



**November 2014**  
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## An opportunity for every employee to have their say

### NTPC 2014 OUR SURVEY MY SAY

workplace and contributions to Laos.

As mentioned by the CEO, Frederic, he places great importance on having a positive and productive workplace that enjoys good cooperation, good team spirit, respect between people and towards NTPC, integrity, reporting and transparency.

The anonymous results of this survey will form the basis of planning for improvements to HR policies and overall staff management.

Feedback from the survey is expected to be shared to everyone by Pimai next year.

This survey is intended to be renewed every few years in order to understand how the staff perceives the company and how employees' well-being improves.

We look forward to hearing your opinion in order to improve together our working environment!

"Our survey, my say" will be launched from 8th to 19th December 2014 to all employees of NTPC and will be run by an independent company Indochina Research. The survey is strictly confidential and face-to-face interviews will take around 30 minutes.

This staff survey will enable the Executive Committee (ExCom) to well understand the staff well-being such as: what do you think about NTPC ? About the quality of your work life regarding health and safety aspects, human resource policies including pay and benefits, your views on management (both senior and line managers) and other issues or ideas which you feel may improve our



NTPC attended the conference and exhibition at the 4th Basin Development Plan (BDP) Regional Forum on the Basin Development Strategy organized by the Mekong River Commission on 20-22 November in Siam Reap, Cambodia.

The objectives of the forum were (1) to review the implementation of the current Basin Development Strategy; (2) to discuss the assessment of development trends, needs and opportunities in the Mekong basin in the medium and long term; and (3) to provide broad feedback and input to the updating of the Basin Development Strategy.

Around 230 participants from NGOs, government agencies, representatives from communities, institutions, and other stakeholders from Lao PDR, Cambodia, Vietnam, Thailand, Myanmar and China attended this event. Many views and concerns were shared during the forum, the MRC will summarize all inputs and consider to adjust the basin development planning and strategy accordingly.

## IFIs Mission 2014

The International Financial Institutions (IFIs) monitoring mission (World Bank, ADB and AFD) was carried out from 11 to 21 November on NT2 site. The mission was attended by 40 people and was composed of different technical groups to review the status of Project implementation on various aspects. The key issues addressed included the Project operations and Finance, the Revenue Management Arrangements, the Downstream Program, the Resettlement Program, WMPA and the Compliance review of contractual obligations.

Key conclusions of the mission will be communicated to the Lao Government through an Aide-Memoire by the first quarter of 2015.



## Scholarship program between NTPC and French universities



A scholarship program has been recently established between NTPC and the French Embassy in Laos and concerns the first cycle of secondary studies as part of a DUT in France (two-year university degree in technology).

This public-private scholarship program is targeted to Lao students learning French and who are interested in the following fields of study: electromechanical, shift charge engineering, SCADA (Supervisory Control and Data Acquisition), civil engineering and IT (Information Technology).

These profiles are difficult to fill in the actual Lao job market and this program represents a great opportunity for NTPC to attract, recruit and develop young Lao graduates with high potential.

In addition, this scholarship program will contribute to enhancing the reputation of Nam Theun 2 as a model in hydropower in Laos and in the world, and also a model in employment practices and transparency.

NTPC is exploring the opportunity to establish a similar type of program with other universities in other countries.

This scholarship program is open to everyone interested in the mentioned technical fields and with basic knowledge of French. NTPC Staff who are interested in the 2-year study program are welcome to apply and follow the same examination process as external candidates.

We also encourage all interested bilingual students to apply for this program and have the opportunity to join our exciting company !

### About the different steps of the program

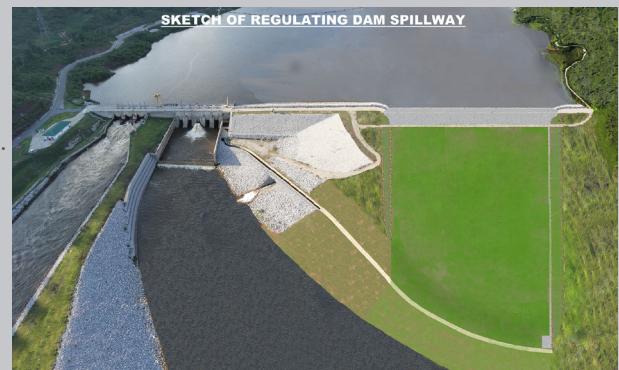
Following the examination, 11 candidates will be pre-selected to follow a preparatory session at the French Institute in Vientiane during a few months (language training and mentoring). At the end of the intensive course, 7 candidates among the 11 will be selected to study in France according to their performance. Back to Laos, NTPC will provide a practical experience through an internship after the two years study.

The launch for applications will occur at the end of December 2014 and more information about the program will be available soon.

## Additional spillway on the left bank of the Regulating Dam

A consequence of the 2011 flood events is that the gates of the regulating dam are a bit undersized to face an extreme flood. In order to ensure the safety of the structure and the downstream communities, NTPC decided to construct an additional spillway on the left bank of the Regulating Dam in order to evacuate the excess flood water above the discharge capacity of the hydraulic gates. After construction of this spillway, the access to the left bank of the pond through the dam crest will no longer be possible. Therefore, NTPC will construct a separate public crossing structure located approximately 800m downstream of the Regulating Dam. All NTPC divisions are involved in the project, for financial, legal, E&S, logistics, GOL or safety aspects.

The construction, monitored by TD with the support of EDF, has been entrusted to ITD and should be completed by 30 June 2015.



**T.E.A.M**  
Together Everyone Achieves More



## WQB Team building

The whole WQB Dept. team (26 staff and 4 interns) participated to a 2 days Team Building retreat. Organised by HRAD and outsourced to EDC, this retreat took place in Nakhon Phanom (The River Hotel) on the 25-26 November.

During these two days, participants shared their own experience, learned how to better know each other and developed capacity to enhance work in group. While WQB Dept. showed a recent increase in its staff (Fish Catch Monitoring Team recently joined the Dept.), this Team Building retreat sounds to be highly profitable for everyone.

# IMS Team building

As part of NTPC's Management message to build the efficiency of company's team spirit, the Integrated Management System (IMS) Division organized a Team building activity on the afternoon of 27 November 2014. The theme of the Team Building was "Supporting Future Growth and Development" of NTPC and each department's role in building their own capacities and those of their colleagues in other divisions was strongly emphasized.

The aim of this activity was to focus on the team's relationship among staff in different departments within the Division and also how to support and cooperate with other Divisions, share their main activities and focus on the objectives in 2015, and how to work together to achieve the team's purpose.

We organized exercises on learning how to work together and communicate in a team, getting to know each other. This can improve the interaction and understanding of team roles.

A modified structure of the IMS Division was presented that will further support the role of IMS Division in fostering good access to information and information management tools and ensure NTPC staff and contractors can operate in a safe working environment.



## Evacuation drill in Vientiane office



On 14 November, an evacuation drill was conducted in Vientiane office with good outcome and no accidents recorded from the exercise. A cautious attitude is essential in all circumstances, in all places. NTPC will always undertake risk assessments to determine safe work practices and procedures. The exercise has been organized after a fire fighting training for all Vientiane staff on 11 and 12 November. Our ambition is to be the safest hydroelectric company in Laos and so enable employees to carry out their activities under the best possible working conditions and well-being at the workplace, with a target of zero harm.

Thank you to everyone for their cooperation on this important exercise!

## New comers, new borns & Activities



Mr. Keuangkham Phothisan, ICT Developer, IMS – IT, joined NTPC on 01 November 2014



Mr. Adsavin Theppakan, IT Development Officer, IMS – IT, joined NTPC on 01 November 2014



Mr. Saleumphone Chanthavong, Fisheries Co-Management Officer , E&S – NRO, joined NTPC on 17 November 2014



Mr. Khampong Than-Onkeo, Hydrobiology Assistant, E&S – WQB, joined NTPC on 24 November 2014



Welcome to Mr. Phonepaseuth Mahavan, born on 4 November 2014, son of Mr. Phonephiloune Mahavan, Electro Mechanical Engineer



Welcome to Manisone Sanalin, born on 29 October 2014, son of Mr. Sisouphan Sanalin, Safety Inspector



Welcome to Natdavan, born on 27 October 2014, daughter of Mr. Khamphet Khamphansaouk, Driver

# New comers, new borns & Activities



The annual sports event with THPC (Theun Hinboun Power Company), EDL and NTPC took place on 21 November and was hosted by THPC in Ban Nahin, Khammouane Province.

NTPC staff took part in the various sports activities such as football, badminton, petanque, volleyball, rattan ball and golf and many of us won some prizes. Congratulations to all the athletes for the sport spirit and the friendly atmosphere !



A time management training course was provided on 12-13 November to help the learners to be aware of how to use his/her own time more efficiently and take greater control. When staff manages time properly, she/he will be able to work more efficiently and finish his/her tasks by timeline. This course also aim to encourage the participants to identify the right strategies which is to ensure their time is well managed on a daily, weekly and annual basis.



A training about the operational work plan and management took place on 26-28 November on site. The course objective is to allow the participants to oversee the planning process and how to achieve their goals. The participants learn the process of striving for an individual goal or guiding a team in a project target, formulating objectives, identifying tasks and assigning deadlines. Importantly, the responsibilities are key to succeed both in the fields of business and development.



NTPC internal Friendship Golf in Savannakhet Province on 29 November 2014.



A Karaoke Singing Contest was held on 28 November at RNT on the occasion of the Lao National Day. The event was a great success thanks to the participation of staff and their families. Prizes were given to the best vocal performances.