Dialogue
with CEO

Under the national illustrious celebrations which the country has been currently witnessing, I’d like to congratulate HH the Amir of the State of Kuwait, HH the Crown Prince and the Kuwaiti nation on the occasion of the 50th anniversary of Independence, the 20th anniversary of Liberation and the 5th anniversary of HH the Amir’s ascendancy to the throne as well as freedom which we have inherited from fathers and ancestors; consequently, Kuwaitis through their determination and unique cohesion managed to liberate the homeland from the claws of the Iraqi invasion.

I would like further to congratulate you on the achievements which have been accomplished within the financial year 2010/2011 embodied in the revenues which have been recently promulgated. These revenues are the first fruit of your exertion and devotion within the past financial year. In fact, we’re looking forward to putting devotedly forth more efforts to be able to fulfill the numerous hopes which hover in our minds for our beloved Kuwait and the oil sector which is the substantial element of the national economy.

Dear brothers, we should definitely remember, through these national celebrations, the past of our fathers and ancestors to get morals and remember how they defied the natural and economic circumstances which the country was facing to build a new future for their children’s good.

We should remember also the near past in which our youths have sacrificed in order to revive the State of Kuwait to be the pearl of the Gulf as it is was before.

Indisputably, remembering the past is very significant for inspiring morals which help execute the development plan and construction within coming phase which Kuwait is looking forward to bequeath a prosper country as our ancestors bequeathed us free and independent country.

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KPC marking the national celebrations

KPC participates in sponsoring 1st environment exhibition

Governmental, Parliamentary, Public and Media Relations celebrates its staff
Through words quoted from the national anthem and songs, Kuwait Petroleum Corporation’s (KPC) personnel participated in a wonderful celebration held under the bid of Mr. Farouq Al-Zanki, KPC’s Chief Executive Officer, and on the occasion of marking the 50th anniversary of Independence Day, the 20th anniversary of Liberation Day and the 5th anniversary of HH the Amir Sheikh Sabah Al-Ahmad Al-Jaber Al-Sabah’s ascendance to the throne.

In his offhand speech, Al-Zanki sent a cable of congratulations to HH the Amir, HH the Crown Prince, the oil sector’s personnel and the Kuwaiti nationals, hoping beloved Kuwait to achieve more progress and prosperity under the reign of HH the Amir Sheikh Sabah Al-Ahmad. He further indicated these celebrations are distinguished with several achievements such as launching the development plan which is aimed to fortify Kuwait’s status on the international map, biding all personnel of the oil sector, at the same time, to turn a new leaf and commence a new phase distinguished with tolerance and the spirit of one team to take part effectively in development operations launched all over the country not the oil sector only.

The celebration was attended by a large number of KPC personnel, leaderships of the oil sector besides Sheikh Talal Al-Khalid, Managing Director of Governmental, Parliamentary, Public and Media Relations, Mr. Ali Al-Hajeri, Managing Director of Financial and Administrative Affairs and Mr. Nabil Bourissi, Chairman of Kuwait Oil Tanker Company’s (KOTC) board of directors and Managing Director.

It is worth mentioning that KPC’s celebration is distinguished with a traditional impression since it included some Kuwaiti traditional customs and habits.
Under the patronage of Deputy Premier for Economic Affairs, State Minister for Housing Affairs and Development HE Sheikh Ahmad Al-Fahd, and in participation with KPC as a diamond patron, Environment Public Authority (EPA) launched its 1st exhibition dubbed “Our slogan is green” between 10-12 February, 2011 at Marina Bridge in cooperation with the awareness campaign of climate change.

In his inaugural speech, Sheikh Ahmad Al-Fahd confirmed that the government’s development plan includes obvious environment indications includes the oil sector and other sectors through implementing a number of significant projects aimed to rehabilitate the desert environment and improve air quality.

“Achieving such projects within the scheduled time will be important accomplishment as it is a substantial step for getting local healthy environment,” noted the minister, adding the exhibition is principally aimed to increase people’s awareness about environment.

It is worth mentioning that a number of concerned local and international authorities took part in the exhibition on top of which Kuwait Petroleum Corporation which exposed successfully its distinctive experience in a number of environmental cases such as the project of recycling waste.
CEO’s reception activities

Mr. Farouq Al-Zanki, KPC’s Chairman Executive Officer, in presence of Sheikh Talal Al-Khalid, the Managing Director of Governmental, Parliamentary, Public and Media Relations, received in his office at OSC, on February 14, 2011, the ambassador of Japan to State of Kuwait His Excellency Mr. Yasuyoshi Komizo and the ambassador of Indonesia HE Mr. Ferry Adamhar.

They exchanged, during the visit, the cordial talks between including the ways of strengthening bilateral relations. At the end of the visit, the ambassadors congratulated Mr. Farouq Al-Zanki and Sheikh Talal Al-Khalid on the occasion of the national celebrations experienced by Kuwait.
Aiming to cement mutual cooperation in oil field

KPC signs contract to export diesel to Indonesia

KPC, represented by International Marketing sector, renewed the contract to provide the Indonesian Government, represented by Indonesian Oil Company, with the Kuwaiti diesel product. Through this contract KPC will supply the Indonesian side of its needs from diesel including one million ton per year can be increased to another one million for one year; however can be renewed.

The contract was signed in presence of Mr. Farouq Al-Zanki, KPC’s CEO, Mr. Abdullatif Abuallah Al-Houti, Managing Director of International Marketing sector, Mr. Yousef Al-Qabandi, DMD of Marketing (Middle Distillates, Fuel Oil & Special Products), Mr. Anwar Al-Matouq, Manager of Sales Middle Distillates, Mr. Emad Al-Kandari, Sales Team Leader of Middle Distillates Department, Mr. Hamad Al-Derawish, Senior Sales officer, and Mr. Bader Al-Ali, Sales officer.

Al-Houti explained that the signed the contract with the Indonesian government is in line with KPC’s vision and strategy aimed to be present in the global safe markets, in addition to increasing KPC’s marketing share in Asian markets, as the Indonesian market is considered one of the promising and important markets, and it is distinguished by good and stable economy. In addition, this contract will be implemented through the use of Kuwaiti oil tankers.

He assured that the International Marketing sector is keen on activating the cooperation frameworks between the two countries particularly KPC has contracts with the Indonesian government to provide Indonesian side with other Kuwaiti products like naphtha. Also, Kuwait Foreign Petroleum Exploration Company (KUFPEC) has many exploratory projects in Indonesia, and the same matter for the Kuwait Petroleum International (KPI) which is currently studying investment projects in some refineries.
It received a high-level Japanese delegation

Int’l Marketing sector strengthens its relations with the distinctive customers

KPC International Marketing sector received a high-level Japanese delegation of the two companies COSMO and MARUZEN for Petrochemical, which are considered one of the most important and largest KPC’s customers in the East Asian region.

The delegation has been received by Mr. Abdullatif Abdullah Al-Houti, Managing Director of International Marketing sector, Mr. Fahad Al-Nashmi, Deputy Managing Director of International Marketing sector (crude oil and light derivatives), Sheikh Salah Al-Sabah, Manager of crude oil, Sheikh Abdullah Al-Sabah, senior Sales official (naphtha), Mr. Islam Jamal, senior Sales official (naphtha), and Mr. Mohammed Khrabit, Sales official (naphtha).

Mr. Abdullatif Abdullah Al-Houti, Managing Director of International Marketing sector, expressed, on this occasion, his appreciation of the Japanese delegation, referring to the historical close relationship between KPC and its customers in the oil markets, especially the Japanese customers.

Mr. Al-Houti thanked the staff of International Marketing sector for their prominent efforts which had a positive impact in promoting KPC’s status to match major oil companies in the world, and achieve impressive results in line with its expansionary policy in the international oil market.

It is worth mentioning that the visit of the Japanese delegation to KPC’s Marketing sector aimed to exchange experiences between the two sides, discuss the developments of the oil market and to develop the joint cooperation between the two sides, since COSMO and MARUZEN are considered one of KPC’s distinguished customers because the relationship between them extended for more than twenty years, a relationship that began when KPC exported the first cargo of (naphtha) to Japan after the liberation of Kuwait from Saddam’s brutal invasion.
In the frame of strengthening the bilateral relations and continuous communication with KPC strategic customers, Mr. Farouq Al-Zanki, CEO of KPC, received a high-level delegation from Japanese Hyundai Co, on January 31, 2011.

On this occasion, Mr. Abdullatif Abdullah Al-Houti, Managing Director of International Marketing sector, confirmed the visit has a special importance in view of the steady relations between KPC and Hyundai. This relation extends for many years and characterized by confidence and joint cooperation. He added that the Japanese delegation applauded the efforts exerted by KPC and its expansionary policy applied by International Marketing sector which is to have a good position in the international oil markets.

The delegation has been received by Mr. Abdullatif Abdullah Al-Houti, Mr. Fahd Al-Nashmi, Deputy Managing Director of International Marketing sector (Crude oil and Light Derivatives) and Sheikh Salah Al-Sabah, Crude Oil Sales Manager.

KPC, represented by International Marketing sector, hosted a delegation from Japanese Company J. X Nippon for oil and energy on Tuesday, February 10, 2011 at OSC.

The delegation has been received by Mr. Abdullatif Abdullah Al-Houti, Managing Director of International Marketing sector, Sheikh Salah Al-Sabah, Manager of Crude Oil Sales and Mr. Fahad Al-Nashmi, Deputy Managing Director of International Marketing sector (crude oil and light derivatives), who shared conversations with the members of the Japanese delegation on joint projects between the two sides and the ways of strengthening the cooperation in the future projects.
KPC honors the winners of strategic directions media campaign

Mr. Farouq Al-Zanki, KPC’s CEO, in presence of Mr. Hashim El-Rifaai, Managing Director of Planning in KPC, honored on Wednesday, February 2, 2011 the winners of media campaign of KPC’s 2030 strategic directions, which was launched by Planning sector for the oil sector’s personnel to select the best verbal slogan includes strategic directions concept. About 473 employees subsidiaries took part in the contest. The committee in charge selected three slogans which managed to express the content of the campaign; these concepts are as follows:

“Continuous development for a better future,” submitted by Mr. Mubarak Fahd Al-Subaie.

“KPC …. Power ….the Present and Future,” submitted by Mr. Yasser Ibrahim El-Rifaai.

“National ambitions for universal impact... 2030” submitted Mrs. Hadeel Al-Harbi.

In this regard, Mr. Yousef Al-Sanae’, the project’s Team Leader, said “The campaign aimed to involve the largest number of the oil sector’s personnel in order to identify and participate in KPC strategic directions, and when we mention the word “participation” we mean that all the sector’s staff should realize that KPC has a strategy seeks to apply, and we declare, at the same time, this strategy for foreign corporations and companies.

He went on to say that a number of teams have been selected for this task before launching the campaign officially. After that, the contest’s conditions have been allotted. Among these conditions is the total words used in the verbal slogan must be maximum 6. However, Ipad appliances have been allotted for the first three winners.

He further added that the step of holding such a contest precedes a number of other steps and pivots will be included in the executive plan of the campaign which will be initiated in the future targeting interior and exterior groups to underscore the significance of these directions for the good of the corporation, the society and the country as well.

Finally, Al-Sane’ said this participation showcases the positive interaction among the oil sector’s personnel and confirms the sturdy willingness of employees to achieve this campaign successfully once it is officially launched. He further disclosed that the three winning slogans belong to Kuwait Gulf Oil Company’s (KGOC) employees.
Financial & Admin staff having a distinctive open day

The Managing Director of Financial and Administrative Affairs sector Mr. Ali Amer Al-Hajeri invited the sector’s employees to spend an open day at Mangaf Hilton Resort to break the ice between employees and bolster amiable relations among each other far away from the red tape of duty to achieve the highest possible career satisfaction.

The open day was distinguished with its numerous and varied activities besides the attendance of Mr. Farouq Al-Zanki, KPC’s CEO, who took part in the activities. Al-Hajeri welcomed in turn the Chief Executive Officer for sharing delight with the sector’s employees as this fortifies communication between the employees and their seniors cordially; the matter reflects their keenness on performing their duties perfectly.
In a family atmosphere full of intimacy, the staff of Governmental, Parliamentary, Public and Media Relations gathered through their annual Open Day in Mangaf Hilton Hotel.

On his part, the Managing Director of Governmental, Parliamentary, Public and Media Relations Sheikh Talal Al-Khalid Al-Sabah, expressed his pleasure with such meeting as it is far away from the routine of the daily duty. He also stressed the necessity of bolstering communication among each other to support the one family spirit which is reflected positively on work.

The ceremony program included several activities and contests such as competitions, football and tennis matches. In addition, the visit of KPC’s CEO Mr. Farouq Al-Zanki to the employees and his participation with them in these activities has created a kind of fraternal atmosphere under the constant communication which he and the Managing Directors always bid for.
Pursuant to its annual habit, KPC participated in sponsoring the activities of Kuwait International Information Technology, Office Systems and Communications Exhibition (InfoConnect) which held in Kuwait International Fair Ground in Mishref between January 30 and February 5, 2011.

In his speech on the sidelines of the inaugural ceremony, Dr. Mohammad Al-Busairi, Communications Minister, State Minister of Parliament Affairs, expressed his happiness for holding the exhibition which is considered the largest event for Information Technology and Communications in the region. It provides an opportunity for visitors to learn the latest techniques and systems in the world of technology, communications and interactive services.

Al-Busairi stressed the importance of the exhibition stems out from being the largest of its kind in the region through participation and attendance, as the number of participations is over 120 participants, including governmental bodies and well-known international companies in the world of manufacturing technology and techniques specialized in electronic solutions, both concerning financial or administrative applications, infrastructure, hardware, software and information systems.

He indicated that this year exhibition is distinguished by meeting three exhibitions under the umbrella of one exhibition like InfoConnect exhibition, INFOBIZ exhibition and the exhibition of Smart Buildings, security and safety, and this means that the exhibition was able during its new session to integrate the techniques of Smart Buildings with the exhibitions of communications and technology to be with all its kinds in one place.

It is worth mentioning that Dr. Al-Busairi praised KPC’s distinguished participation in the exhibition.
KPC hosts Dr. John Gray

Kuwait Petroleum Corporation (KPC) hosted for the first time in the Middle East the international lecturer Dr. John Gray on Tuesday February 1, 2011, in a step aimed to resume the series of lectures which have been launched by Planning and Career Development sector so as to enrich the experience of the oil sector’s personnel.

The lecture Gray gave was dubbed “How can you achieve what you want at work?”

On this occasion, Mr. Abdullatif Ahmad Al-Houti, Planning and Career Development Department Manager at KPC, assured that manpower is one of higher administration’s priorities as it believes that nations are built by their people only; thus, they are considered the most substantial resource and main basis for achieving progress in any organization.

Hence, Training and Career Development sector has shouldered the responsibility of rehabilitating personnel which are effectual element in the oil sector. It has targeted personnel to enable them to cope with any international changes taking place in the oil industry and to be, at the same time, able to undertake the accountability of pushing the oil sector towards progress.

“The step of hosting Dr. John Gray in the oil sector here is evidence on Planning sector’s keenness on availing the international successful experiences in this domain; therefore, it is interested in attracting outstanding figures and experts to convey their experiences,” added Al-Houti.

“We cannot ignore the beginnings of launching such initiatives which were epitomized in initiating the first Training and Career Development meeting through which a number of prominent characters and experts were hosted to let employees be acquainted with the latest developments.”

The lecture was attended by a large number of the oil sector’s leaderships besides Mr. Farouq Al-Zanki, KPC’s CEO and officials.

At the end of the lecture Dr Gray urged the attendees to read his book “How do you achieve what you want at work?” as it includes lucrative information will change the way of their thinking and performance at work.

He delivered a lecture dubbed “How do you achieve what you want at work?”
Compensations Dept organizes a symposium about attendance and leave system

In the context of a series of meetings organized by Compensations Department for its staff, a symposium has been recently organized on Thursday, January 20, 2011 about the attendance and leave system which is applied in KPC at the auditorium of the oil sector’s complex.

Mr. Ibrahim Awadh, Manager of Compensations Department, stressed, during the meeting, the importance of such seminars to encourage staff to exchange opinions and practical experiences with each other with the participations of their direct bosses, which is in the interest of work and to access to an integrated vision. He pointed out that the department organized six different symposiums included a number of subjects which concern the staff; however, the most important discussion seminar was about the vacations and their types, grievance procedures, incentive bonus, private insurance system, and the attendance and leave lecture.

It is worth mentioning that the recent seminar was presented by Ms. Barawana Kamaly, Team Leader of the Industrial Relations, Ms. Dalal Al Homoud, Legal Officer - Industrial Relations, and Mr. Mohammed Al-Kandari, Legal Officer - Industrial Relations.

KPC sponsors 19th Engineering Design Exhibition

KPC sponsored the 19th Engineering Design Exhibition which was held at the Engineering and Petroleum College, Kuwait University (KU), under the patronage of HE Minister of Electricity and Water, Dr. Bader Al-Shurai’an, on Wednesday, January 26, 2011.

On his part, Prof. Taher Al-Sahaf, Dean of Engineering and Petroleum College, expressed his pleasure for the participation a large number of institutions and companies in exhibition, praising KPC and Kuwait Foundation for the Advancement of Science (KFAS) for their effective role in developing scientific research, as KPC has a leading role in the industrial and refining field, and KFAS in the field of inventions and scientific innovations whose projects participated in the engineering design competition at the university.

He added that such a partnership will take part in building Kuwait throughout supporting the students’ inventions, refining them and utilizing them optimally through focusing on a number of important engineering fields such as engineering marketing, engineering development for society and environment protection.

At the end of the ceremony, the winning projects were honored and also the judging panel which oversaw the evaluation of participating projects.
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Disciplinary Violation:
Most of the career legislations sought to formulate a clear and specific definition for the disciplinary violation, so they defined it as “the breach of duty or violation of the prohibitions allotted by laws and regulations”. According to this definition, the violator’s penalty is “Disciplinary Penalty”. To protect the employee who is committed the instructions of his superiors and at the same time takes into account, in his work, the principle of legality in the event of committing a violation pursuant to the order of his boss, KPC byelaws of penalties, according to the legislator, exempts the employee from disciplinary penalty.

If it is proven that his commitment of the violation was pursuant to a written order issued by a boss, he must follow his instructions in spite of employee’s caution to his boss in writing that action may constitute a violation. In this case, the responsibility is on the shoulders of the boss who issued the order, except the violations that threaten the safety of staff and work, or which would result in massive loss of the KPC, which the staff member must take the necessary action in this respect by submitting a report to the seniors in this domain.

Types of Disciplinary Violations:
Although it is difficult to identify and count all forms and types of disciplinary violations which may be envisaged, the Administrative Regulation and the Employees System included a range of prohibited acts on staff, and the critical factor in all is that each employee breach the duties or violates the prohibitions provided in the laws or regulations will be disciplinary punished without prejudice to civil or criminal responsibility when necessary.

Disciplinary Penalties:
It is known that the disciplinary penalties are classified according to the size of the violation, its greatness and its impact. Therefore, KPC list of penalties has included several kinds of penalties begins with verbal warning, and then written warning (first - second - final) and after that dismissal from work, and it is allowed in case of dismissal case to deprive the employee of all or some of end of service compensation.

Staff Protection Guarantees:
In addition to the protection allotted by the legislator for an employee who commits the violation pursuant to the order of his boss, the list of penalties has included many other guarantees that protect the rights of employees. The byelaws indicated the violations that have not been investigated after three months from the date of the management knowing, It is not allowed either to execute penalty on the employee for a violation attributed to him only after questioning him in writing and be heard and his defense after being confronted with the violation attributed to him, knowing that the employee’s refusal to receive the papers concerning the violation, or his absence from work without an acceptable excuse, where it is difficult to contact him, leads to investigation to take its course, in absentia, and in such case, the issued decision against him is final.
New Appointments

Abdulaziz Al-Kandari  
Marine

Ajwan Al-Thaqeb  
Marine

Anwer Al-Huraiti  
Crude Oil Sales

Eqab Al-Otaibi  
Marine

Ali Al-Kandari  
Marine

Adel Ashkanani  
Market Research

Abdullah Al-Rashoud  
Supply Operations

Shaima Raees  
Sales Administration

Sharifah Al-Ghanim  
Sales Administration

Yaqoub Al-Qais  
Learning & Development Council Affairs

Shamlan Al-Duwaish  
Training

Hanadi Ahmad  
Learning & Development Council Affairs

Ayman Al-Othman  
Compensation Department

Mohammed Al-Naqi  
Risk Management Department

Buthainah Al-Saleh  
Compensation Department

Walid Al-Olaimi  
Service Department

Yousef Al-Shatti  
Organization & Manpower

Mohammed Al-Mishwat  
Information Technology

Rasha Badran  
Compensation Department

Hasan Rashaid  
Compensation Department

Heba Al-Turki  
Service Department

Hebah Al-Fahad  
Service Department

Abdullah Al-Kandari  
Service Department

Saleh Al-Enzi  
Marine

It is the pleasure of KPC News staff to extend their heartiest thanks to all colleagues who contributed to KPC News past issues. We will be more than happy to receive even more of your contributions and ideas which will further bolster constructive cooperation and continuous progress. For more details, please contact: Haya Al-Randi - Tel: 4785, Alia Al-Jasmi - Tel: 4789, Jaber Al-Sabah - Tel: 4866

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 предлагаем вам свои мысли и инициативы

For your Opinions & Suggestions

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