

# Dan nou Kazye



THE SEYCHELLES FISHING AUTHORITY  
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A man with a beard and a grey beanie is kneeling on the ground, painting a Christmas tree on a coconut shell. He is using a yellow spray can. The coconut shell is painted blue and white, with a hole at the top. The background shows other coconuts and a person's leg in a black sock and grey boot.

# This Month's Highlight

First prize recipient for the National Eco-friendly & DIY Christmas Tree competition 2023

# Welcome 2024!

## A year full of hard work and togetherness



Welcome to 2024 everyone!

I am delighted to start this new year with you at SFA.

In 2023, we have worked together to achieve quite a few goals. We have shown our support for one another during the calamities of December 2023. I commend you for the love and support you have shown one another.

The production of the SFA magazine is a means of keeping everyone informed of what happens at SFA and further develop the impressive staff engagement that exists within the organization. SFA's growth is everyone's business, it should be the pride of each one of us. It is through your engagement that we can better work as a team to achieve the strategic goals of the organisation.

In this month's edition, we highlight the achievement of SFA for winning the National Eco-friendly and DIY Christmas tree and competition in December 2023. We also honour the longest servicing employees who are role models for newcomers. They reaffirm that SFA is not only a place to work but an organisation to build a career and prosper.

Let us take pride in being the Authority that knows the fisheries, stays connected and actions for the sustainable development of the fisheries sector of the Seychelles.

# Decorating Christmas together

For the first time ever, SFA wins the Eco-friendly and DIY Christmas tree competition of 2023



- Our immaculate Christmas tree inspired by the fishing industry



- A collective effort



- The award ceremony

For the first time ever, the Seychelles Fishing Authority won the Eco-friendly and DIY Christmas Tree competition of 2023. It took the team a few days to get all the decorations up and sparkling, but the greatest achievement was the willingness, energy and ideas that was put together to make up the winning decoration.

The Eco-friendly and DIY Christmas Tree competition is organized annually by the Ministry for Agriculture, Climate Change and Environment.

In December, the Health and Safety and Environment Club initiated this project with the aim of bringing staff together and lifting the Christmas spirit. Indeed, they were successful!

There were a variety of talents and creative ideas that was put together. The theme of SFA was fisheries with the use of recycled materials such as FADs, nets, buoys, fish traps, and other materials. The main contributors were that of Mike Lesperance and Sam Dubel.

“Every day each staff came up with an idea and with the help of my colleague we worked together to make it a reality. I think it was a great idea to use recycled materials because in the end we were able to make more than just a Christmas tree. In general, it was worth it,” says Sam Dubel.

As a reward, SFA received a shield and R5000 sponsored by H Savy Insurance. The SFA decorations preceded that of l'Union Estate-La digue and the Agency for Social Protection.



# Sing with love!

# Sing for charity!

The SFA came out 6th in the 2023 Office Choir supporting Liam's Foundation.



- All in check for the big day

- The final presentation, the choir was beautifully dressed.



- The first elimination phase at the 'Teat Nasyonal'.



- Ms. Mastura receiving the prizes on behalf of her colleagues at the award ceremony

# Long Serving Staff

Still energetic, passionate & wanting more professionals to join SFA

## → Maria Rose

I joined SFA in April 2003 as a Fisheries Technician in the Fisheries Research Department, which was formerly known as the Artisanal Fisheries Research Section. Progressing through the years, I advanced to the position of Senior Fisheries Research Technician. In 2017, shortly after its establishment, I made a significant move to the Aquaculture Department. At that time, I assumed the role of Senior Aquaculture Technician. Subsequently, I was promoted to Assistant Aquaculture Research Officer, a position I still hold today. I'm motivated by my love for the job, my passion for the marine environment and a commitment to contribute to the sustainable fisheries in Seychelles.

Starting as a technician and progressing to more senior roles in both the Fisheries Research and Aquaculture departments, I've gained valuable insights into various aspects of the industry, each step has brought new challenges and learning opportunities. This growth has not only enhanced my technical skills but has also improved my leadership and decision-making abilities.

I take great pride in guiding and mentoring younger staff and fisheries enthusiasts, and this has been a fulfilling aspect of my career. And sharing insights accumulated over the years, actively contributing to the growth of the next generation. Witnessing the development of individuals under my guidance, whether through training, mentorship, or general support, has been a rewarding aspect of my professional journey. I am dedicated to support the professional development of my colleagues, finding joy in contributing to their growth in the fisheries and aquaculture industry. The way forward for me involves continuous learning, mentoring, and staying committed to furthering my contributions to SFA.



## → Emilie Augustin



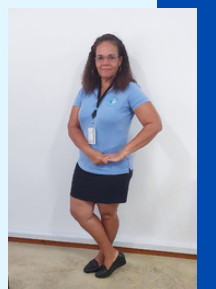
I started at SFA in 2003 as an enumerator on site which was then referred to as a field worker. When I started there were only four enumerators covering all the sites on Mahe. In 2014, after 11 years on site, I was transferred to office duties in the industrial fisheries section pursuing data entry for tuna Purseiner. After six years in Per seine in 2020, I moved back to artisanal fishery as a Senior Statistical Officer. In December 2023, I was promoted to Fisheries Statistician. To me, SFA has so much potential and that I wanted to be part of it. Over the years we have seen tremendous change in the fisheries industry which I believe was for the better. I always believe that I could contribute to the industry.

My years as an enumerator is where I develop the real understanding of the fisheries industry. Field work has offered me the best experience ever. This is where I meet all the fishermen and other stakeholders involved. Over the years I have built considerable knowledge in fisheries. Combining such with theoretical knowledge gives one the advantage of applied knowledge, resulting in better understand the system (SIH) and swifter problem solving.

Knowledge is meant to be shared. Today, there is a lot of development in the fisheries sector, especially artisanal fishery. The younger staff must understand the importance of our fisheries industry and should be willing to give their best and be ready to be part of the solution. Their willingness to learn, will allow others to acknowledge their commitment and give them a helping hand.

I wish to further contribute to my field which is statistic. I have a lot more to offer. I work with a great team, which gives me a lot of support and advice. I take the opportunity to say thank you to all of them for their support over the years.

## → Naddy Malabage



It was October 1997; I was 23 years when I started working for SFA as a fisheries technician. At that time, I was the only lady working among men. I did everything including data entry for semi-industrial and long line fishing, collecting biometric data for both fishing and research on board RV l'Amitié. I was later promoted to statistical technician a post I served for some years until I was elevated to senior statistical officer in 2021 to date. It has always been my dream after graduating from the school of maritime studies to work in the field of marine/fishing environment. I am happy to be contributing to the development of my country's fishing industry.

Throughout my working experience with SFA, I enjoy every day of work. The people I have worked with in the past and to date have shaped my character to make me of who I am. I have received opportunities of training to improve my skills, knowledge and enhance my professional growth to better discharge my responsibilities in my present roles.

I'm always doing my best to encourage and instruct good qualities, moral values, and discipline in young staff, if they want to achieve greatness in their life. Even after 25 years working for SFA I still feel energetic and enthusiasm to continued work for many more years to come.

## → Fred Mondon

I started in June 2003, as an Able Seaman Fisherman and a few years later I was promoted to a Fishing Gear Technician. After a few more years of developing my skills I became a Skipper, a post I still occupy today. I have dedicated 20 years to the fisheries research section, and I am based at the fishing port.

I love the sea and I am curious to learn more about fisheries. It's the field I am passionate about. I won't ever be able to stop going out at the sea. I am more of a practical person, and I learn a lot in that aspect from the scientists and researchers.

My growth has been gradual. It took me some time, even years to develop the skills that I have acquired. I have taken full advantage of the local and international experience shared during the expeditions. On a more personal level, I have learnt to be more tolerant.

I often encounter people with an interest in fisheries, but they don't know much on the practical side. I am always there to teach them a thing or two. Nevertheless, one can only learn when they have a willingness to learn.

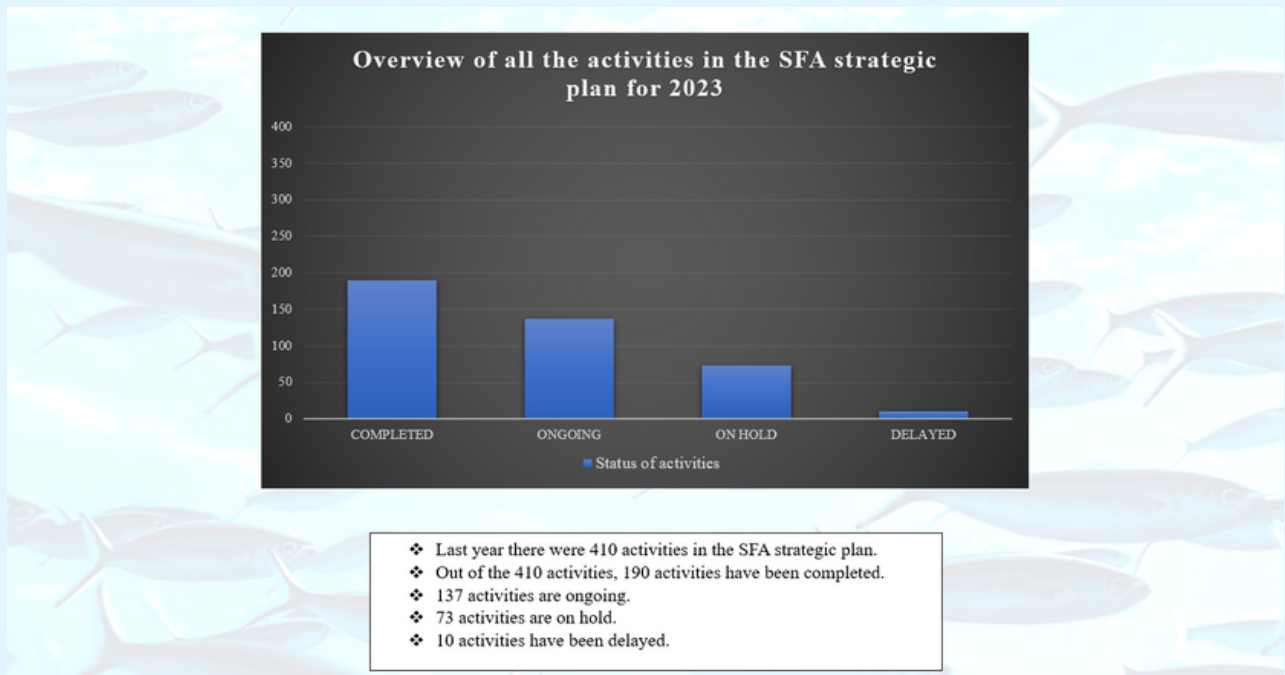
I will continue to move forward with SFA. However, I wish for SFA to move forward with new technologies, practices and promote far more undervalued species. I am willing to help in that regards.





# SFA Strategic Plan

A perspective of 2023's achievements



**Fishing**  
The SFA Strategic Plan for 2023-2027 was initiated in 2023. Its purpose is to set out the destination that SFA wants to position itself in 5 years' time and the trajectory that it will take to get to that height. The trajectory, commonly termed the "mission," will be guided by a set of strategic options which will form the framework of all programs and consequential activities that the organization will undertake in those coming years. For 2023, there were 409 activities listed in the plan. Out of the 410 activities, 190 have been completed, 137 are ongoing, 73 are on hold, and 10 have been delayed.

# Bel Ombre Fishermen Association discusses pension and sick leave benefits

There is a need to review the legal status of fishermen in relation to the three main revenue entities and encourage the willingness to contribute to retirement and sick leave benefits. This was the conclusion of a first discussion to bring forth better remunerations for fishermen upon retirement and infirm days.

The meeting was initiated by the Bel Ombre fishermen's association through the assistance of the SFA Liaison Officer- Mrs Tresa Bastienne. This follows deeply rooted concerns about having a decent retreat of fishers.

The meeting took place at the conference room of the SFA Headquarters on Monday 15th January, in the presence of the Minister for Fisheries and Blue Economy, representatives of the Bel ombre Fishermen Association, representatives of the Seychelles Revenue Commission (SRC), Ministry for Employment, Seychelles Pension Fund (SPF), CEO of SFA, SFA legal advisor and others.

After much discussion about the nature of the work of fishermen and their present expenditures, the Minister and Chairman of SFA seconded the association's stance that the work of fishers should be better valued, and they should have decent remunerations. Hence, taking into consideration the aging population of fishers, it is a pertinent point of discussion.

The SPF confirms that they have a specific communication for that encompasses fishers called '#protecting you', yet the level of interest is very low and there is little willingness from fishermen to contribute to a pension. This is despite various payment options and even directly channelling information and benefits of the service through associations.

The same points were raised by SRC, that explains that boat owners fall under the cadre of 1.5 % tax payment if their revenue does not exceed 1.5 million.

All has agreed that there is a need for an integrated communication to encourage a behavioural change and a willingness to contribute to a more comfortable retirement.

The different parties have agreed to go back to the drawing board and discuss the most convenient options for payment and even investigate possible revisions of laws to improve the status of fishers nationally. Future meetings are expected to take place to come up with a solution.





# SFA aims for more proactive management of the mud crab population

As SFA strives to establish sustainable mud crab fisheries, the Aquaculture and fisheries research section has today organised in a half day workshop at the STC Conference room to present the findings of a 12-month survey to assess the ecology, biology, and stock of mud crab in the granitic inner islands of Seychelles.

The results have shown that there is a need for proactive management of the mud crab population to ensure sustainability of its stock. It has also revealed a catch rate of 0.23 crab per trap per day. The study that took place from October 2022 to October 2023 was carried out by Bee Ecological Consulting under the supervision of the Seychelles Fishing Authority (SFA) and with the assistance of the Seychelles Parks and Gardens Authority (SPGA).

This significant work was made possible through the Oceans 5 project managed by the Seychelles Conservation and Climate Adaptation Trust (SeyCCAT) and funded by the Rockefeller Philanthropy Advisors. Some recommendations made by the consultant are:

- A minimum size limit of 130 mm for both male and female mud crabs.
- Ensuring reproductive maturity before harvesting.
- The protection of breeding populations by releasing berried females.
- The study of the reproductive ecology of female *Scylla Serrata*.
- Introduction of hatchery-produced crablets, mud crab restocking, and a dedicated study on juvenile mud crabs to enhance sustainable practices.
- The report also calls for adaptive and collaborative management to harmonize ecological health and community well-being.

Mr. Gonzague Dialloo from Les Mamelles is a mud crab farmer who has participated in the study and gain much knowledge on how to better care for the species.

"I started with only a male and female crab in a marsh near my home. Over time, the population grew. I was later, contacted by the group researchers to provide some data, pictures and more. There is a lot of potential in this practice, especially in public marshes. Yet, I feel that there is need for more education and sustainable practice," he explains.

It is to be noted that there are two ways to farm mud crab, either through hatchery technology or the most popular is through fattening. Fattening would require juvenile recruitment from the wild. We wish the respective sections the best of luck in the continuity of the project.



# New Year Resolutions

A clear objective sets the pace for a productive year 2024

## Aquaculture



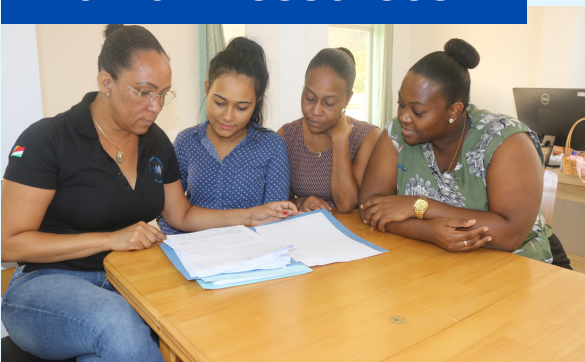
In 2024, our Aquaculture Department resolves to advance sustainable and responsible practices in aquaculture, specifically assisting licensees with land acquisition and facilitating connections with new investors. This resolution underscores our dedication to excellence, conservation, and the responsible growth of aquaculture.

## PDQA



Sa ki'n pase in fini ale. Plis focus, konn apresye tou loportinite ki nou gannyen. Viv dan POSITIVITE 2024!

## Human Resources



In 2024, we aim to boost employee engagement, satisfaction through more proactive approaches. We want to embrace teamwork, togetherness and improve our communication line with all Sections and Departments

## Fisheries MGT



Embracing inclusivity, as we strive for excellence in sustainable fisheries management in accordance to best international standards.

# New Year Resolutions

A clear objective sets the pace for a productive year 2024

## Health & Safety



Staff wellbeing is our main goal! We want to foster more teamwork, positivity and create a sense of belonging among all SFA staff. We are all SFA representatives, let's take charge of our roles and make SFA shine. Our health is our responsibility, lets team up for a healthy and safe workplace environment.

## Project & EU Coll.



Effective resource and project management through dedication and teamwork.

## Public Relations



Embracing inclusivity, as we strive for excellence in sustainable fisheries management in accordance to best international standards.

## Statistics



In 2024, we aim to prioritize work life balance and staff mental health amid the fast-paced demands of the workplace. We will strive to enhance the spirit of continuous learning by mastering new relevant tools.

# Dan Nou Kazye

The SFA Newsletter

## Contact Us:

If you have an interesting story to feature in our newsletter, feel free to contact us:



+2484670300



[www.sfa.sc](http://www.sfa.sc)



[julia.malbrook@sfa.sc](mailto:julia.malbrook@sfa.sc)

