



# DAN NOU KAZYE

The Seychelles Fisheries Authority Newsletter



'Responsible for Sustainable Fishing'



## Top News

Fishers to benefit from a new pension scheme in April

Long Serving staff gets recognised



Yellowfin tuna stock in good condition



## New Pension Scheme for Fishers to Launch in April 2025

Registered fishers with the Seychelles Fisheries Authority (SFA) will soon have the choice to enjoy a peaceful retirement at the age of 65. This will be possible through a new pension scheme for fishers, set to become operational in April 2025.

This initiative is a collaborative effort between the Ministry of Fisheries and the Blue Economy, the SFA and the European Union. Though extensive discussions between the three parties and the Seychelles Pension Fund, the guidelines underwent several amendments to ensure transparency. The drafting of the scheme was also done through consultations with the targeted stakeholders, where they were presented with the scheme during six meetings held on Mahé, Praslin, and La Digue. Concerns raised during the meetings were considered when drafting the scheme.

Once registered for the scheme Fishers will contribute 5% which amounts to SCR 331.67, calculated by the SPF, based on the national minimum wage. For every contribution made by fishers, the EU has agreed to match that amount.



On Monday, January 27th, Minister Ferrari, the Minister responsible for fisheries, announced the scheme to all media houses. He expressed hope that many fishers aged 18 to 55 will embrace this opportunity to secure a peaceful retirement.

This scheme stands as a significant milestone in recognizing the tireless efforts of fishers who have and is dedicating their lives to sustaining and balancing food security and the rich marine heritage of Seychelles. It symbolizes a future where they can look forward to retirement with dignity and peace of mind.





## Deputy Chief Executive officer Hassan bids farewell to SFA

Reflecting on my time here, I feel certainly privileged to have been part of such a dynamic, hardworking and committed team. Not only have I witnessed the continuous growth of SFA as an organisation, but have also observed how as an entity, it has grown closer to its staff and stakeholders through various successful initiatives. This is certainly an achievement that other SOEs can only aspire to follow.

Today, SFA has its first in house developed Strategic Plan, a robust Results and Performance Management System, key Policies and SOPs established and although there is more work to be done, the organisation is on the right track. The new HR policy which became effective in January this year, it also testament to the evolution which has taken place in SFA in recent years. This policy reflects the commitment that SFA has towards its workforce, recognising our staff and their development as the KEY to organisation growth.



Our significance and commitment in furthering sustainable fisheries development in Seychelles is one which I believe remains unquestionable and this continues to be reflected by the various programs and initiatives that the Authority has taken the lead to develop and to roll out. I am convinced that SFA has been able to demonstrate that both sustainability and development can co-exist in an ever-growing sector.

We have together continued to modernise the institution and its instruments, where only last year, the new Establishment Act was enacted, which coincidentally coincided with our 40-year anniversary celebrations, marking the achievements of the organisation on all fronts. The new branding adopted last year reflects a modern and dynamic SFA, which we should all be proud to be part of.



Financially, we have made great strides in budget performance and cost management, but we should not waiver from this course. In the coming years, the Authority will be embarking on some much-needed capital projects, which will require practising of strong budget and financial discipline. Capital projects such as the new SFA operational building reaffirms the dedication of the organisation in providing a safe and conducive work environment for all its staff. Mindful that new revenue streams are not abundantly available or possible for the organisation, it is thus imperative that every one of us plays our part in fostering for good budget and cost control management.

Finally, I want to extend a heartfelt thank you to every one of you, for your continued dedication to the organisation and I truly believe that SFA will continue reaching new heights in the years to come. I am indeed honoured to have been part of the organisation for the last 3 years, with all the achievements that we have shared together.





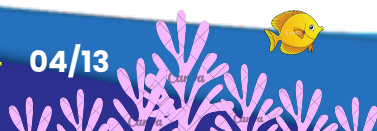
# Seychelles Fisheries Authority Honors Long-Serving Staff

The Seychelles Fisheries Authority (SFA) early this month held a special ceremony to honor the dedication and commitment of its staff members through a Long Service Award event. This meaningful occasion recognized 33 employees for their continuous service and valuable contributions to the organization.

The awards ceremony took place in the conference room of the SFA, where the Chief Executive Officer and the Deputy Chief Executive Officer presented certificates and tokens of appreciation. This event not only acknowledges individual achievements but also highlights the vital role that dedicated staff play in the ongoing success of the SFA.



Among the honorees, 21 staff members received recognition for five years of service, five staff members for ten years, four for fifteen years, and one staff for twenty-five years. Two exceptional employees, Mr. Evans Mathiot and Mrs. Margaret Prea, were celebrated for their remarkable commitment, having served for 35 years.





# Indian Ocean Yellowfin Tuna considered healthy in latest IOTC stock assessment

For the first time in a decade, Yellowfin tuna stock in the Indian Ocean is now classified as green, showing a significant improvement after years of being in the red due to overfishing and declining catches.

This is determined in the latest stock assessment presented to the Scientific Committee of the Indian Ocean Tuna Commission (IOTC), which revealed an increase in the Maximum Sustainable Yield (MSY) to between 416,000 and 432,000 tons, and a reduction in 2023's average catch, which was estimated at 400,950 tons—still below the MSY.

This positive change is attributed to factors such as the Seychelles Fisheries' adherence to allocated quotas, a favorable environment, and better recruitment rates.

Mr. Vincent Lucas from the Seychelles Fisheries Authority noted that these practices alleviated pressure on the stock. Dr. Jan Robinson, CEO of the SFA, emphasized the importance of effective fisheries management at the regional level and the need for continued caution to maintain the green status.

"The assessment was done according to best practices within the tuna commission and the result of that stock assessment clearly demonstrates that fisheries management can work at the regional level," he said.

Dr. Robinson also noted the opportunity now to move towards adopting harvest strategies for other species within the IOTC, namely Skipjack and Bigeye Tuna. The stock assessment report will be presented at the IOTC meeting in April, where future management decisions will be discussed.





## Aquaculture Department Secures SEYCATT Blue Grant-8 (BGF-8) for Sea Cucumber Stock Enhancement Program

The Aquaculture Department of the Seychelles Fisheries Authority (SFA) has achieved significant success with its proposal for the SEYCATT Blue Grant Fund-8 (BGF-8). The project, titled "Development of Seychelles' Sea Cucumber Stock Enhancement Program," has been awarded a grant of SCR 2,000,000.00 which will be co-financed by the SFA.

Spanning over 24 months, this innovative project will primarily be conducted at the SFA's Providence aquaculture facilities, specifically within the containerized echinoderm hatchery. This facility will serve as the cornerstone for larval rearing, focusing on enhancing the stock of overexploited sea cucumbers, a valuable marine resource.

The initiative aims to assess the feasibility of developing a sustainable stock enhancement program for sea cucumbers that is both commercially viable and ecologically sound. It also seeks to introduce aquaculture-rearing techniques, opening new opportunities for the fishery. The key objectives of this initiative include identifying the most suitable commercially important sea cucumber species for stock enhancement and creating a sustainable financing mechanism with input from current stakeholders.



The primary beneficiaries of the project are local sea cucumber aquaculture licensees, fishermen, owners of fishing vessels and processing facilities, as well as the broader aquaculture industry. This initiative is expected to contribute positively to the Seychelles economy.

By establishing a targeted approach to stock enhancement, this shows SFA's dedication to promoting sustainable practices that support both the environment and the livelihoods of those involved in the sea cucumber fishery. Overall, this project represents a significant step forward in preserving marine resources while fostering economic growth in Seychelles.



# Seychelles Hosts Successful Training Workshop on Fisheries Compliance Under SADC Initiative

Seychelles recently hosted a four-day national training workshop from 21-24 January 2025, aimed at strengthening the capacity of Monitoring, Control, and Surveillance (MCS) officers in fisheries enforcement. The training was part of the Oceans Vigilance Project, an initiative led by the SADC Fisheries Monitoring Control and Surveillance Coordination Centre (MCSCC) to establish a Regional Register of Fishing Vessels.

The workshop brought together MCS managers and officers to enhance their skills in risk assessment and vessel inspection procedures. These competencies are crucial for evaluating compliance before granting fishing licences, flagging vessels, and allowing port access. The training aligned with broader regional efforts to improve fisheries monitoring and enforcement across SADC Member States.

Experts from Stop Illegal Fishing (SIF) and Trygg Matt Tracking (TMT) facilitated the sessions alongside MCSCC staff, providing hands-on training and practical exercises. Participants engaged in discussions on harmonised risk assessments, pre-licence inspections, and enforcement investigations, all of which support the implementation of the regional register.



The training, fully funded by the SADC MCSCC's Oceans Vigilance Project, marked a significant step toward strengthening Seychelles' role in regional fisheries compliance. In addition to the workshop, SIF and TMT have committed to ongoing mentorship and further training opportunities beyond 2025.

With the successful completion of this training, Seychelles has reinforced its commitment to combating illegal, unreported, and unregulated (IUU) fishing, ensuring sustainable fisheries management in the region.



## Tanzanian Delegation Visits Seychelles to Enhance Fishing Port Development

A delegation from the Ministry of Fisheries and Livestock of the United Republic of Tanzania recently visited Seychelles to gain valuable insights into the operations of fishing ports. This visit is part of Tanzania's initiative to develop its first fishing port project, which is slated for completion in February 2025.

Comprising eight officers, the delegation engaged in introductory meetings with the management teams of the Seychelles Fisheries Authority (SFA) and the Seychelles Ports Authority. These meetings aimed to facilitate knowledge exchange and discuss best practices in port management and operations.

During their three-day visit, the officers toured several key facilities, including the SFA's Victoria Port, net repair area, Providence Port, and Aquaculture facility. They also got the opportunity to visit a few community-based fishing facilities, namely the Cascade and Anse Aux Pins fish market and facilities and various fish processing plants. The delegation noted the effective operational strategies and infrastructure in place, which offered them a wealth of information.



The visiting officers expressed their gratitude for the warm welcome and extensive knowledge gained during their stay. They are eager to implement the insights and strategies learned in Seychelles to enhance the development of their fishing port project back in Tanzania, marking a significant step towards advancing the country's fisheries sector.







# Staff resolution for 2025

**Sandra Grandcourt**



A new year doesn't necessarily mean new beginnings. It can be just a moment to strengthen continuous improvement and progress.

For example, in my case I wish to further enhance my personal qualities and embrace upcoming opportunities.

**Errol Raguin**



As a 35-year-old working husband and father, my new years resolution is to focus on achieving balance, growth, and well-being in all aspects of life.

The key goal is to better health and fitness ,career and finances, personal growth, better personal relationship, mental wealth being, and surely a good work-life balance.

By focusing on these areas, the goal is to build a healthier, happier, and more fulfilling life in the year ahead.

**Marie-Ange Francourt**



To be more determined and focus more in my work.

**KARYSS BELLE**

In the new year, I want to embrace a new skill, something creative that sparks joy, maybe trying my hand at DIY projects or crafts to add a personal touch to my home.

I'd love to expand my garden too, growing more vegetables and making it a space that feels alive and nourishing. For my health, I'm committing to regular exercise, eating well, and prioritizing restful sleep. At work, I'm ready to take on new challenges and push myself further.

Strengthening the bonds with the people I care about will remain close to my heart, and I'll work on saving more consistently to create a secure and peaceful future.

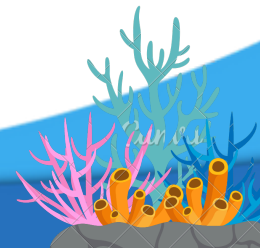


**DARELL ANTAT**



My resolution for this year is to make the most of the opportunities that come my way where I can get to learn something new.

I think learning new things is the best way to grow and understand things better. I also want to create a better work/life balance so that I can spend enough time with my family.



## Finance staff attends training for the implementation of the IFRS

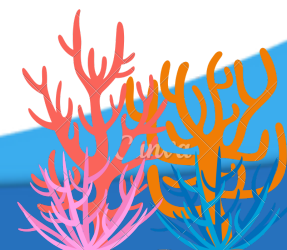
Nine staff from the Finance department attended the International Financial Reporting Standards (IFRS) workshop in Pretoria, South Africa in January to February 2025. The group which consisted of technicians, supervisors and management staff learned on ways to navigate the complexities of international financial reporting.

This is to ensure good governance and compliance to the IFRS standards and to ensure smooth transition of the implementation of the IFRS.

This training aims to equip Finance personnel with a robust understanding of key International Financial Reporting Standards (IFRS) that directly impact their financial reporting and compliance requirements. It also provide essential international financial reporting knowledge and principles that will equip our staff with a thorough understanding and practical experience of the new accounting policy for the preparation of the financial reports to ensure compliant financial reporting.

The adoption and implementation of International Financial Reporting Standards (IFRS) is a critical initiative for Seychelles Fisheries Authority. It is a requirement under the Public Enterprise Act 2023 section 82 (1).

The SFA is expected to move to International Financial Reporting Standards (IFRS) by 2026. An assessment is being done to identify the needs and gaps of the organization and develop a proper action plan for implementation.





## Victoria fishers will be moved to a temporary location



Fishers and customers of the Victoria fish market will soon have to get acquainted with a new temporary venue to buy and sell their catch. The Victoria fish and fruit market is set to undergo major renovations, requiring all vendors to move to another location. Work has begun at English River, near the clinic, where fishers will be allocated space to sell their fish. Mr. Derrick Monthy from the Property Section and Mr. Nel Richard from the Project Department met with the fishers to present the proposed plan for the temporary market space. During the meeting, many fishers were busy with their transactions as the market was bustling, but Mr. Claude Nicole, a well known and long time fisher spoke on their behalf.

Concerns were raised about the available space, especially on peak days such as Fridays and Saturdays. However, the fishers were informed that the Seychelles Fisheries Authority (SFA) cannot provide a larger space. Other issues, such as storage and toilet facilities which SFA took note of. Work to ensure that the temporary market is ready early in March is set to accelerate in the month of February.

## Aquaculture Department receives first visitors for the year

Tropical Kids Club wrapped up their vibrant school holiday program with an exciting visit to the Aquaculture Facilities at Providence. As with previous groups of visitors, the children embarked on a fascinating tour, where they had the opportunity to observe a diverse array of aquatic species thriving in the facility. Among the highlights were the captivating finfish broodstock tanks, showcasing the intricacies of aquatic cultivation.

It was a thrilling and inspiring experience for these budding conservationists, as they gained valuable insights into the fascinating world of nurturing and cultivating aquatic organisms. The day left them brimming with curiosity and passion for marine conservation.



# Driving Digital Transformation at SFA: The IT Vision for 2025–2030



As technology evolves, the Seychelles Fisheries Authority (SFA) is committed to advancing its digital transformation to enhance efficiency, security, and resilience. The IT Section has set a bold goal for 2025 to 2030:

"To drive the digital transformation of SFA by implementing advanced technologies and processes that enhance operational efficiency, strengthen cybersecurity, and ensure robust data recovery capabilities."

This strategic direction focuses on three key objectives:

## 1. Digitization – Streamlining Operations Through Technology

SFA is taking a significant step towards digitisation, reducing reliance on paper-based processes and improving data accessibility. The organisation will benefit from faster decision-making, improved collaboration, and real-time data analysis by implementing Enterprise Resource Planning (ERP) systems, digital file management, and cloud-based platforms.

## 2. Enhanced Security – Strengthening Cyber Defenses

As cyber threats become increasingly sophisticated, cybersecurity remains a top priority. The IT Section is reinforcing security measures by:

- Implementing multi-layered protection with next-generation firewalls, endpoint security, and strict access controls.

- Conducting regular security awareness training for staff to minimise risks related to phishing, malware, and data breaches.
- Strengthening compliance with international cybersecurity standards, ensuring SFA's data and systems are secure and protected.

## 3. Resilient Recovery – Ensuring Business Continuity

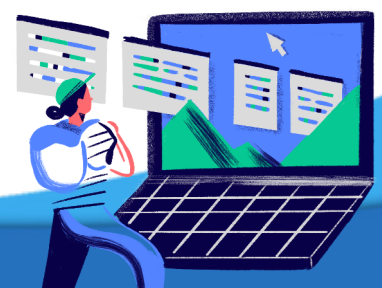
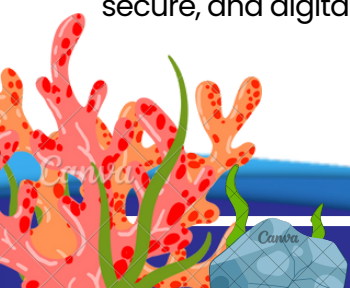
Disaster recovery and business continuity planning are critical to maintaining operations. To enhance resilient recovery, SFA is:

- Establishing automated backup solutions with offsite and possibly cloud storage.
- Improving redundancy in IT infrastructure to minimise downtime.
- Conduct regular recovery drills to test and enhance system resilience in case of disruptions.

## The Road Ahead

This 2025–2030 digital transformation roadmap will position SFA as a technology-driven, secure, and resilient organisation, ensuring the fisheries sector benefits from modern innovations. Through digitisation, enhanced security, and resilient recovery strategies, SFA will continue to lead in sustainable fisheries management while maintaining operational excellence.

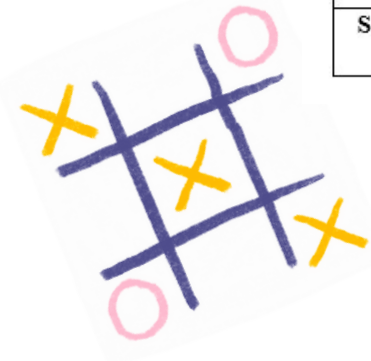
Stay tuned for more updates as we embark on this exciting journey toward a more innovative, secure, and digitally empowered SFA!



# Crossword

Themis  
FishLog  
Data  
Vessel  
DMS  
EMS  
ERS  
Observe  
SIH  
eMaris  
FIMS

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



## Healthy tip from the Health and Environment Club

Set realistic goals. To set ourselves up for success, breaking down our goals into smaller more achievable daily habits is a good start.

Practice self care, it includes emotional, psychological, and social well being.

It's essential to your overall health and quality of life. Self-care can play a role in maintaining your mental health and help support recovery.



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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..