



DAN NOU KAZYE

The Seychelles Fisheries Authority Newsletter



'Responsible for Sustainable Fishing'



Top News

Seniors and caregivers learn the value of fish

The Net Repair facility is back in operation



Young individuals are being urged to join the scientific observer program

Fish: A Healthier Protein Choice for Seniors and their Caregivers

This year's World Food Week, celebrated from October 16th to 20th, was an exciting one for seniors in various homes across the country, as they had the opportunity to explore the numerous benefits of enjoying fish as part of their diet.



The SFA's Product Development and Quality Assurance Department collaborated with the Ministry of Fisheries and the Blue Economy, along with the Elderly & Disabled Division of the Family Department, to host two fun training sessions for seniors and their caregivers.



These sessions held at the PDQA lab, highlighted how fish can be a delicious and healthier protein choice, packed with nutrients and free from preservatives.

Under the directive of Chef Moise Julius, the participants engaged in hands-on learning, discovering simple and cost-effective ways to prepare fish, including practical experiences in making delightful fish croquettes. The main focus was on triggerfish, which is a nutritious and versatile, but underappreciated ingredient.

This initiative aligns with the PDQA's goal to promote fish as a healthier protein choice and raise awareness of its benefits. By the end of the sessions, both the elderly participants and their caregivers felt empowered, equipped with valuable knowledge and skills they could eagerly apply in their cooking at home.

In addition to the training sessions, the PDQA department went a step further and donated fish burgers to the elderly homes. These tasty burgers, funded and prepared by SFA, included an impressive 1,104 pieces of job fish, which were made into 276 packets of burgers (four delicious burgers in each packet) to share with our beloved elders.

To support this effort, the Department of Fisheries sought donations of vegetables and bread. Farmers Jose Pool, Jude Brown, and Jack Matombe sponsored the vegetables, while Pon Waye Bakery donated 100 hamburger buns.

The presentation ceremony took place at the English River Home for the Elders. During his speech, the Minister for Fisheries and the Blue Economy, Jean Francois Ferrari emphasized the importance of promoting local food. He took a moment to recognize the hard work of the fishermen and farmers who bring us such wonderful fish, fruits, and vegetables. The donations were shared among the nine elderly homes across the country, bringing smiles and good food to the residents!



Giving thanks and praise for World Food Day

In celebration of World Food Day on October 16th, the Seychelles Fisheries Authority (SFA) partnered with the Ministry of Agriculture, Climate Change and Environment and the Ministry of Fisheries and the Blue Economy to host a meaningful mass at the St. Paul's Cathedral.



The sacred service drew representatives from all three organizations, who gathered to reflect on the significance of food in our lives. During the mass, the priest delivered a heartfelt message, urging everyone to cultivate a deep gratitude for the nourishment we receive while stressing the critical importance of conserving our resources for future generations.

During the mass, a special offering was also presented, which showcased an array of fresh fish, vibrant agricultural products, and SFA tokens, symbolizing the unity and shared commitment of the community toward sustainable food practices. The atmosphere was both reflective and hopeful, underlining the shared responsibility to protect and cherish the gifts of our land and sea.

Net Repair facility resumed its operations



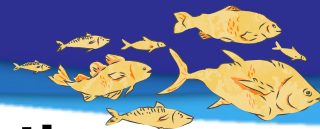
Normal operations have resumed at the Ile du Port Zone 14 Net Repair area as of Monday, October 21st. This follows a fire incident that occurred on Friday, October 18th, which caused considerable damage to containers, a forklift, and various fishing gear stored at the site. The fencing gate also sustained some damage.

The SFA was alerted of the fire and reacted immediately with prompt coordination with relevant agencies to extinguish the blaze.



Fortunately the fire was contained, preventing a potential national catastrophe, especially given the proximity of an ammonia plant to the affected area.





Minister calls on more youths to join the scientific observer program



A scientific observer is not merely a casual opportunity but can lead to a prosperous and promising career path. This is a statement was highlighted by the Minister for Fisheries and the Blue Economy, Mr Jean Francois Ferrari, urging more people to join the scientific observer profession.

Minister Ferrari addressed the latest cohort of scientific observers participating in the Sea-Going Scientific Observer Training, facilitated by the Seychelles Fisheries Authority (SFA). The training covered various important topics, including the observers' roles on board, essential do's and don'ts, vessel equipment, species identification, as well as how to complete manuals and forms.

This training is part of the National Observer Programme (NOP), established in 2014, with the at-sea deployment taking place in 2015. This was after the initial phase of capacity building for observers and coordination team.

Currently, Seychelles boasts a pool of 30 trained and active observers, who oversee the country's purse seine fleet and provide observer services to foreign vessels licensed to operate within the Seychelles Exclusive Economic Zone (EEZ). Additionally, Seychelles assists other countries with observer coverage for their purse seine fleets.

The NOP is crucial due to the significant role of scientific observers. Industrial fishing vessels require observers not as security personnel but as vital contributors to transparency and credibility in fishing operations.



Having observers on board ensures that fishing practices are sustainable, minimize bycatch, and prevent illegal activities affecting species such as turtles and dolphins. Ultimately, this enhances Seychelles' ability to export its fish globally.

Managers deepen knowledge on Performance Management System

A group of managers participated in training on the Performance Management System (PMS) to prepare for appraising employees for the 13th-month salary. This training took place at the Coast Guard Base in Perseverance. It aimed to enhance their understanding of the nationally adopted system intended to improve performance across all sectors.



During the three-day training, the participants covered several key topics, including PMS in the public sector, legislation surrounding the 13th-month salary, the distinction between performance management and performance appraisal, steps for conducting effective performance appraisals, setting performance targets and evaluation and best practices for appraisal interviews.

The managers who attended the training found the sessions engaging and gained valuable insights into the appraisal process



SFA welcomes delegate from College of Higher Defence Management in Hyderabad

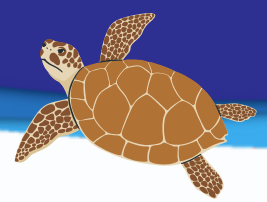
The Seychelles Fisheries Authority welcomed an esteemed delegation of 21 officers from the College of Higher Defence Management in Hyderabad, India. This visit was an integral part of their foreign study tour, skillfully coordinated by the Seychelles Defence Forces.



As the officers arrived at the SFA, they were greeted with an engaging presentation that illuminated the workings of the authority and the broader fishing industry within the Seychelles. The presentation offered insights into sustainable fishing practices, industry regulations, and the economic significance of fishing to the island nation.

Following this informative session, the delegation had the pleasure of touring the Product Development and Quality Assurance Department (PDQA), where they were treated to a delightful tasting session featuring an array of innovative fish products crafted by the talented team. The officers sampled everything from crispy fish fingers to savory fish croquettes and juicy fish burgers, experiencing the diverse culinary potential of sustainable fisheries firsthand. This experience not only expanded their understanding of the fishing industry but also emphasized the rich benefits of eating fish.





NPOA in place to combat illegal, unregulated and unreported fishing

Seychelles has launched its National Plan of Action (NPOA-IUU) to combat illegal, unregulated, and unreported (IUU) fishing, aligning with the FAO's 2001 International Plan of Action. Recognizing the threat IUU fishing poses to sustainable fisheries, Seychelles' NPOA-IUU targets both foreign and local vessels that violate our fisheries laws.



The NPOA-IUU aims to identify gaps in current enforcement, strengthen collaboration between government agencies and international partners, and enhance transparency. It builds on previous drafts and new legislation, including the Seychelles Fisheries Sector Policy (2019) and the Fisheries and Aquaculture Bill (2023). Divided into ten sections, the NPOA-IUU outlines Seychelles' responsibilities as a flag, coastal, and port State. Each section details actions to enforce state responsibility in adherence to fisheries laws to curb IUU fishing, enhance monitoring of fishing vessels, strengthen port controls by tightening the regulation of foreign vessels in our ports and to implement market measures to promote transparency in trade practices.



Moreover, the document highlights the need to improve identification of fish species in processed products and to build capacity to support regional and local resources to counter IUU activities.

The NPOA-IUU will guide our national fisheries policy for the next decade, with a midterm review planned to update strategies in response to emerging challenges. Through this action plan, Seychelles reinforces its commitment to sustainable fisheries, playing a key role in global efforts to prevent IUU fishing.

Contributed

Maintenance of fishing facilities in the districts

The role of SFA in ensuring that all fishing facilities in the country are kept at a hygienic standard and ensure safety measures are observed, were discussed in a recent episode of "Topik Konversasyon" on SBC 1.

Mr. Derrick Monthy, Manager for Facilities, and Miss Barbara Hoareau, Senior Liaison Officer, represented the SFA and they gave detailed insights of the importance of good hygiene protocols and safety measures all at fish markets. Mr. Monthy and Miss Hoareau also addressed the challenges faced by the SFA, including compliance from fishers to sell their catch at designated markets as there has been increased activities of fishers selling their fish by the road side.



Sea Cucumber Fishing season



The sea cucumber fishing season officially opened on October 1, 2024, and will run until June 30, 2025.

The sea cucumber fishery plays a crucial role in Seychelles' economy, directly supporting approximately 185 jobs and contributing an estimated SCR 29.6 million in income, with a total value-added impact of SCR 43.5 million (SFA, 2021).

As global demand rises and stocks diminish, sustainable management of this fishery is essential for long-term economic benefits.

Review of the 2023/2024 Season:



The previous fishing season, which ran from October 1, 2023, to May 30, 2024, revealed challenges, including adverse weather conditions that affected catch volumes. The total quota consumption for key species was as follows:

- Flower Teatfish: 83%
- Prickly Redfish: 55%
- Golden Sandfish: 5%

Despite these challenges, the SFA extended the fishing season by 15 days to compensate for the losses faced by the industry.

Key measures for the 2024/2025 Season

Based on stakeholder consultations and SFA's analysis, the following measures have been applied for the new season:

Season Duration: The fishing season opened on October 1, 2024, and will continue until June 30, 2025, returning to the standard nine-month period.

Quota Redistribution: The cut-off date for quota redistribution is set for March 31, 2025, allowing for better management of remaining quotas.

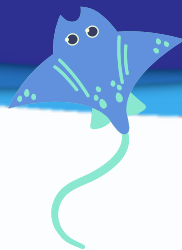
Species Quotas: Quotas will remain unchanged from the previous season.

Prohibitions: The harvesting of white and black teatfish remains prohibited in the Mahe Plateau and Amirantes groups.

Additional Quotas: Quotas for outer islands will apply for other species to ensure sustainable fishing practices.

These measures are designed to address the challenges faced during the last season and to optimize the management of the sea cucumber fishery. The SFA will continue to engage with stakeholders to ensure the sustainable future of this vital industry.

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Seychelles Fisheries Authority meets with New Fishers Association of Anse Aux Pins

The Seychelles Fisheries Authority (SFA) recently held a first meeting with the newly formed Fishers Association of Anse Aux Pins.

The primary objective of this meeting was to evaluate the association's operations and outline its role within the community.

The discussions also included outlining the responsibilities of the caretaker, and identifying ways to address various concerns for improved market operations.

This meeting marks a significant step towards strengthening the role of both parties and ensuring proper management of the fishing facilities for its community.



Anse Royale fishermen community discusses issues with Management

Fishermen community from Anse Royale have sought SFA's assistance in maintaining order at the Anse Royale market. This was one of the many points discussed during a meeting between SFA and the fishers association. During discussions emphasis was made on maintaining order as this area has become a hotspot for illegal activities such as drug trafficking and substance abuse. These activities have impacted on the reputation of the market, discouraging both local and tourist from visiting the market.

Other than SFA representative, the meeting involved key stakeholders, that is the district authority represented by the District Administrator Miss Cynthia Harryba and law enforcement from the police department, represented by inspector Lajoie who is also responsible of the region.



All parties agreed to design ways to foster a safer environment at the fish market.





Breast Cancer Awareness



Breast Cancer Awareness Month is celebrated every October to raise awareness about breast cancer and our staff were all dressed in pink to honour the brave souls who have battled, are currently battling, and those we have lost to breast cancer with the aim to raise awareness, hope and solidarity in the fight.

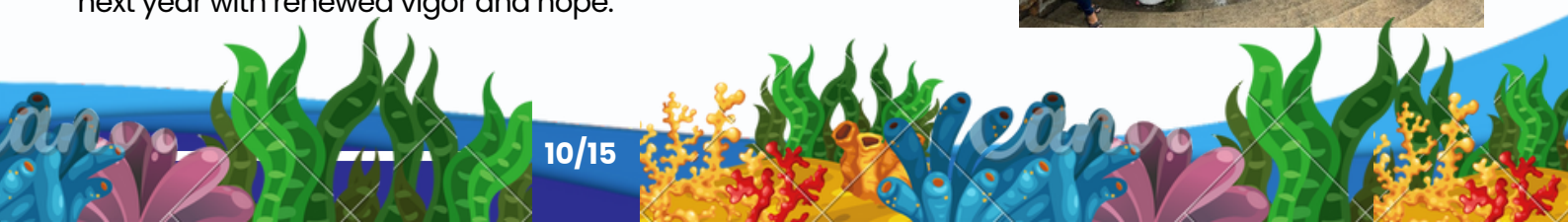


The office choir sing for charity

20 male and female singers representing several departments of the Seychelles Fisheries authority participated in the annual singing competition "Office choir Sing for Charity".

The aim of this competition is to raise funds for various charitable causes through the power of music. Unfortunately, this year, the SFA Choir did not qualify for the final round, after interpreting a song composed by late Seychellois reggae singer Golty Farabeau 'An Avan"

However, the SFA Choir's under the guidance of Miss Brigitte Pillay remains enthusiastic, and they look forward to competing again next year with renewed vigor and hope.





SFA i montre son talan dan konpetisyon kanmtole

Set avek ladans Valse, Kotis Senp, Kotis Doub, Avan 2 e Finale ki group SFA ti partisip ladan. Sa ti dan konpetisyon ladans kanmtole ki ti fer kot lotel Berjaya Beau Vallon Bay. Partisipan ti Nashia Zaphet, Evans Malvina, Vincent Savy e Nattyfa Bamboche.

I fer premye fwa ki SFA i partisip dan sa aktivite kin ganny fer alokazyon 39enm edisyon Festival Kreol. Alafen sa sware, SFA pan reisi ranport okenn pri, me bann partisipan ti ganny prezante avek en pti token koman en siny lapresiasyon. Group SFA i dir ki zot pou partisip ankor lannen prosenn.



E dernyen zour Festival Kreol, bann staff in vin ansanm pour en letan detand, dan en rankont sosyal ki ti fer dan kantin kot Por Lapes artizanal. Pandan sa rankont sosyal bann ki ti la ti zwe en pti parti domino an menmtan pe ekout e sant bann sanson kreol. Aktivite ti komans 4er apremidi e terminen 8 er diswar.



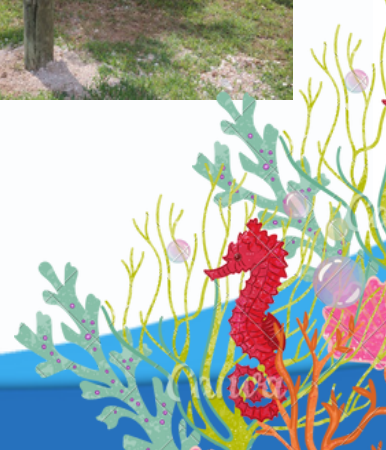


SFA outdoor area gets a makeover



This year for Clean Up the World, more than 40 staff came together to clean and beautify the outside area of the SFA compound. The activity, was organized by the HR section and the Social Committee. Some of the tasks undertaken were planting, cleaning, painting, and construction of kiosks.

The significance of these activities is to strengthen the bond and cohesion between colleagues in a enjoyable way.



IT Corner



Closing Cybersecurity Awareness Month: Strengthening Our Defenses Together

As we reach the end of Cybersecurity Awareness Month at the Seychelles Fisheries Authority, it's a great time to reflect on the progress we've made in building a stronger, more secure organization.

Over the past month, we've focused on key cybersecurity topics, shared tips, and engaged in valuable discussions to enhance our digital resilience. Our collective efforts to stay informed and vigilant play a crucial role in protecting the sensitive information and resources that drive our mission.

Recap of Our Cybersecurity Topics

Throughout the month, we delved into essential areas of cybersecurity:

- **Authentication and Authorization:** We explored best practices for ensuring that only authorized individuals have access to our systems and data, emphasizing the importance of multi-factor authentication and the principle of least privilege.
- **Emerging Technology Risks:** As new technologies develop, we reviewed the potential risks associated with the Internet of Things (IoT), artificial intelligence, and cloud computing, and discussed how to adopt these technologies securely.
- **Insider Threat Awareness:** Recognizing that internal threats can be just as serious as external ones, we covered best practices for protecting against accidental or intentional insider risks.

These insights provided a foundation to reinforce our cybersecurity posture and create habits that benefit both our professional and personal digital lives.

We would like to extend a sincere thank you to everyone who participated in Cybersecurity Awareness Month. Your engagement, questions, and proactive steps have made this initiative a success. Let's continue to stay informed, be vigilant, and make cybersecurity a priority every day. Together, we can maintain a secure environment and protect the integrity of the Seychelles Fisheries Authority.

Stay safe and secure online!

Why did the cybersecurity expert stay calm during a storm?

Because they knew how to handle a phishing attack! 🧑🏻‍💻 ⚡

Why Cybersecurity Awareness Matters Year-Round?

Cybersecurity is an ongoing priority that requires vigilance beyond a single month. The digital landscape is constantly evolving, and new threats emerge daily.

By making cybersecurity a year-round focus, we collectively contribute to a safer, more secure organization and protect the vital work we do at SFA.

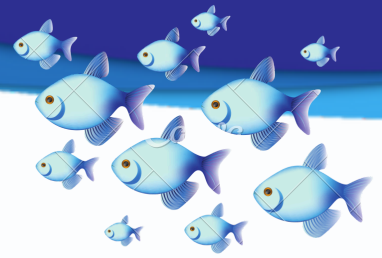
Keeping the Momentum Going: How You Can Help

As we conclude Cybersecurity Awareness Month, here are a few ongoing practices we encourage all staff to embrace:

1. **Stay Alert for Phishing Attacks:** Be cautious when opening emails or clicking on links from unknown sources, and report any suspicious emails to the IT department.
2. **Keep Your Software Up-to-Date:** Regular updates prevent vulnerabilities in our systems. Ensure all applications, especially those related to our work, are always current.
3. **Use Strong Passwords and Enable MFA:** Strong passwords and multi-factor authentication (MFA) provide an additional layer of security, keeping unauthorized users out of our systems.
4. **Report Incidents Promptly:** If you notice any unusual activity or potential security incidents, report them immediately to [**itsupport@sfa.sc**](mailto:itsupport@sfa.sc). Swift reporting helps us address and contain risks quickly.



Procurement Corner



Tips for End of Year Procurement

- Do not wait till last minute to spend

Last minute procurements often put undue pressure on the team. It can end up in cash flow issues, delay in procurement process and failure in meeting deadlines. When time is not of the essence, a well-planned procurement process can result to lowered costs, reduced suppliers' risks and improved efficiency and transparency.

- Keep track of all the spendings

Tracking your spendings can help you to prioritize the expenses to avoid over spendings. This is a crucial aspect for budget management. Budgetary control fosters accountability and enable you stay on track with financial goals.

- Never spend more than you have

"Never spend more than you have" is a financial principle that will keep you from accumulate debts. We should avoid getting into a position where we have a hard time to stand on this principle. It is unsustainable to future financial goals. Fostering a culture of effective management of resources will end up with cost savings.

- Pay off outstanding debts

The benefit of credit services offers customers the opportunity to accelerate the procurement process in acquiring goods and services needed. Late payments of invoices can jeopardize business relationship to the point when credit services can be permanently suspended or discontinued.

- Think of logistics

Proper understanding of lead time will enable you to streamline the process for timely deliver of goods and services. From the time an order is confirmed to the point it is delivered, the lead time challenges can be varied, namely, availability of the goods and services, transport arrangements and unpredictable delays. Therefore, plan effectively and think of logistics.



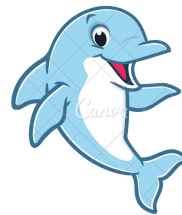
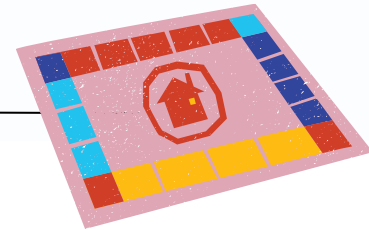
Crossword puzzle



A	Q	U	A	C	U	L	T	U	R	E
P	R	F	A	E	C	Q	M	C	S	U
D	I	I	T	R	U	P	O	R	T	S
Q	T	N	O	O	L	E	G	A	L	A
A	W	A	P	R	O	J	E	C	T	F
M	A	N	A	G	E	M	E	N	T	E
S	E	C	R	E	T	A	R	I	A	T
H	R	E	S	E	A	R	C	H	X	Y



- | | |
|----------------|-------------|
| 1. Aquaculture | 8. Finance |
| 2. MCS | 9. Ports |
| 3. EU | 10. Legal |
| 4. Safety | 10. Project |
| 5. Management | 11. PDQA |
| 6. Secretariat | 12. IT |
| 7. Research | 13. PR |



Healthy tip from the Health and Environment Club

Be physically active, Research suggests that physical activity can reduce the risk of breast cancer by at least 10%.

Try to move your body for at least 20 minutes a day

Manage stress, Reducing stress levels can benefit your overall health. You can try deep breathing, meditation, or regular exercise
Eat healthy, Eat a diet rich in fruits and vegetables, and low in refined carbohydrates, sugary drinks, and fatty foods



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Contact the PR team to book a slot in the SFA newsletter for any internal communication and awareness of:

- Departmental events and trainings
- Processes and procedures
- Upcoming committee and club events etc..