ALPHA TANGO NEWSLETTER

SCAA

Seychelles Civil Aviation Authority Newsletter

September 2021 • Volume 13 • Issue No. 3

Honouring Our Housekeeping Team

"Up keeping cleanliness, aesthetic appeal and standard is one of the most difficult task anyone can undertake, in recognizing that, I admire the group of people that do so for us, thank you"

- CEO's tribute to the housekeeping team to mark International Housekeeping Week September 12-18.

CEO's Message

as per his delivery on YouTube

Please go to the link https://youtu.be/TIPxAWFYRXI

Hello everyone,

It is a pleasure to address you all today through the use of technology showing that we are indeed committed to bring this organization into a new era. Let me begin by expressing my appreciation to you, our skilled and dedicated staff who attempt to give the best of yourselves in your daily duties.

My passion for aviation is evident. My career path has crossed the airline industry and I also previously occupied the post of Principal Secretary for Civil Aviation. Of course, passion on its own is not sufficient. Throughout the years I have practiced commitment, resilience, perseverance, loyalty but most importantly, I have always led with a clear sense of direction.

Since I joined SCAA, we have embarked on a journey of transformation at organizational level, whilst maintaining focus on delivering excellence in all our operations and keeping our industry safe.

However, we needed a clear sense of direction on how we can turn the organization from GOOD TO GREAT and to guide our people so that together we can carry SCAA to the future. It is my privilege to introduce our vision: 'A leading organization bringing excellence to your aviation experience.'

I would like to talk about our vision and to hopefully make you all feel connected and live it, in all that you do at SCAA.

We have worked hard over the years, striving to be 'A leading organization' and to a large extent, a lot has been done towards achieving that. You have all played a very important role in this journey. We have earned ourselves an excellent reputation and most of our staff who have joined us, have done so because of the positive image that we have. Through our vision, together

we can all live up to our reputation. We can become the best employer with employees who are self-motivated, self-disciplined and talented; we can be compliant to all our obligations nationally and internationally; we can meet our targets, deliver on our plans and exceed expectations; we can put innovation and modernization at the center of our development, while being conscious of our impact on the environment and the community; we can aspire others to learn from us.

Our achievements so far are testimony of our hard work, which have been recognized through the many accolades and recognitions received in various areas. SCAA will continue to aim to be THE leading organization in Seychelles and beyond.

Our vision also says that we're 'bringing excellence to your aviation experience'. This should be what drives and motivates us in everything that we do. Everyone you encounter on a daily basis; be it a colleague; a customer finding their way at our airport; a pilot talking to ATC staff; They should all receive a 'five-star service level'.

I have always envisioned a Five Star service level for SCAA; a personalized service where our customers will feel like we know them and we empathize with them and their needs. Whilst we may not have the best infrastructure and facilities, we can achieve excellence in service delivery by ensuring cleanliness of our airport at all times, carrying out our security function diligently but respectfully, promptly replying to our e mails and always keeping our appointments.

Bringing excellence to your aviation experience will require a change of mindset; a change of culture where respect, discipline, being courteous and hard work are values that should be promoted day in and day out.

Let's facilitate the work of your colleagues, contribute to your respective department's achievements, exceed expectations and be a team player! Let us excel in whatever that we do.

A leading organization bringing excellence to your aviation experience', means that we will stand out as an organization, we will surpass expectations in everything that we do and we aim for 5* level service to all our customers. So, let our vision be an inspiration to everyone and let our actions speak for themselves.

Mr. Garry Albert
Chief Executive Officer

Year of Security Culture

The International Civil Aviation Organization (ICAO) has designated the year 2021 as the Year of Security Culture. It was launched by the Secretary General of ICAO during the fourth annual ICAO Global Aviation Security Symposium in December 2020 with a call for practical action by all.

The initiative aims to raise security awareness and promote a positive security culture in aviation operations across the world. It seeks to encourage and facilitate the enhancement of security behaviors and practices, focusing on the principle that security is everyone's responsibility – from the ground up and top-down.

Seychelles Civil Aviation Authority (SCAA) through the Aviation Security & Facilitation Inspectorate Division is making the first step to launch the 'Year of Security Culture' Campaign by integrating security culture philosophy into everything we do as the organization responsible for aviation security in Seychelles. Support from all of the aviation community is vital to the success of the security culture campaign. SCAA will be collaborating with its stakeholders operating at both Seychelles International Airport and Iles Des Palmes Airport to ensure a fruitful campaign.

The main objectives of the campaign in Seychelles are to:

- *Encourage awareness of and alertness to security risks by non-security personnel working at both Seychelles International Airport and Ile des Palmes Airport and to also know their role in identifying, eliminating or reducing those risks;*
- *Encourage non-security staff to familiarize themselves with security issues, procedures and response mechanisms in case of suspicious activities;*
- *Promote willingness for staff to accept responsibility, be pro-active and make decisions freely in the event of security occurrences which include incidents, deficiencies and breaches.*
- *Encourage non-security staff to challenge other personnel in case of irregularities and to accept being challenged;*
- *Encourage the immediate reporting of occurrences or any suspicious activity that are security-related either anonymously or confidentially;*
- *Ensure that SCAA strengthens its internal security culture just as it is being emphasized for entities/operators/stakeholders operating at Seychelles International Airport and Ile Des Palmes Airport.*

The campaign is expected to kick off on the 4th October. Leaflets will be distributed to non security staff and passengers at the airports. Avsec is to also cater for one-on-one interactions with employees, passengers and the public whereby they will be given more information about their responsibilities towards a better security culture in the Seychelles' aviation industry. Other activities during the campaign will include: distribution of posters to stakeholders; security awareness programme; establishment of confidential and mandatory security incident reporting system on the website and distribution of questionnaire to non-security staff.

At the end of the campaign it is expected that most employees, including non-security staff and other airport-based operators of both airports are equipped with the necessary knowledge, skills and abilities to promote the awareness of security risks including threats to civil aviation and to do their part in strengthening the safety of our industry.

Contributed by Aviation Security

Flight Precision LTD aircraft at the Seychelles Internation Airport

UK Based Firm Conducts Flight Inspections

For the first time in 20 years a UK based company Flight Precision LTD has been contracted to conduct flight inspection of all ground based navigational aids at the Seychelles International Airport and Praslin Domestic.

Prior to this, this activity has been done primarily by ASECNA, a company which is based in Senegal, Dakar.

Mr Evans Benstrong, Manager Operations and Maintenance at the Communication Navigations Surveillance Division explains that the exercise which is done twice a year involves the flight inspection of all ground-based navigational aids used by aircraft when operating in the vicinity of both aerodromes on Mahé and Praslin.

At SIA, a ground-based radio navigational aid called an Instrument Landing System (ILS) is used by aircraft to land on runway 31. The ILS provides the aircraft with electronic guidance information which can improve the safety of landings, especially in poor visibility conditions.

There are also the Precision Approach Path Indicators (PAPIs), these are a set of lights positioned beside the runway which provide pilots with a visual indicator of their aircraft's position relative to the correct glidepath for the runway. These lights are maintained by the Engineering & Technical Services Division, said Mr Benstrong.

PAPIs are also installed at the Praslin aerodrome. Flight Precision Ltd has been contracted for 3 years.

To date 82.9% of our staff have been vaccinated

Protect yourself, by protecting others...

Dr. Nalletamby accepting the certificate of achievement from SCAA's General Manager for Commercial Miss Marengo

SCAA recognizes EAST Cargo for payload record

The East Cargo Services was recognized by the local civil aviation authority for lifting out the highest payload from the Seychelles International Airport (SIA) on a passenger cargo flight.

Owner of the company, Dr. Carol Nalletamby received a certificate of achievement from Seychelles Civil Aviation Authority's (SCAA) General Manager of Commercial Miss Florence Marengo recently, in a brief ceremony at the authority's head office at Pointe Larue.

This presentation coincided with the golden jubilee of the first landing of a commercial flight at SIA, a milestone which was also being commemorated by SCAA.

It was on June 1 this year, that EAST Cargo managed to load 23,008.9kgs of fish onto Turkish Airlines aircraft TK0749 outbound to various points in the United States and Europe via Istanbul.

The cargo load, which was the highest ever lifted out of the Seychelles on a passenger cargo flight, was ratified by Air Seychelles Freighter Services at the Seychelles International Airport.

The cargo services are being conducted by an Airbus A330 passenger-freighter, chartered from a Turkish Airlines. The aircraft can carry up to 35 tonnes of cargo in the cargo hold and main deck combined. Turkish Airlines operates twice weekly to Seychelles with an A330-200.

Representatives of each departments with their tokens during a presentation ceremony which was graced by the presence of the CEO Mr Garry Albert.

Airport Fire & Rescue Services Wins Environment Photography Contest

The underground water project by the Airport Fire and Rescue Services was voted by staff on Telegram as the most remarkable contribution towards the environment.

This was following their participation in the interdepartmental photography and poster competition organised internally.

The aim of such activity was to tap into the creative juice of staff to showcase the relationship between the environment and aviation.

The underground water storage at the AFRS station has the capacity to hold 210,000 litres of water which is used for water canon ceremonies, to test their vehicles and for cleaning as well.

Other departments received certificate of participation for their significant contributions in this first ever internal environment photography competition. This included the Finance Department with their tree planting activity on Curieuse Island and the Maintenance Division team for the upkeeping of the solar panels on the roof of their building. The Commercial department showcased the importance of natural beautification at the Seychelles International Airport and Praslin Airport also submitted photos of their beautification projects at the Ile Des Palmes domestic airport.

This was an activity to commemorate this year's World Environment Day on June 5th.

ALPHA TANGO

SCAA

GEM

Going the Extra Mile

The ***Going the Extra Mile (GEM)*** Programme recognizes the exemplary work of colleagues. It gives staff the opportunity to recognize and reward their colleagues by sharing the story of their creativity, dedication and willingness to go the extra mile.

The habit of going the extra mile simply means to make more efforts than is expected of you and doing it with a positive mental attitude. It is the act of going above and beyond what is expected.

Our Country

Put the interest of Seychelles and its people first.

Environment

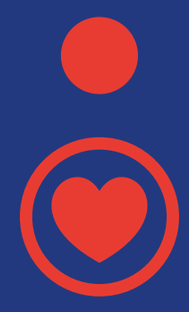
Protect our environment and heritage.

Our People

Provide equal opportunity for everyone. Treat everyone fairly and equally.

Integrity

Be open, honest and keep your promises.



Customer

Treat every customer as you would like to be treated.

Innovation

Think out of the box and make it happen.

Social Commitment

Be a responsible neighbour and invest in our community.

ALPHA TANGO

SCAA

1st Quarter

GEM

Anil Hoareau
ICT

Eugene Camille
Maintenance

Hendrick Henriette
ANS

Jane Camille
HR

Jimmy Crispin
Maintenance (Praslin)

Michelle Mondon
Commercial

Myra Adelaide
AVSEC

Naddy Fred
Commercial

Norma Adam
Commercial

Raphaela Dugasse
Admin (Praslin)

ALPHA TANGO

SCAA

2nd Quarter

GEM

Andrew Banane
Maintenance (Praslin)

Balamurugan Mudaliar
CNS

Cheryl Henriette
Commercial

Darrel Antat
Commercial

Darius Jonas Mondon
ICT

Debra Boniface
ANS

Garry Pouponneau
Mechanic (Praslin)

Julie Sarah
HR & Admin

Jusha Marguerite
Commercial

Linley Belmont
AFRS

Melvin Lawen
HR & Admin

Samuel Toussaint
Project Management

Naddy and his team receiving their award

Airport firefighter wins bronze in military fitness challenge

Leading firefighter, Naddy Jeanne was part of a three-member team that won bronze for their participation in the Battle feel 2.0. This is a military fitness challenge television show by SBC, and four staff from SCAA also joined the competition. All four SCAA members were put in different teams. The programme included medical test, basic military proficiency fitness, basic commando obstacle course crossing, confidence jump, swimming, cross fit field event and basic military map navigation.

Naddy, was on Team 3 with two other civilians and they made it to the semi-final. They then changed their team name to 'Team Bravo'. Semi-final took place on St. Anne island for 3 hours, whereby they had to build a shelter from nothing but a machete. Naddy said he would definitely do it again and he had a good team.

CONGRATULATIONS NADDY!

Spotlight on **Paul Quatre**

Date of birth:
31/01/1983

Which district do you come from:
Barbarons, Grand Anse Mahé

What is your post title?
Acting Senior Recruitment Officer

How long have you been working at SCAA:
2 years & 4 months

What drew you to the organization & how has it changed since?
I was drawn to the organization as it has a good reputation and it is well structured, which I believe will further develop my career.

What has been more noticeable than the changes happening is that through the challenging period of the COVID-19 pandemic SCAA was able to keep its workforce without have to make redundancies, and also able to secure its employees salary.

ALPHA TANGO

SCAA

Spotlight on **Paul Quatre**

Any hobbies?
I enjoy photography, hiking and I am sport fanatic.

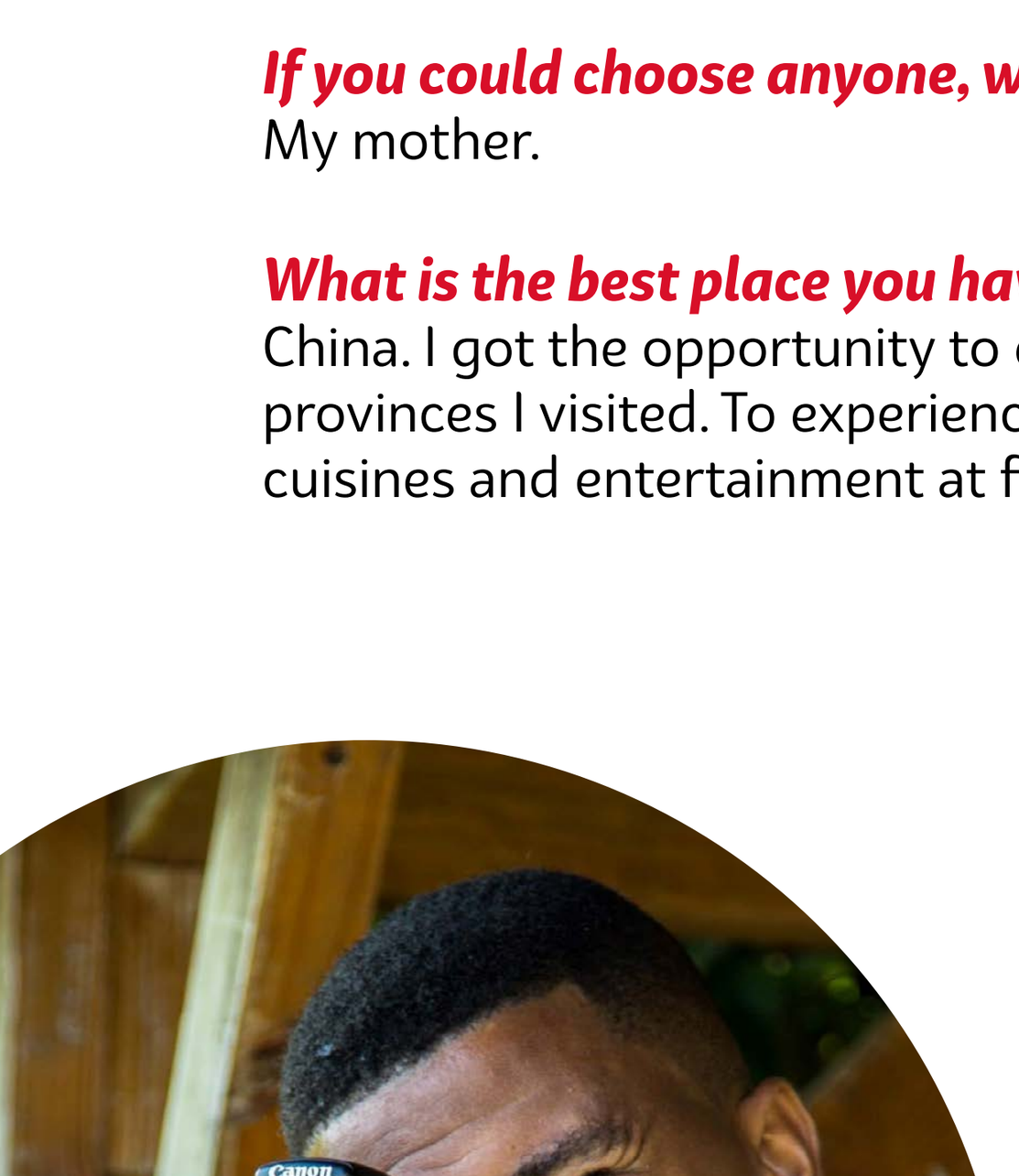
How will you describe this year in three words?
Game-Changer, Eye-opening, uncertainty

The best piece of advice you have been given?
Do what you do with love, dedication, wholeheartedly and everything else will fall in place.

What is your greatest fear?
To not be independent in my daily undertakings

If you could choose anyone, who would you pick as your mentor?
My mother.

What is the best place you have travelled to and why?
China. I got the opportunity to experience the culture within the different provinces I visited. To experience their way of life, daily activities, their cuisines and entertainment at first-hand, gave me a sense of fulfillment.



Concrete Kreasyon

by Paul Quatre

'The idea to venture into producing tiny pots for succulent plants came about whilst observing my partner gardening during the partial lockdown' HR Officer Paul Quatre shared with Alpha Tango.

"I had noticed that these special pots were quite rare on the local market and some people were using old tea cups or other small containers." Paul started to do his research and then moved on to enroll on an online course to learn how to make such creations with concrete. Since he already had a background in working with such materials it was an easy learning experience. As soon as he had captured this art, he ordered the molds from abroad to start experimenting.

His trials were successful and his colour scheme which were mostly pastel appealed to the ladies who are now his fervent clientele. His works gained popularity quite quickly as family and friends shared their new purchase online with others.

"Orders started coming in outside of my circle" and this is when he took the bold step in August to register his business 'Concrete Kreasyon' and set up a Facebook and Instagram pages to promote his creations.

"Encouragements came from everywhere and the positive comments and feedback as well as photos of clients showing off their tiniest potted plants. It gave me pleasure and confidence to see my creations going viral," said Paul. However, his focus is not only for succulent plants as his products are being used for other purposes such as storage of tiny items, as a candle holder and for decorations but Paul says there are more to come. He has chosen the business name Concrete Kreasyon, as the product base will be all concrete base but products will vary, it started with the tiniest plants and we are already looking forward to see what's Paul has in store for us.

More voluntary initiatives for a charitable cause

Following the success of the Bring & Buy to show support towards the Mind Over Matter initiative by the Commercial team a few months back, this time the HR & Admin department with the support of the Corporate Communication Division hosted a Bring and Buy and Charity walk towards the end of August.

The funds will be used to assist a young Praslinois student, Stephano Fred who has undergone a knee surgery following a sports accident. Stephano is pursuing his secondary education on Mahé and residing at the Youth Hostel. The cause was to initially to assist Stephano to cover the costs for his surgery at a private clinic but by the time the funds was raised he had already received the financial support. However, we hope that the funds raised will help Stephano in any expenses during his recovery period.

Young intern journey in the aviation industry.

Yves Nourrice

I am a commercial pilot and it has been difficult obtaining a job after completing an 18 months pilot studies in Spain since 2019 which was self-financed. However, because of my love for aviation I never gave up and I figured that I need to search for a position in the aviation industry and its been 2 years since I have joined SCAA as an intern.

I never really enjoyed working behind a desk, as I am more of an active person, always moving about here and there, fixing what I can. At the time there was no recruitment in most companies, I decided to contact SCAA, whereby I was given the opportunity to come in as an intern. With not much knowledge in the regulations of aviation but with my background as a pilot, I was welcomed in the Safety and Security Regulations (SSR) Department with open arms. During my times within the department I have met amazing work colleagues and there is spectacular synergy as well.

Over the years I have been involved in several projects, the two main ones are the Scheme of Charges for SSR. The second major project is the General Administration and Policy Manual for SSR which has gone through an extensive review and has had several amendments to cater all the new and necessary information regarding our department. There are minor projects which I have worked on, in terms of updating and amending certain internal documents. We face a lot of challenges with most of our work, as we as the regulator tend to have projects on a bigger scale, requiring approvals from high members. We are under staff due to lack of recruitment, but I am honored to be have been given the chance to assist the team, help take the load off on some of my colleagues and help review, update and maintain all our documents and procedures up to ICAO standards to maintain safety and security in the Seychelles' airspace.

Alpha Tango wishes our young and promising aviation intern all the best in his future endeavors.

Contributed by AFRS

Tribute to Sub Officer

Nicholas Jumaye

Nicholas Jumaye was born on 28th September 1981. At the age of 24, on 1st September 2004, he joined the Directorate Civil Aviation (DCA) at Airport Fire Rescue Services, as a trainee firefighter. He was amongst the group of employees who witnessed the transition of DCA to SCAA on 1st January 2005. Nicholas followed his trainings in aviation firefighting and he was promoted to Leading Firefighter in 2010. He later attended an overseas course in Watch and Crew Commander in UK in September 2014, whereby he completed successfully and was qualified to be promoted to the post of Sub Officer on 1st May 2016.

As a qualified coxswain and divemaster, he was transferred to the Sea Rescue Unit in 2016 to assist in the daily routine of sea rescue operations. Even if his main responsibility was within his respective unit, whenever there was a shortage of manpower on shift level, he never refused to assist even with night duty. He had a passion for his profession as an Aviation Fire Fighter which made him eager to pass on his knowledge and skills to others. Whenever he had time at hand, he was always seen tutoring other firefighters.

Nicholas was someone with basic maneuver skill whereby he often completed certain tasks without being asked or seeking the assistance of the other units. Once the rescue boat's engine had a mechanical problem and Nicholas took one whole day diagnosing the problem, purchasing the spares needed and fixing it himself.

As a colleague, he was well respected from all level. Though a bit forthright he made sure that his points were made and understood even in general meetings he made it a must to share his opinions. Nicholas will be remembered as a helping hand to many of us within the Airport Fire Rescue Services. He left us with good memories of him to cherish forever. He also left behind his son, Nathan and his daughter Jasmine.

Testing the fitness level of the airport firefighters

All firefighters are required to pass a physical fitness test that measures strength, endurance and flexibility. The Seychelles Airport Fire and Rescue Services (AFRS) is no different as they have adopted a new programme known as, Fireground and Fitness Test Control.

Airport Chief Fire Officer, Mr Bernard Henriette explained that the purpose of this exercise is be to determine the individuals physical or functional ability to perform the essential physical demands of the job.

'This specific fitness protocol was adopted because we wanted to be more precise when measuring the fitness of their firefighters in relations to the physical activities they have to perform when doing their respective duties."

He added that they had no specific protocol before and airport firefighters were doing their own mode of fitness exercise.

The Fireground and Fitness Test Control is broken down into three sections; Equipment Carry 25KG Barbell Protocol, this is to simulate the firefighter having to carry a rescue equipment not more than 25 kg as per norm of Health and Safety. This is followed by the Casualty Evacuation Protocol, which simulates the hard work involved in carrying out casualty evacuation.

The final section which is called, "Hose Run Protocol". This simulates the different scenarios involving the maneuvering and handling of hose.

The programme consists of 1,050m of exercise which must be completed in less than 11 minutes for a firefighter to obtain an excellent grading and it is done every six months, those who fail has a period of three months to do again.

Questions & Answers

What does AFRS uses to check the fitness of fire fighter?
They use a program called Fireground and Fitness Test Control.

What is the purpose of Fireground and Fitness Test Control?
The purpose of this exercise would be to determine the fire fighters physical or functional ability to perform the essential physical demands of the job and to reduce the probability of work-related disabilities.

Is the protocol one exercise?
No, it is classified into three sections with different exercise and objectives.

Why this protocol in particular?
This specific fitness protocol was adopted because AFRS wanted to be more precise when measuring the fitness of their fire fighters in relations to their activities when doing their respective duties, which also helps because they had no protocol in place before, and each fire fighter were doing their own mode of fitness exercise.

How long is Fireground and Fitness Test Control?
The program consists of 1050 meters of exercise which must be completed in less than 11 minutes for a fire fighter to obtain an excellent grading and it is done every six months, those that fails has a period of three months to do again.

What are the three sections?

Section 1 is called “Equipment Carry 25kg Barbell Protocol”. This is to simulate the Fire Fighter having to carry a rescue equipment not more than 25kg as per norm of Health and Safety.

- Pick up Barbell from the floor – Walk 8 x 25m - Put down Barbell on the floor

Section 2 is called “Casualty Evacuation Protocol”. This is to simulate the hard work involved in carrying out casualty evacuation.

- Pick up BA set lying on floor. Put on BA set. Pick up branch from floor. Drag hose reel 25m. Put branch down on floor.
- Walk back 25m. Pick up hose reel bight. Drag hose reel 25m.
- Pick up hose reel branch – Drag hose reel 25m back to appliance. Put HR Branch down
- Pick up casualty lying on floor. Drag 2 x 25m. Put Casualty down
- Take off BA set and place back on floor.

Section 3 is called “Hose Run Protocol”. This simulates the different scenarios involving the manoeuvring and handling of hose.

- Jog/Walk 8 x 25m
- Pick up 2 x 70mm hose – Jog/Walk 3 x 25m – put 1 x Hose down
- Carrying 1 x hose: Jog/Walk 1 x 25 m – put hose down
- Run out 1 x hose – Run out 1 x Hose
- Jog/Walk 2 x 25m
- Pick up 2 x 70mm hose – Jog/Walk 1 x 25m – put 1 x Hose down
- Carrying 1 x hose: Jog/Walk 1 x 25 m – put hose down
- Run out 1 x hose – Run out 1 x Hose
- Jog/Walk 8 x 25m

ALPHA TANGO

SCAA

#DigitalTips

The future is 5G

By Kevin Morel – Corporate Comm intern

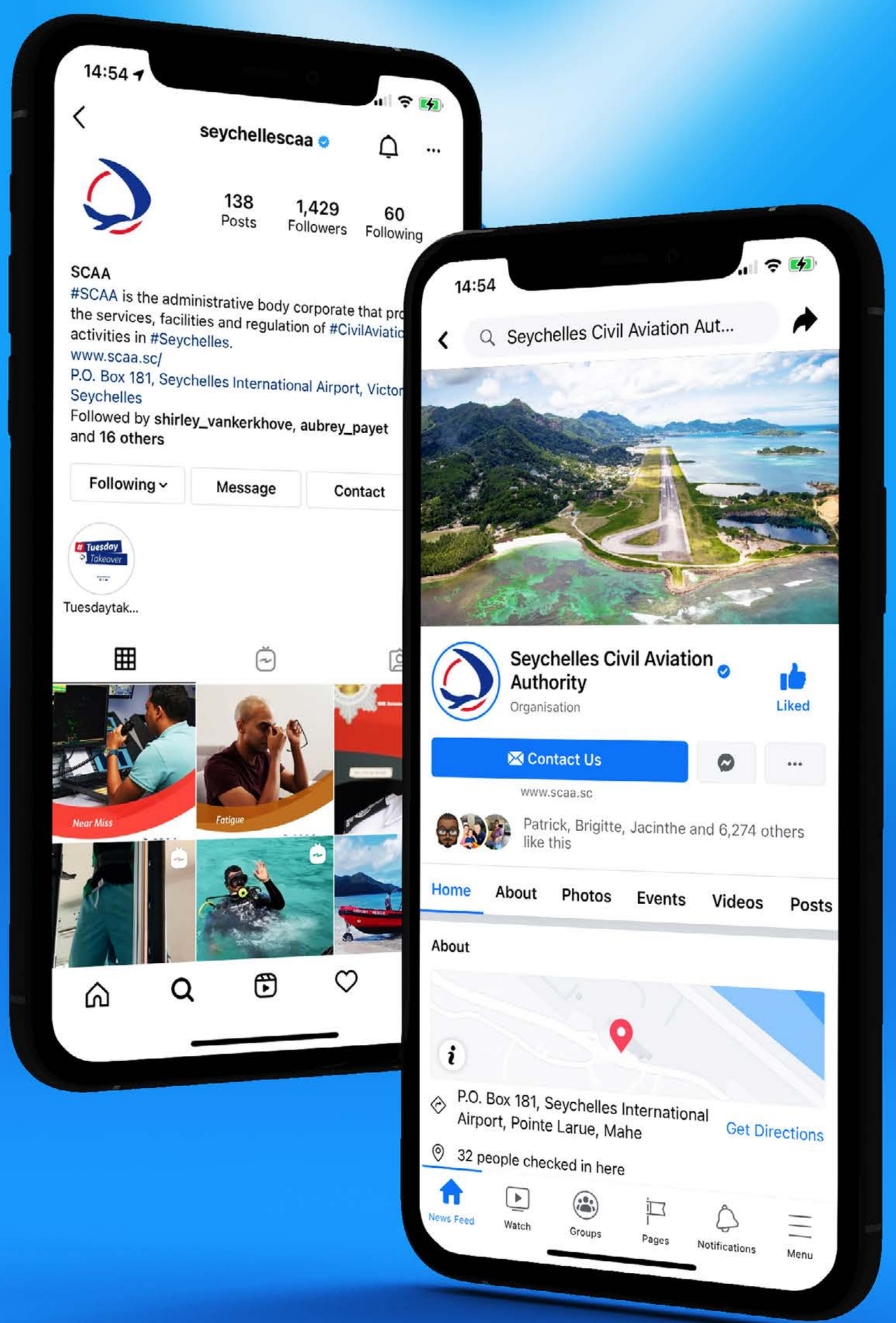
5G mobile network services are currently available in Seychelles, offered by Cable and Wireless.

This fifth-generation (5G) mobile network, involves using higher frequency bands or in other words, using more radio waves to transmit data. Published research has shown that 5G offers faster loading speed, faster data transfer and the connectivity of more devices, all compared to previous network, like 4G. South Korea deployed the first nationwide 5G network early in 2019. Locally, Cable and Wireless introduced this network in July 2020, and other local service provides have shown interest in the technology. Seychelles International Airport is currently among the few areas at the moment where 5G mobile network coverage is accessible with compatible devices.

In terms of efficiency, the real-world 5G downloading speed was recorded to be over 600Mb per second, compared to 4G which only reaches an average of 5-12Mb per second. For example, we can estimate that while downloading a 700Mb movie on a good 4G network takes 2 and a half minutes, the same movie would take a number of seconds to download with 5G services, depending on your network service and location.

For that speed to be possible, 5G uses a frequency of 28GHz to 39GHz, which led to a number of people being concerned about their health. They believed that the radio waves being used for that speed would be radioactive. “We believe the main biological effect of the electromagnetic radiation from mobile phones is a rise in temperature”, said Professor Andrew Wood; research director at the Australian Centre for Electromagnetic Bioeffects Research (ACEBR). Cable and Wireless also mentioned on their website, “Do you have health concerns about 5G? There’s no need!” and compiled a list of handy resources on 5G and health for their customers.

Finally, with the COVID-19 pandemic, which is a bigger health risk, 5G might help a lot of individuals especially during a lockdown. With that much speed you will be able to accomplish a lot of tasks especially if you are working from home; research will load faster, zoom meetings will be better as interference will decrease and if you are not working you can stream the web for personal use with faster loading results. Even though you do not have 5G mobile network, it has been said that with the 5G coming out slowly, you will be able to notice a change in speed with the 4G mobile network, as it will become faster than before.



The SCAA Facebook & Instagram page just got verified

A verified badge confirms that this is an authentic Page for this public figure, media company or brand.

Editor: Mrs . Jean Hassan

Asst. Editors: Ms . Lina Laurence & Mr. Darrel Antat

secretariat@scaa.sc

Seychelles International Airport,
Pointe Larue, P.O. Box 181, Mahé, Republic of Seychelles

Tel: +248 4384 000 • Fax: +248 4384 009

www.scaa.sc

www.seychellesairports.sc