna and insects.

Kimbe is serviced by an airport situated at Hoskins, a 20 minute drive from our Mosa Head Office with daily flights to the nation’s capital Port Moresby. There is a shipping port and heli-pad in Kimbe town which is a 15 minute drive from Head Office. NPBOL plantations cover a wide area (see map attached) with the outlying plantations a maximum 1½ hour drive to our Mosa Head Office or Kimbe.

For further information visit one of the following sites:
www.pngtourism.org.pg  .walindi.com
.travellingclub.org   .airniugini.com.pg
www.nbpol.com.pg

PEOPLE AND CULTURE

The people of PNG are very friendly and sociable and get around at a very easy pace - known locally as 'PNG time'. They are very spiritual people with a majority of the population being Christians.

There are more recognised languages in PNG than in any other country in the world. The most common indigenous languages are Pidgin and Motu, though English is widely understood, particularly in urban areas. The official language of PNG and of Government, business and education is English.

People living outside of town centers live in a village environment, which consists of a very basic existence with no running water or electricity, living in thatch housing and cooking by open fires. They live from day-to-day existing on food grown in their gardens and what little money that can be made from selling their produce at the many roadside markets and at the main market in town. It is common to be approached in the street by people selling things, it is a way of life here.
In our community, expats are a small minority group and are often a keen subject of observation by the majority; this can be unsettling and disconcerting and takes some adjustment.

PNG is made up of 20 provinces each with its own variety of culture, beliefs and art, most of which are represented in the NBPOL workforce. PNG gained independence from Australia in 1975 and this occasion is celebrated on the 16th of September each year with rich, vibrant displays of cultural dancing known as 'sing-sings'.

The dress code in PNG is casual. Females need to dress modestly and be respectful of cultural guidelines, as thighs are considered to be provocative. PNG is a male dominated society and sometimes, the societal norms here can be very different from our own countries. Standards of hygiene can be very different from those in the developed world – the sights, sounds and smells are part of what makes PNG so fascinating and helps it earn the title: “Land of the Unexpected”.

**SECURITY**

West New Britain Province is a rural area of PNG. As is the case in many developing countries there are, to a degree, law and order difficulties in PNG. Elementary precautions are necessary to prevent the most frequent problems, that of a property break and entry. Certain behavioral limitations are also wise, such as not venturing out alone at night, though these do not extend much beyond what would be viewed as common sense even in the developed world.

Although places within the company may be referred to as 'compounds', we do not have high wire security fences around houses. All houses have their own garden with a flower hedge marking boundaries and most of the time a resident dog. NBPOL has its own security force as well as access to contract security firms. Good guard dogs are readily available here in Kimbe and although we do not have a resident vet in town we have a vet visit annually and veterinary services are available in the larger centers around the country.

**HEALTH**

New Britain Palm Oil Limited provides medical facilities and support for all its employees and their families. Because of the extensive plantation, work and residential areas this medical support is available at many different aid posts and clinics scattered across the company’s work area.
29 company managed aid posts are located in the smaller plantation divisions, whilst a larger Health Centre is situated at each of the 3 Plantation Group Office sites. The aid posts and health centres employ over 50 Nursing Officers and Community Health Workers. Each of the health centres has a laboratory and a full time laboratory technician. Mosa Clinic has a much larger laboratory with a wider range of testing facilities. At Mosa Head Office Compound there is a larger Medical Clinic where Doctors and Nurses attend to cases from the local Mosa area and also to more serious cases referred from aid posts situated in outlying plantation groups. The Doctors visit the Plantation Health Centres weekly and visit the Aid Posts according to their schedule. Patients requiring surgery may be treated in the minor-op theatre at Mosa. Major surgery can either be referred to Kimbe, Port Moresby or Australian hospitals. A medical evacuation service is available in PNG and can be used by NBPOL when there is a need to fly an emergency case to a better medical service. (See NBPOL Executive Staff Regulations Handbook Section 12)

Kimbe General Hospital has X-Ray facilities and also a full time Dental Surgeon.

Malaria is a major health problem in Papua New Guinea. Many people coming from abroad take their local Doctor’s travel advice on which anti-malarial medication to take for both adults and children. Malaria is preventable and treatable. The doctors and medical staff here have had many years of experience in treating malaria. It is advisable to avoid exposure to the anopheles mosquito (malaria carrying mosquito) which is predominantly a problem during dusk and dawn hours. Use of mosquito coils, repellants and long sleeved shirts and trousers may also be helpful at these times. It is advisable that when coming to live in Papua New Guinea all immunisation is current - including Hepatitis B, Tuberculosis and Tetanus. Please speak to your local GP regarding this. If you will require immunisation for your children, this may be attended to at the Mosa Clinic. However you will need to check with our Company Doctor prior to
coming to PNG about the availability of specific vaccines. Medications can be ordered in especially for you or it may be easier to bring them with you, the cost of which will be reimbursed to you. Once again – it is safest to check with your own GP and our doctors if you have any queries.
NBPOL suggest regular medical checkups for all its employees and spouses and the company does not cover optical and dental costs so check-ups whilst on leave are recommended.
(See NBPOL Executive Staff Regulations Handbook Section 3)

COMPANY HOUSING

The company supplies air conditioned, 3 bedroom housing to all executive staff members and this includes furnishing to all rooms. Most houses are constructed from timber with a good size garden area. All houses have rainwater tanks, some have a backup if bore water is close by. Solar panels are installed for heating the water, and gas is supplied for cooking purposes. Electricity is provided in the form of external generator or oil mill generated power.

Typical Junior Executive House

The power supply is 3 pin, 240 volts with pin configurations the same as Australia – see photo:
Due to the fluctuating nature of the power supply and also the high possibility of lightening strikes, it is suggested that you purchase a UPS for your computer system and also a power guard for electrical appliances such as TV’s, DVD players and music systems.
Your DVD player will need to be ‘multi-zone’ so that it plays DVD’s from all countries. Please note that TV’s from the United Kingdom run on a different system and do not work here. A TV cabinet is provided as part of the housing inventory.
The houses have timber floors throughout and a vacuum cleaner is not needed but you should bring your own if you want one.
Washing machines and dryers (useful during the wet season) are not supplied but are obviously needed. Top loading washing machines are a better choice as the specialised powder needed for a front loader is not readily available in our supermarkets. The company provides domestic staff to help with house cleaning and gardening.
(See NBPOL Executive Staff Regulations Handbook Section 9)
All of the appliances mentioned above are not supplied by the company but are available in Kimbe. They are of a reasonable quality but there is a limited range available so we suggest that you bring your own.
The only white goods supplied by the company are a fridge, 4 burner gas stove/oven and a large deep freeze.
<table>
<thead>
<tr>
<th><strong>Items supplied by the company</strong></th>
<th><strong>Items we suggest you bring</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>Household Furniture – Refer to Regulations Handbook Section 9</td>
<td>TV, DVD &amp; Music System</td>
</tr>
<tr>
<td>Curtains</td>
<td>Computer, Printer &amp; Computer Desk</td>
</tr>
<tr>
<td>Fridge</td>
<td>Ironing board &amp; Iron</td>
</tr>
<tr>
<td>Deep Freeze</td>
<td>BBQ or Webber</td>
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<tr>
<td>Cot – if needed</td>
<td>Towels, sheets, pillows, duvet/quilts, bath mats, table cloths, blankets, cushions, rugs &amp; lamps</td>
</tr>
<tr>
<td>Outdoor Setting</td>
<td>Personal items such as pictures and photos to make your house a ‘home’</td>
</tr>
<tr>
<td>Lawnmower</td>
<td>Sewing Machine</td>
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<td></td>
<td>Bread Maker &amp; Bake ware</td>
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<td>Yoghurt Maker</td>
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<td></td>
<td>Rice cooker</td>
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<td>Microwave</td>
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<td>Quality pots, pans &amp; Kitchen utensils</td>
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<tr>
<td></td>
<td>Crockery, Cutlery &amp; Glassware</td>
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<tr>
<td></td>
<td>Hobby, Arts &amp; Craft Materials</td>
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</tbody>
</table>

NB. An emergency kit will be supplied with basic household needs to get you by if you arrive before your personal belongings.
SCHOOLS

There are two International schools in Kimbe - New Britain International School, owned and run by NBPOL based at Mosa Head Office, and Kimbe International School owned by the International Education Association.

New Britain International School (NBIS)

The school currently has 130 students housed in 6 air-conditioned classrooms with extensions being planned over the next couple of years. We also have an extensive library and computer access in each classroom for the children to work with. We have six Australian expatriate teachers working with Papuan New Guinean National teachers and assistants. The Australian, New South Wales syllabus is taught from Prep to Grade 6 and then most expatriate children go on to boarding school overseas. Our school year is from January to December and consists of 4 ten week terms. For further information regarding allowances etc. please refer to NBPOL Executive Staff Regulations Handbook Section 8.

The company provides all school materials, with uniforms and lunches to be provided at your own expense. Uniforms are available through the school. Lunch is to be provided from home but is also available to be ordered from the Executive Club kitchen on specific days during the week.

The children have the opportunity to take part in many sporting activities including - swimming, netball, soccer, golf, squash and tennis. Extra curricular activities include guitar and keyboard.

The students at the school come from many cultural backgrounds and when the school celebrates PNG's Independence in September each year, the children dress in their own traditional costumes making for a colourful, fun and educational day.

The school has an active Parents and Wantoks(Friends) group that holds a number of fund raising activities during the year - all parents are welcome to take part.
Kimbe International School (KIS)

This school has a current enrolment of around 300 students from Pre-School up to Grade 12 with the usual facilities of an international school. Expatriate children from the different business houses in Kimbe, including NBPOL, attend this school.

For more information go to  iea.ac.pg

Classes at all the above schools are conducted in English. The company will provide transport for children living on the outlying plantations regardless of which school they attend.

KIMBE SHOPPING

Kimbe is a small town but has many stores for supplies ranging from supermarkets, hardware, trade stores, wholesalers, pharmacies, local fresh food market, hand clothes stores etc.

Other facilities in Kimbe: Hairdresser, fire station, police station, post office, Air Niugini Office.

Local Foods

At the local fresh food market in Kimbe and also at road-side markets, you will find a wide variety of great tasting vegetables and tropical fruit with all the sunshine and rain eg. Tomatoes, cucumbers, sweet potatoes, tapioca, yams, peanuts, spring onions, bananas, pineapple, papaya, watermelons, local oranges, mandarins, mangoes and local greens etc.
Garden Foods

With PNG's tropical climate and fertile organic soil it is very easy to grow your own vegetables, especially the Asian variety eg. Ladies fingers, eggplant, bok choy, rosella, pak choy, sayur manis, long beans, snake beans, lettuce, rocket, snow peas, cabbage etc. It is also easy to grow herbs and spices, eg. Gelanga (lengkuas), curry leaves, mint leaves, tumeric, pandan, chilli, lemongrass and ginger. Herbs like parsley, coriander, basil and chives are also easy to grow. Seeds are available from other gardeners, expats and Nationals and some can be bought at the local hardware and gardening stores. Yates seeds are allowed through customs, just declare them on entry.

Fresh/Frozen Foods

A majority of fresh and frozen foods not found at the market, can be found in the few supermarkets that we have. In general most Asian groceries are found here due to the large Asian community we have, but can be limited. Western vegetables eg. Broccoli, cauliflower, white cabbage, carrots, celery, are grown in the Highlands of PNG in a more temperate climate, and are flown in weekly so can be found but is also limited at times. Some fresh fruit is imported from Australia and New Zealand occasionally, eg. Apples, oranges, grapes, pears, strawberries and kiwi fruit. There is a wide variety of frozen food available in town both at supermarkets and the wholesale store. This includes all meat products, some pastries eg. pizza, cakes, parathas; ice creams, and vegetables. Fresh or frozen fish is readily available but other seafood is limited. Dairy Products - We do get a variety of cheeses although not extensive. UHT Long Life milk and cream is the only choice, no fresh varieties are available. Yoghurt is not available but everyone here makes their own.

Fresh bread is available from a number of bakeries in town and quality has improved considerably in recent times. Some people choose to use a bread maker and bake their own. Bread flour and other ingredients to make bread are available in town. You will also find bread making machines but the choice will be limited when available.
There is a wide variety of cereals, pasta, biscuits, canned fruit and vegetables and other groceries that you would generally find in Western supermarkets. Stock can run out between shipments so it pays to buy in bulk when a favourite necessity is available. The company runs its own beef cattle feedlot and abattoir and supplies Kimbe and other parts of PNG with fresh beef and small goods. The beef is of excellent quality and is very cheap in relation to prices in Australia and the United Kingdom.

Foods not available - Ikan bilis, ghee, white gram (ulunthu), chick pea flour, salted fish, belacan, buah keras (candle nuts), gula melaka, yoghurt, sour cream, marmite, small onions, limited condiments.

Vegetarian / Halal Food

A wide variety of fresh fruit and vegetables can be found but processed/frozen vegetarian food and legumes are very limited. People with special dietary requirements (gluten free, vegans etc) should make arrangements to bring your own cereals, milks, nuts and other food supplements. Frozen Halal food is very limited. For Muslims there is a Mosque in town, so the Imam can be contacted and consulted regarding Halal food.

Pharmaceuticals and Cosmetics

There are three pharmacies in town and between them you can get most things. Basic toiletries and cosmetics are available but if you are particular about brands, please bring your own. One of the pharmacies provides a film developing service. Baby products can be found at both pharmacies and supermarkets, including disposable nappies, some food items, lotions and powders. If you have an infant on a type of formula please enquire as to whether or not it is available here.

Contact details for the major pharmacies in Kimbe:

City Pharmacy - (675) 9834637
Chem Care - (675) 9835387
Clothing

There is a variety of clothing available in PNG, however the quality of garments may be inferior. For longer lasting and more comfortable, better fitting shoes, you are advised to bring your own.
We have a number of hand stores and if you want to have a rummage around you will no doubt come out with a bargain.

If you require more specific details regarding what is available please do not hesitate to make contact as per the 'Welcome' note.

SPOUSES/FAMILIES

Most expatriates have their families with them and the company encourages this. Very few spouses of contract staff employed in PNG find work. It has to be pointed out that Government policy is to maximise employment of its own citizens to the exclusion wherever possible of non-citizens. There are though some work areas where local expertise is either unavailable or in short supply, and on this basis, expatriate spouses with the relevant skills may be able to secure employment within the local labour regulations. There are certain volunteer roles that you can take on school committees or the like but they can be limited. The working fortnight is 11 days out of 14 and during those days you will have a domestic helper in your home. This means that the bulk of your housework is done for you. If you have a hobby of any description - painting, sewing, scrap booking, knitting etc, it is advisable to bring with you all the materials that you may need as the availability of most items of this nature are very, very limited.

TELECOMMUNICATIONS

Although we have access to the internet (not broad band at this stage), the telecommunication services in PNG are not consistent compared to developed countries. Telephones, mobile phones and e-mail are part of the telecommunication services in PNG. These services are not provided by the company and must be run at your own cost. Mobile phones, sim cards, pre-paid cards and USB pre-paid modems are available in Kimbe. Computers and computer consumables are available to purchase in Kimbe but again the range can be limited and they are expensive - we suggest that you bring your own computer equipment.

VEHICLES

Vehicles are expensive in this country, both new and second-hand, but if you wish to purchase a vehicle after you arrive there are a few options. There is a Toyota car dealer in town where you can buy a new vehicle or there is the second-hand vehicle market. Unfortunately good quality second-hand vehicles are not readily available in Kimbe but can be purchased in the Country's main centers (Port Moresby, Lae) and shipped to Kimbe, which can also be expensive. The Company operates a Car Loan Scheme, for further information please refer to the NBPOL Executive Staff Regulations Handbook Section 7.
Another option would be to ship your own vehicle into the country. If you have owned your vehicle for more than 2 years there is no duty payable, so if this is an option it is worth making enquiries into shipping costs etc. All costs associated with importing your own vehicle will be for your own account.

The conditions of the roads here leave a lot to be desired with many gravel roads and tar roads with pot-holes, it is advisable and practical that your vehicle be a 4WD. Most cars here run on diesel, with very few petrol cars although petrol is available in town. Generally driving around the Province is not a problem.

International driving licenses are accepted here for the first 6 months, and within this period you are required to obtain a PNG license. This does not involve any driving or written tests, it is just a matter of presenting your current driving license to the Authorities and them issuing you with a PNG license.

**SPORTING AND SOCIAL FACILITIES IN AND AROUND KIMBE**

**New Mosa Club**

This is a facility provided by the company for its Executive staff and their families. It is situated at the main company area of Mosa, and as well as providing sporting venues for squash, an outdoor tennis court with flood lights, an excellent golf course, and gym, it is a social gathering place where execs can relax at the bar, play snooker, table tennis and darts. A swimming pool and out door play area provides entertainment for the children. The conference room and library are also included in this building. There is a well equipped kitchen and on site chef providing catering several nights in the week and weekends.

*The New Mosa Club*
San Remo Club

This club is situated in Kimbe and membership is available at the beginning of each year. The club has a golf course, snooker, darts and also has bar and catering facilities. During the cricket season there is a great Wednesday night indoor cricket tournament and this draws people from all around Kimbe. A great social gathering!

In Kimbe town as well as Mosa there are competitions in netball, basketball, Australian rules and rugby league as well as soccer. Interschool competitions are held at Mosa every Saturday morning throughout the season in soccer and netball. Other facilities around the town include the Liamo Reef Resort and Kimbe Bay Hotel, both have restaurants, bars and accommodation.

The Paradise Arts gift shop in town is handy for purchasing local PNG art and craft, pieces such as baskets, billums (woven string bags) and carvings etc. The town also has a Museum with cultural and historical artifacts, as well as the island’s geographic and wartime histories. For those wishing to “Pamper” oneself there is a hairdressing salon which does pedicure, manicure, massage and waxing.

Just out of town there is the world renowned Walindi Plantation Resort, a popular destination for SCUBA divers and more recently birdwatchers. Walindi also provides some social breaks and if not a diver one can snorkel some beautiful reefs or just enjoy the ambience of the place. They have accommodation, a bar and restaurant.

Excursions to bubbling mud pools, bat caves, WWII aircraft wrecks, Lake Dakataua (a dormant volcano crater), bushwalking, guided village tours, picnic days at hot springs and cold rivers all provide residents and tourists with a wide range of things to do. Other recreational activities include fishing, bridge club and Hash House Harriers.

So there is plenty to keep even the most discerning employee busy. But if you are into the “Latte set” or love the theatre, forget it!
From the top:
Map of Walindi Dive Sites.
Clear warm waters for scuba diving
River Fishing – Bass
Garu Hot River
Sea Fishing – Tuna
Boat Excursions.
**BANKS**

We have three banks in Kimbe town and they are Westpac, ANZ and Bank South Pacific (BSP). The choice of bank is up to you and they all provide services such as ATM’s and International Banking. Most supermarkets here also have EFTPOS and you can get Access cards and cheque books when you open your account.

**CHURCHES**

Religion is very popular in PNG and there are many different churches within close proximity of the town including Roman Catholic, Anglican, Seventh Day Adventist, Assembly of God, Pentecostal, Uniting and there is a Mosque. There are also designated buildings at Mosa and other plantations for church services held by all denominations.

*            *            *            *

We hope you have found this information helpful and that you will enjoy your time here as much as we do.