ALPHA TANGO NEWSLETTER

SCAA

Seychelles Civil Aviation Authority Newsletter
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Message from the CEO

As we draw towards the end of the year, I want to first and foremost thank each one of you for being part of the SCAA family and for accepting me as part of this big family! I appreciate your hard work, commitment and dedication, which are integral to SCAA's progress.

2019 has been an exciting, challenging and transitional year. It is therefore important to take stock, looking back on our year's successes and failures. I am happy and encouraged that my vision for the organisation has been embraced by all Departments. This will ensure that we continue to modernize, enhance our financial performance and achieve excellence in our service delivery.
Whilst there is much more work to do; and our resources limitations might prevent us from forging ahead with our projects at the pace we want, I am confident that they can be achieved with proper strategy and planning. We have already embarked on reviewing our master plan and our plans to construct our head office is on track.

I am sure that 2020 will hold many challenges for SCAA, but I have great trust that together, we can overcome them with your continued dedication and professionalism in the delivery of your respective functions. Our job is to maintain focus intently on what we can control: providing our customers and aviation partners with the best service, managing our costs, up-holding our image, and doing our part to live SCAA's values to the fullest.

Let us look towards the new year with eagerness, hope and determination.

In this festive season, I wish you and your families, joy, wonderful memories and peace. We should be thankful for what we have and embrace our loved ones. I wish you all a very Happy New Year, filled with success, happiness and good health!

Mr. Garry Albert
Chief Executive Officer,
Seychelles Civil Aviation Authority

Staff Wishes 2020

A very challenging year where we need to make greater choices for us and for those of our kids.

Let us look at it with optimism and choose the best option. We need to stay focus and work as a team in order to achieve more.

Neville Bonnelame
Senior Purchasing Officer (Finance)

As this year ends, I wish all the negativity and difficulties are washed away. May 2020 brings success and fulfil all the ultimate goals that your heart desires.

Anouchka Melanie
Senior Admin Assistant (Human Resources & Administration)

Hoisting an ICAO flag at the top of Mont Sebert

The magnificent boulders facing the Seychelles International Airport have long been admired by tourists, and many have taken souvenir photos of this intriguing natural feature.

From that same mountain top, hikers have been able to view the most amazing view of the airport on a bright sunny day.

Hence, it was not surprising that the Seychelles Civil Aviation Authority (SCAA) decided to hoist an International Civil Aviation Organisation's flag up there following a request from ICAO asking its member States, to hoist its flag at a prominent location. This was an activity to mark the international body's 75th anniversary this year as well as to commemorate the International Civil Aviation Day which is celebrated annually on December 7th. To be able to organize this flag raising ceremony, SCAA had to gather a team to hike up to Mont Sebert to clean the trail which was made up of over 400 steps in the woods. The group which was made up of Maintenance and Airport Fire Service staff had to carry a 4-metre flag pole and some building materials and equipment up the trail to the top of the mountain. They were accompanied by some men from the Anse Aux Pins, Pointe Larue and Cascade brigades and including the Anse Aux Pins' District Administration office, who cleared the trail and cut fallen trees that were blocking the way. The Seychelles National Parks Authority also assisted with all the preparation.

It was a well-coordinated effort to ensure that all is neat, tidy and ready for the flag-raising ceremony which took place on the eve of International Civil Aviation Organisation Day.

ICAO 2019
75 YEARS OF CONNECTING THE WORLD

'75 Years of Connecting the World'

This year's theme for International Civil Aviation Day is *"75 Years of Connecting the World"*, and it was selected to help draw attention to the fact that safe, secure and rapid connectivity is the core capability of aviation's worldwide network, and the key value offering from which all other international aviation benefits derive – whether commercial, cultural or personal.

The International Civil Aviation Organisation chose to focus the air transport sector's attention on the future of flight rather than on its past. This prioritization acknowledged the rapidly expanding capacity of the incredible new aircraft now being conceptualized, designed, and produced to fulfil exciting new services and roles for civil societies.

The team building the base for the flag pole.

Airport firefighters trained as emergency response driving instructors

Airports' fire and rescue services have a vital role to play in any emergency situations. They form an integral part of the airport emergency plan as per international regulations. To ensure that new firefighters have the ability to drive emergency vehicles, such as ambulance and fire tenders, three firefighters from the Seychelles Civil Aviation Authority (SCAA) have attended a 5-day training at the Seychelles International Airport.

This course enabled the SCAA's Airport Fire and Rescue Services (AFRS) to have three qualified emergency response driving instructors. The three participants were Station Officer Jude Accouche, Leading Fire Fighters Robin Leon and Naddy Jeanne. The training was conducted locally by Mr Stephen Milton who works for the emergency Response driver training school based in the United Kingdom (UK). The school delivers training to over 77 Emergency Services in the UK and worldwide such as Dubai Airport and Singapore Airport.

This course covered several elements such as understanding the basic dynamics of driving a fire tender at high speed to prevent roll over, how to manage and maintain the emergency vehicles and gaining the right knowledge and skills to drive an ambulance and Fire Tenders.

The organisation's Chief Fire Officer Mr. Bernard Henriette explained that these instructors will be responsible to manage a programme to train the emergency response drivers and hence cut down on the number of accidents. He added that there are about 60 firefighters at the airport who have license to drive emergency vehicles and they need to have a refresher course and new firefighters need to acquire this skill as well.

The three candidates were also required to do an emergency response driving and driving instructor assessment.
One of the trainees, Mr Jeanne said the course was challenging and professional and they can even provide training to other emergency services which is outside of the airport and abroad.

He added that they did the training on the airside which is the restricted area of the airport as well as on the landside which is the area accessible to all.

Staff Shout-Out board

In its effort to continuously encourage recognition in the workplace, HR Department has introduced a new component in their Recognition Program Policy, which is a "STAFF SHOUT OUT BOARD"

A Staff Shout Out Board is essentially a board that gets covered in positive notes and compliments to members of staff, to help boost morale in the workplace. It is a place for staff to give a" shout-out "to anyone in their respective department who has helped them out or done something POSITIVE for the department/Organization. Moreover, it is necessary that all Offices to have one.

Recognition within a team or organization is great for increasing overall morale and productivity among the group. This is just one piece of the puzzle when it comes to Company culture, but it is an important one.

We are happy to say, that with this new initiative, we have seen several beautiful boards in various departments, filled with colorful and positive notes and smiley faces.

A happy and motivated employee results in more productivity, loyalty and increased employee retention.

In 2020, HR department will be bringing in more of such initiatives, to help in ensuring that our staff feels appreciated and happy to come to their workplace. Like our HRA vision rightly say, "We want to be the Employer of choice in Seychelles with the best HR practices in all aspects of our operations".

HR Team

SCAA hosts first aviation challenge quiz

Seychelles Civil Aviation Authority hosted the first ever televised aviation challenge quiz in December 2019 to include stakeholders in its activities to mark the 75th anniversary of the International Civil Aviation Organisation (ICAO).

This initiative by SCAA in partnership with Qatar Airways, was an opportunity for stakeholders in the aviation industry to test their knowledge in this field in a fun way.

It was Air Seychelles team who won this challenge after going head to head with Zil Air in the final which was aired on the national TV. In total there were four teams which also included the Immigration Department and Island Development Company (IDC).

All teams had two members and were giving links to be able to acquire some more knowledge closer to the competition. The winning team members Steven Laporte and Riard Balette went home with one return ticket each to any Qatar Airways destination. The airline was the sole sponsor for this edition of the aviation quiz.

Mr Laporte who have over 10 years in the industry also won a prize for being the best scorer. He received a hamper sponsored by SCAA.

In the second place was Zil Air, a team which gave Air Seychelles an impressive challenge in the final. The team members from Zil Air, David Furneau and Dominique Constant, got a model Qatar Airways aircraft each.

All participants went home with corporate items sponsored by SCAA.

The ICAO Quiz winning team; Air Seychelles

Burger King gives early Christmas treats to children

A bunch of excited children received an early Christmas treat on 9 December 2019 at the Burger King restaurant inside the departure lounge.

The major fast-food chain catered for the over 35 kids ages 8 to 12 years old from Pointe Larue and Cascade primary schools, as well as others in residential care from Foyer de la Solitude and Foyer de Nazareth.

They were able to choose from a selection of burgers, fries and drinks on the menu whilst listening to some Christmas songs in the well decorated outlet.

Burger King had the support of SCAA to coordinate this event.

Burger King Seychelles operations manager Bhaskar Brao said the company, which has been in operation in Seychelles for the past two years, wanted to give back to the community by providing the children an opportunity to sample the international menu which is usually reserved for travellers. "It's lovely to see them so excited and happy, look at them all smiles," Mr Brao said.

He further noted that the initiative is one which is practiced by Burger King chains around the world to raise funds towards charitable causes.

Children enjoying their lunch

"SCAA has assisted us with this initiative to bring some cheer and Christmas spirit to the children in the community. After all, Christmas is the time for giving and celebrating."

We are here as an international brand, and the kids are out there and they are hardly exposed to anything international, within the local context, said Mr Brao.

After enjoying their special lunch, the children received Christmas gifts from Santa and his elf.

Best performer- Diploma in HR Management

Congratulations Mr Fred Bamboche!

"The Diploma in Human Resource Management had the main aims of introducing the academic disciplines that underlie effective management of human resources. It provided me with an appreciation of the theoretical issues involved in the study of Human Resource management and offered a range of professional skills and knowledge. The latter has enhanced my potential in the field and provided me with skills to implement new trends effectively and covering functional specialism of Human Resource Management.

Soliciting advice and encouragement for the 10 modules and a final dissertation has surely paid off. This has been consolidated by graduating with Distinction, and awarded the best performer for the program."

The SCAA Office Choir

The Office Choir – Sing for Charity has become an activity that now features on the SCAA calendar, where many staff members look forward for the opportunity to participate and showcase their talent. The programme is also a chance for staff to meet and get to know each other through a different atmosphere all while doing something they enjoy. For the corporate communication division that heads this activity, it is a very good way for SCAA to live up to it's values and be shown as an active participant in national activities that help support those in need in our community. The SCAA Choir was this year comprised of 31 staff members from various departments.

2019 was a year with a difference. Our social media specialist, Mr. Darrel Antat, along with the support of our Senior Infrastructure Officer, Mrs. Chantal Havelock, took on the challenge of preparing the choir for this year's competition, as they both had previous experience being in choirs and with choral music. This meant that for the first time, the SCAA choir did not have any external parties involved to prepare the choir for the competition.

So as not to cause major disruptions in the operations and duties of the staff, choir rehearsals were held during the intervals of 12:15pm to 1:00pm. Despite the commitment of shift work, the choir was also made up of several members from the AVSEC division, ANS controllers and even a telephonist. While not everyone could be present for each and every practice, most members turned up and improved with each session. The conductors ensured that a proper schedule was put in place for rehearsals, and met with the choir as regularly as three times per week. To go one step further and put things on a proper standard, the choir was divided into separate sections and there were rehearsals for individual sections, to ensure that each member was confident in the parts that they had to perform. 'Learning files' were also recorded and shared via WhatsApp so that choir members could also rehearse in their own time.

For this year's charity cause, the choir wanted to put their support behind someone from Praslin, because for the first time, we had two SCAA staff from Praslin participating in the event. Through them we discovered Charib Marie, a 6-year-old boy living right next to the Ile des Palmes airport at Amité, Praslin. He had been diagnosed with Cancer and is Visually Impaired. By winning the competition, the choir would be able to give the prize money to Charib, who is due for treatment in South Africa early next year. This would help cover expenses that the family would surely incur on such a trip.

The first test for the SCAA choir came during the elimination round against 16 other choirs from various organizations in the country. With the chosen song 'Something inside so strong', the choir performed outstandingly and were chosen to participate amongst 10 finalists in the finals of the competition. All finalists were invited to pick the song that they would perform for the finals from a draw bag and our choir picked *'Carol of the Bells'*, a song that would prove to be quite challenging as there is only one known version, that requires exceptional breathing techniques.

Therefore, rehearsals intensified and slowly, the choir was able to perform the carol to the desired level of the conductors. The final recording was filmed on the 30th November and aired on SBC on the 15th December during the 3rd episode of the programme. After which members of the public were asked to vote for their favourite choir via SMS. While the public vote did not go in the favour of SCAA, the judges of the programme felt differently. SCAA was awarded 1st place for the Jury Prize, which is voted on by a panel of 3 jurors assessing the choirs' performance from a more technical perspective. The SR10,000 prize will be delivered to Charib on Praslin.

SCAA en siporter fidel Festival Kreol

Nou bann partisipan dan zot kostim byen kolore tipikman kreol

Ankor enn fwa sa lannen plizyer levennman edikasyonnel pou promouvwar nou kiltir avek langaz Kreol ti ganny sipor Lotorite Lavyasyon Sivil Sesel (SCAA).

Pour plizyer lannen sa lotorite in fidel anver kontribisyon ki in fer dan sa festival. Menm si pour sa enn edisyon SCAA pa ti partisip dan laserenad lo Mahe, bann travayer sa lorganizasyon lo Praslin ti fer zot prezans konte dan sa menm aktivite ki ti fer lo sa zil. Laserenad lo Praslin ti deroul anba tenm Fizyon koko e sa lekip SCAA byen determinen ti sorti trwazyenm dan sa konpetisyon. Zot flot ti reprezant en bato lapo koko osi byen ki bann diferan prodwi lokal ki fer ek koko tel parey nougat, kalou ek kapatya.

Malgre bann defi SCAA in ankor enn fwa sponsor prensipal dan konpetisyon kwiz enterskoler e enter distrik osi byen ki konkour diskour.

En lot aktivite kot bann partisipan in resevwar bann pri sorti kot lakonpanyen SCAA ti konkour literer an loner Madanm Regina Melanie. Sa konkour I ede donn plis valer nou langaz atraver poem ek bann zistwar kreol.

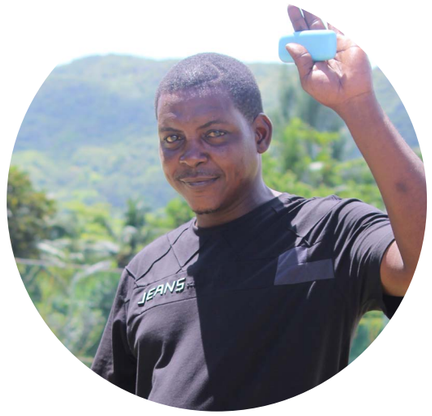
Apard bann aktivite lo nivo nasyonal bann travayer SCAA ti ganny sans degiste bann pla e bann pti manzay kreol dan zot bal kreol, en aktivite annyel lo kalandriye sa lorganizasyon ki ti fer kot Restoran Chilli Bar La Louise

Flot SCAA en bato koko ek en pti latous kreol

Spotlight on...

Daniel

Labourer



When is your date of Birth
28th May 1981

How long have you been with SCAA?
8 years

Address
Grand Anse Praslin

Any pets?
Where I live does not permit me to have any pets.

What words of encouragement would you have for those who are considering joining SCAA?
SCAA is a good organization to work for, you get opportunities to grow and develop your skills further.

What hobbies or interest do you have outside of work?
I still do a little maintenance work here and there, spend some time with my friends.

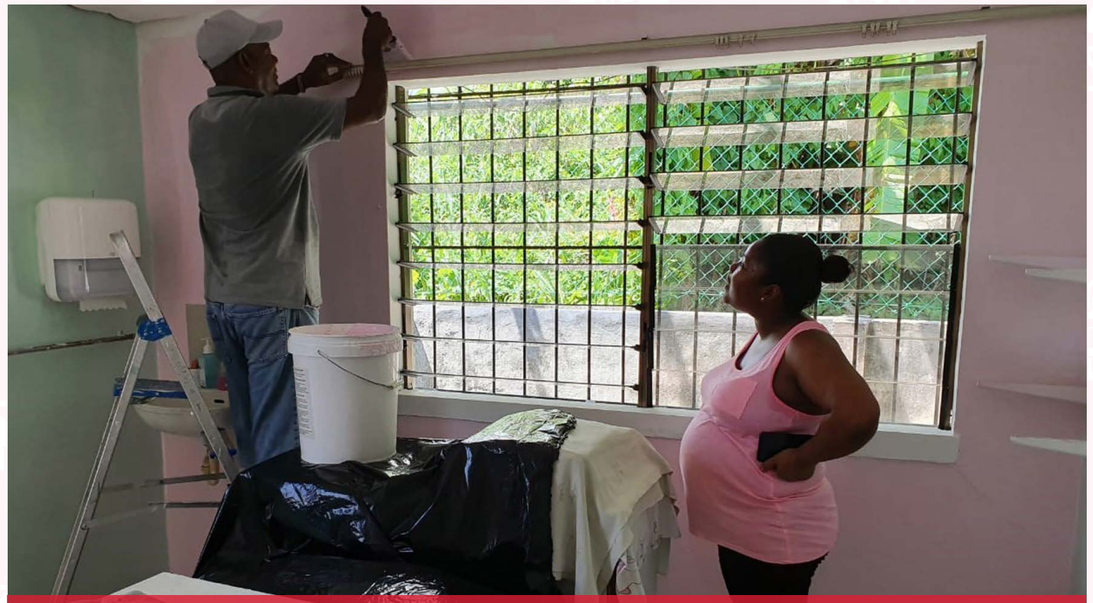
What is your greatest fear?
This will sound funny, but I fear the living. Based on past life experience.

If you could take a flight right now where would you go and why?
Madagascar, I'm interested to see their culture, how they live.

What does true leadership means to you?
For me leadership is working together as a team, to better motivate others into working hard and for better coordination of work.

What is your greatest achievement?
My greatest achievement is my training on how to use pesticides.

Maternal & Child Health Clinic more appealing for the festive season



Anse Aux Pins Clinic

Mothers and children have recently noticed a facelift to the Maternal & Child Health Clinic at Anse Aux Pins after SCAA staff volunteered to give a fresh coat of paint to the building.

The Maintenance and Corporate Communication teams gathered at the clinic on the occasion of the International Civil Aviation Day on Saturday December 7th to complete the job.

Two days prior the Maintenance team did the preliminary works such as installing new doors, scrapping the walls, amongst other works. The team has also made some new shelves for the clinic.

Also present on that day, was the nurse in charge, Ms Dubignon. She was very pleased with the work carried out by SCAA team. "I have been waiting for this change for so long, I am so happy that SCAA made my dream come true" said Ms Dubignon.

Ms Dubignon thanked SCAA for reaching out to the Anse Aux Pins community.

New Year Resolutions!

Where did it come from?

The new year resolution started with the ancient Babylonia, a State in Mesopotamia nowadays known as Iraq. At the start of each year they made promises to the gods to pay the debt and give back something they borrowed. Note that new year started in mid-march for them not in January. This practice then continued in ancient Rome where their emperor tinkered with the calendar and changed it to January first where this tradition continued.

For Christians, the first day of the year became a traditional occasion to think about past mistakes to resolve it and be better in the future.

Despite those religious roots, new years resolution today are not the most specular practice.

Funny new year's resolutions:

- To tolerate fools more gladly, provided this does not encourage them to take up more of my time.
- I was going to quit all my bad habits for the new year, but then I remembered that nobody likes a quitter.
- May all your troubles last as long as your New Year's resolutions.

More realistic new year resolutions:

- Drink 8 glasses of water per day. Find a fun water bottle to help you remember.
- Be more conscious about turning off lights when not in use.
- Practice random acts of kindness. You will feel wonderful inside and others are sure to appreciate it.
- Try a new food you have been curious about. If you try it, you might like it!

ALPHA TANGO

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