



Annual Report 2018



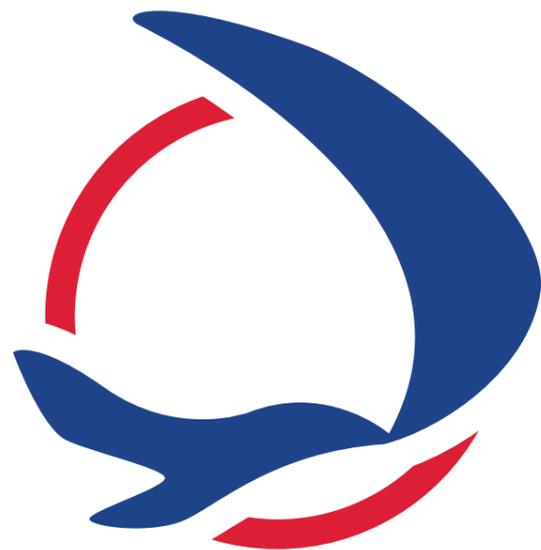


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SCAA Annual Report 2018

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Seychelles International Airport, Pointe Larue, Mahé, Seychelles

June 2019

Our Vision

An Indian Ocean **gateway**
above and **beyond Africa**.

Our Mission

 To **deliver** on
our **promise**
of highest
standards in
safety, security
and **quality** of
service for the
customer.

Our Values



Our Country

Put the interest of Seychelles
and its people first.



Our People

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



Customer

Treat every customer as you
would like to be treated.



Environment

Protect our environment and heritage.



Integrity

Be open, honest and keep your promises.



Innovation

Think out of the box and make it happen.



Social Commitment

Be a responsible neighbour and
invest in our community.

Corporate Profile

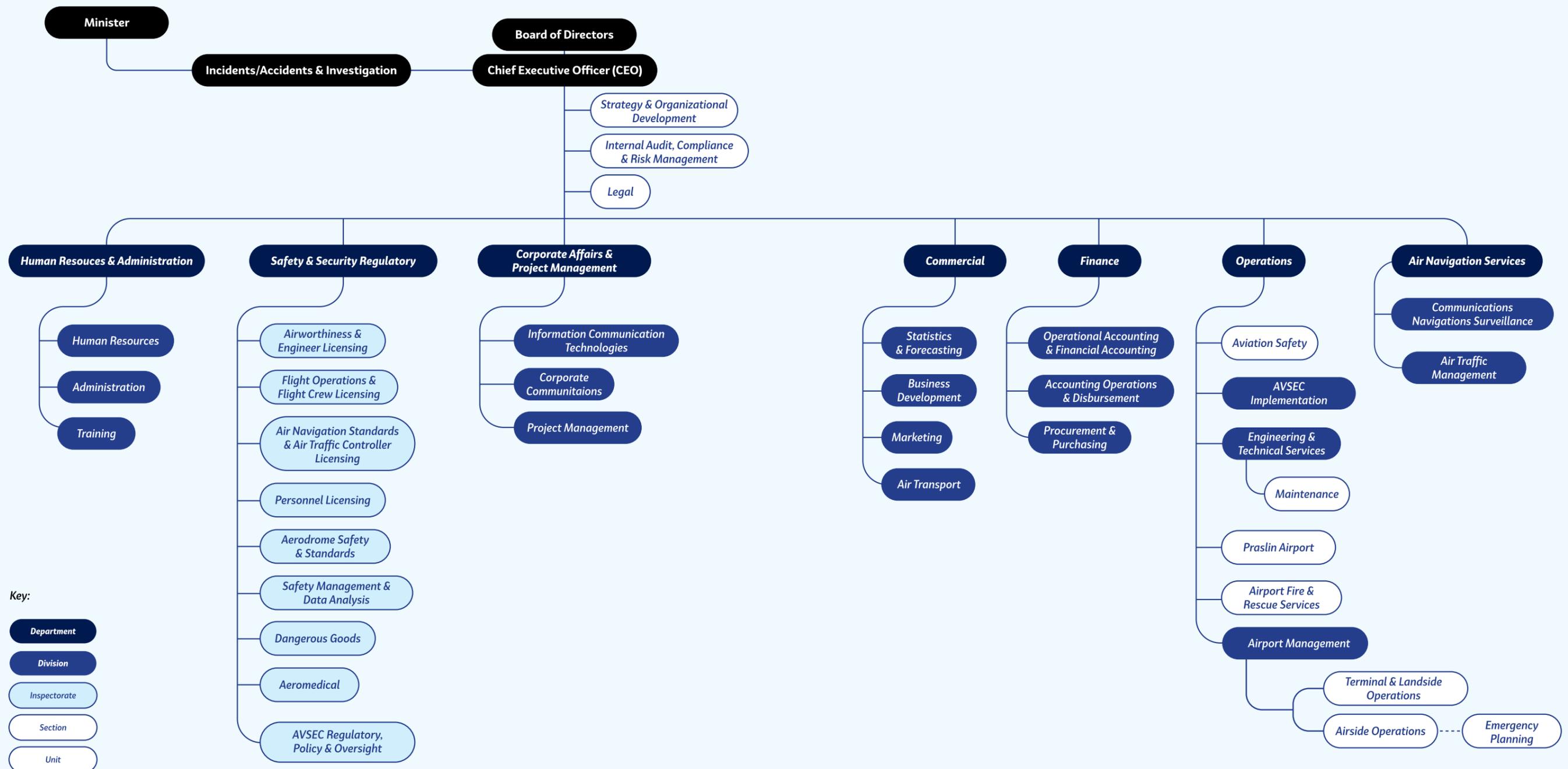
The Seychelles Civil Aviation Authority (SCAA) was established under the SCAA Act, 2005, as an administrative and financial body corporate to provide for the services, facilities and regulation of civil aviation activities in Seychelles. The SCAA and its affairs are administered by a CEO reporting to a Board of Directors appointed by the Minister responsible for Civil Aviation.

SCAA's core business focusses on regulatory and safety oversight of aviation activities, as per regulations, standards and recommended practices set by the Safety Regulations division of SCAA and the provision of air traffic services in the Seychelles flight information region as well as in and out of the Seychelles terminal airspace.

Its mandate also includes management of Seychelles International Airport (SIA) and Praslin airport, where it undertakes key functions of airport operations and facilitation, commercial activities, provision of aviation security, firefighting and emergency services.

Other essential internal support services includes finance and accounting, human resources and administration, corporate affairs, project implementation, engineering and technical services and Information technology.

Organisation Structure



Corporate

Executive Management Team



Mr. Darel Boniface
General Manager Engineering & Technical Services



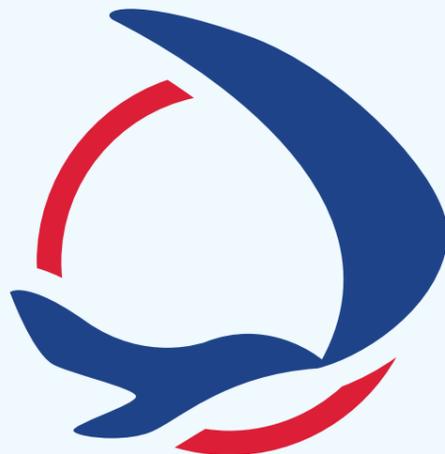
Mr. Garry Albert
Chief Executive Officer



Mr. Wilfred Fock-Tave
Chief Operations Officer



Mr. Gerard Sicobo
General Manager Safety Regulations



Ms. Lise Morel
General Manager Corporate Affairs & Projects



Mr. Sandy Mothee
Financial Controller



Ms. Florence Marengo
General Manager Commercial



Ms. Lorella Uranie
General Manager Human Resources & Administration



Ms. Esmee Samson
General Manager Air Navigation Services

Chairman's Statement

For the year ended 31st December, 2018



It gives me great pleasure to present the SCAA's annual report for the financial year ending 31st December 2018.

By the time this annual report is published, we would have witnessed the smooth transition of leadership from our long-serving CEO, Mr. Gilbert Faure and his successor Mr. Garry Albert. I would firstly like to extend my heartfelt appreciation to Mr. Faure, whose extensive knowledge of the industry has paved the way to many successes for SCAA over the years. Secondly, I would like to welcome Mr. Albert to the SCAA family. We believe we have found the candidate with the right qualities for the chapters ahead. I look forward to working with him. In 2018, the Board played a strong role to ensure leadership continuity at the highest level at SCAA, as several long serving GMs retired and identification of successors were required. There was also a strengthening of its oversight responsibilities through more frequent meetings and engagement of independent counsels where necessary. Going forward, the Board will continue to focus on its mandate of strengthening good governance and accountability across SCAA and will continue working closely with the management to deliver long-term successes and highest value to our shareholder.

Improvement of connectivity remains one of SCAA's key achievements. In 2018, six new Bilateral Air Service Agreements (BASA) were signed during the ICAN 2018 conference, which was held in Nairobi, Kenya in December. Furthermore, through its air transport development function, the organization has also been instrumental in facilitating a number of codeshares renewals in line with our liberal policy on cooperative arrangements to extend the global reach beyond geographical limits and facilitate the growth and development of the tourism industry and trade. In the same line, SCAA continued discussions with its airline partners to strengthen relationships and provide support to their operations

especially to new entrants and developing markets. Our efforts in improving connectivity has translated in progressive visitor arrivals and resulted in passenger throughput exceeding one million.

In terms of markets, Europe continued to dominate visitor arrivals figures for the year 2018, with Germany leading with a total of 29,126 visitors, representing 15% of the total number of visitors to Seychelles. France is in second position, followed by UK. UAE recorded 14,110 visitors representing a 7% share of total visitors who arrived in Seychelles in 2018.

Revenue collection for the fiscal year 2018 amounted to SCR478.8 with pre-tax profit totalling SCR164.3 million in comparison to SCR179.3 million in the previous year. Contribution to Government in terms of taxes and dividend amounted to SCR92.4 million. Driving the profitability figures over the last 5 years has been continuous growth in passenger and traffic movements, which has led to an increase in both aeronautical and non-aeronautical revenue streams.

The steady growth in passenger movements and revenue puts SCAA in good stead for the medium term. However, space constraints, especially in terms of parking for aircraft has an overall impact on our ability to grow, efficiently facilitate airport processes and improve service delivery. This remains one of our key challenges. It also poses significant loss of opportunity for the country across the Board and we continue to shout-out politely.

Investment in airport infrastructure development must be accelerated. There must be a leap in modernization in our way of doing business. This must include technological innovation. With the right strategy and funding model, we aim to deliver on long-term capacity plans whilst remaining adaptive and flexible to current demands.

Keeping up with safety regulatory requirements remain a challenge as the pool of local aviation experts is limited. For the year ahead, SCAA will be focusing on areas that require significant improvement to meet ICAO's regional safety levels. To that effect, immediate external expertise will be sought in the form of consultancy whilst we build in-house capacity. Safeguarding the interests of the travelling public has been our primary focus and will remain so for the foreseeable future.

Let me conclude by acknowledging and expressing my appreciation for the support and thank the Board members, management and staff of SCAA for the collective contributions and hard work, ensuring that SCAA delivers on its mandate effectively, and continues to safeguard the travelling public's interest.

Captain David Savy
Chairman of the Board, SCAA

CEO's Report

For the year ended 31st December, 2018

The former Chief Executive Officer, Mr Gilbert Faure was in office until 31st December 2018. He has recently retired, after dedicating 46 years of his professional life to civil aviation.



It is with great pride but a little sadness that I make this 10th and last annual report of my tenure as CEO of SCAA. Aviation has been my passion and I am humbled by the great strides Seychelles has made in this industry and feel so lucky that I was rightly placed to contribute to this success.

In 2018, Seychelles International Airport recorded a 3% growth in passenger arrivals with a total of 444,564 passengers. Overall passenger throughput by year-end stood at 1.2 million, which is very good considering we had considerable low arrivals in the second quarter. The market picked up towards the end of the year with the arrival of two European carriers; British Airways and Joon by Air France with twice and thrice weekly direct flights from London and Paris respectively.

A total of 41,450 flights, inclusive of both international and domestic, landed and took off from SIA in 2018. This again is a slight drop against 2017 figures. Scheduled international flight numbers decreased by 4% whilst non-scheduled flights movements grew by 3%. The latter was due to an increase in private jets operations. Flight movements through our airspace remained consistent with a growth of 5%. Inbound and outbound cargo figures also experienced growth of 2%.

Despite some shortfalls in traffic movement, SCAA generated an income of SCR478.8 million, at year-end, representing a 5% increase on last year's figure. Continuous efforts to improve and increase the airports commercial offerings brought positive yield, with concession sales growing by 3%. Our operating expenses remained within budget, with an increase of 13% over the previous year. This was due to increase in activities, expansion of our terminal infrastructure, in particular the domestic terminal, staff costs and higher costs of repairs and maintenance.

SCAA remains first and foremost a regulatory body, responsible for safety oversight of aviation activities in Seychelles. As a member of the ICAO, we are audited in areas of safety and security by this body. Audits carried out in April 2018, covered the areas of Legislation (LEG), Organisation (ORG), Personnel Licensing (PEL) (Flight crew, Air Traffic Controllers and Aircraft Maintenance Engineers), Flight Operations (OPS), Airworthiness (AIR) and Air Navigation Services (ANS). Good results were obtained for ANS and AIR. Our focus will now move to areas of Flight Operations and Aerodrome Standards with the assistance of UKCAAi, while we build local expertise in these fields.

Amid growing airside capacity constraints, in particular aircraft parking, SCAA faced tough negotiations to cater for airline slot requirements in 2018. This impacted on our ability to cater to the demands of luxury private jet operations at the airport. More than ever, we recognize the urgent need for more aircraft parking, but we also face severe land availability limitations.

There is a need to revisit our airport development master plan, which was last updated in 2009. This exercise will allow us to strategically plan for future development of the airport for the next twenty years. In the same light, SCAA will be engaging in more in-depth discussions with the Government on the allocation of Zone 21, without which we cannot grow.

The airport also made good progress with its infrastructure development projects. Refurbishment of the international arrival lounge was completed and the domestic terminal project neared completion at an estimated value of SCR104 million.

Other capital investments for 2018, included the acquisition of a new amphibious boat for the airport's fire and rescue service, the procurement of a new airport information management system RESA at a cost of SCR3.9 million and SCR4.8 million respectively. The contract for asphaltting works for landside and airside was also awarded for a sum of SCR12 million.

The modernization of the Air Navigation services is still very much in the plans for 2019 and this will consist of the construction of new air traffic control building and replacement of all critical systems such as the flight data processing system, surveillance systems and aeronautical information system.

The need for improvement in service standards by all airport service providers remained our focus as we strived to deliver to customer expectations. Airport 2017 Survey results presented in 2018, reported good performance in the areas of departure lounge cleanliness and airport services (AVSEC, Immigration and Check-in), whereas parking and availability and

choice of passenger amenities scored on the low side. Landside traffic management and law and order is still a challenge. Both these areas will require closer oversight if we wish to see the enhancement of service delivery at the airport. We made another leap forward under our Ecolap programme through an agreement to bring further energy efficiency solutions at the airport, namely replacing all lights in all buildings with LED ones, amongst other solutions. We also collaborated with the Seychelles Sustainable Tourism Foundation (SSTF), to promote the "Pristine Seychelles" Campaign at the airport.

As an organization, SCAA has made much progress in gaining goodwill and recognition, through its image building and corporate social responsibility programme, which culminated in SCAA obtaining the Seychelles Chamber of Commerce and Industry (SCCI) Corporate Social Responsibility (CSR) contributor award for 2018.

Internally, SCAA has been undergoing a change process at the highest level. In 2016/2017, we saw the retirement of valued members of the Executive management team and early this year, we welcomed two new GMs on Board, Ms. Lorella Uranie with the portfolio for Human

Resources and Administration, and Mr. Darel Boniface, accountable for Engineering and Technical Services.

Mr. Wilfred Fock Tave was also promoted to Chief Operations Officer. Whilst Ms Lise Morel was given the portfolio of Corporate Affairs and Projects. Their promotion is testimony of our commitment towards sustained leadership to ensure continuity and carry SCAA ever forward. These changes will carry into 2019, with a new CEO at the helm and likely restructuring of the organization with a renewed focus on creating an enabling environment for our staff to deliver to the best of their abilities.

As this is my last report as CEO I would like to thank the Board for their continuous support and direction. Throughout my tenure in this role, I have been impressed by the commitment and professionalism of so many of my colleagues at SCAA. I am confident that SCAA is well placed to embrace the challenges it will face in the coming years and deliver on many more successes. At this juncture, I would like to welcome Mr. Garry Albert SCAA's new CEO, on Board.


Gilbert Faure
Chief Executive Officer, SCAA

New CEO's Statement

Mr. Garry Albert officially took over as CEO on 1st January 2019, after occupying the post of designate CEO, from October 2018.

I am honoured to have been chosen as SCAA's new Chief Executive Officer.

As we look towards the future, it is my intention to continue building on the foundations that Mr. Gilbert Faure has laid to ensure that the SCAA consistently delivers on its mission of ensuring the highest standards in safety, security and quality of service in the interests of the travelling public.

It is undeniable that we can expect exciting times ahead. We need to reassess ourselves; reviewing our vision and taking a look at the opportunities that surround us in order to enhance our



passenger experiences and drive services to a higher level. We are committed to move from "Good to Great" and we are going to do this through accelerating the use of technology, redesigning our work processes, encouraging new ways of doing business and always putting our people at the centre of our development. Change is always challenging and the year ahead is one where the skills and expertise of all SCAA will be engaged to the fullest.

We are strong as an organization and we will continue building on our future!


Gary Albert
Chief Executive Officer, SCAA



Director's Report



Director's Report

For the year ended
31st December 2018

The Board of Directors present their report together with the Auditor's Report and the Audited Financial Statements of the Seychelles Civil Aviation Authority (hereafter called the "Authority") for the year ended 31st December 2018.

Principal Activities of the Authority

The principal activities of the Authority are the provision of Aviation Regulatory and Safety Oversight, the provision of Air Navigation Services, the provision of Aviation Security Services and Management and provision of Operational Services at Seychelles International and Praslin Airports. It also facilitates business development opportunities.

Results for the Year

	31st December 2018	31st December 2017
	SCR	SCR
Operating Income	478,843,269	457,869,861
Operating Expenses	(314,535,167)	(278,482,342)
Profit before taxation	164,308,102	179,387,519
Taxation	(49,242,431)	(53,766,256)
Dividends	(43,200,000)	(53,200,000)
Retained Profit at end of Period	71,865,671	72,421,263

Fixed Assets

Additions to property and equipment totalling to **SCR134.27 million** for the year under review comprise mainly Domestic, Arrival and Departure Terminal, Baggage screening, purchase of Hard Shoulder.

The Directors are of the opinion that the market or saleable value of the fixed assets at 31st December 2018 does not differ substantially from the amounts at which they are included in the accounts at that date.

Reserves

The current year's retained profit of SCR71,865,671 together with opening retained earnings totalling to SCR440,731,336 makes a total of SCR512,597,007 in the Authority's reserves.

Dividend

The Directors recommend the payment of dividend of SCR43,200,000.

Directors

Details of the current members of the Board of directors are shown in Note 6. The Directors are appointed every two years in accordance with the Public Enterprise Monitoring Commission Act, 2013.

None of the Directors held interest in the share of the Authority during the financial year.

Statement of Board of Director's Responsibilities

The Board of Directors is to ensure the integrity of financial information; provides financial oversight and monitors financial planning and financial reports, including adoption and supervision of the annual budget; the directors are to exercise their business judgment to act in what they reasonably believe to be the best interests of the entity in the administration of the entity's assets, and where applicable, its investments.

The Board of Directors discusses issues confronting the organization related to financial and operational risks and exposures associated with the entity's business strategy, policy matters, service/product innovation and sales road map (where applicable) be mindful of litigation and regulatory exposures, and other current matters that may present material risk to the entity's financial performance, operations, infrastructure, plans, prospects or reputation, and acquisitions, as well as any issues of concern to the Board.

It is the duty of the Board of Directors to oversee management's performance to ensure that the entity operates in an effective, efficient and ethical manner in order to produce value for its clients and shareholders, in so doing, sees to the establishment of appropriate internal procedures and controls.

The Board of Directors are responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in Seychelles and for such internal control as management determines is necessary to enable the preparation of financial statements that gives a true and fair view of the financial affairs of the Authority and are free from material misstatement, whether due to fraud or error.

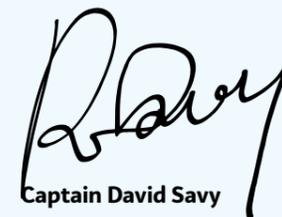
They are responsible for safeguarding the assets of the Authority and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Board of Directors consider that they have met their responsibilities as set out in the Public Enterprise Monitoring Commission Act, 2013 and the Seychelles Civil Aviation Authority Act 2005.

Auditors

The Office of the Auditor General will continue in office in accordance with Section 12(3) of the Seychelles Civil Aviation Act, 2005.

Approvals



Captain David Savy



Anne Lafortune



Amellie Nourice



Nadine Potter



Vincent Amelie



Cindy Vidot



Auditor's Report





Auditor's Report

For the year ended
31st December 2018

OFFICE OF THE AUDITOR GENERAL

P.O. Box 49, Victoria,
Mahé, Republic of Seychelles

Telephone: (248) 4672500
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Website: www.oag.sc

Scope

I have audited the financial statement of the Seychelles Civil Aviation Authority for the year ended 31 December 2018, as set out on pages 22-29, prepared in accordance with generally accepted accounting practice in Seychelles, which comprise (a) statement of financial position, (b) income statement, (c) statement of cash flows; and (d) notes to the financial statements.

Responsibility of the Board of Directors of the Authority for the Financial Statements

The Board of Directors of the Authority is responsible for the preparation and fair presentation of these financial statements in accordance with generally accepted accounting practice in Seychelles and in accordance with the requirements of the Seychelles Civil Aviation Authority Act, 2005 and the Public Enterprise Monitoring Act, 2009 and for such internal control as the Board of Directors determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Responsibility of the Auditor General

My responsibility is to express an opinion on these financial statements based on my audit as per Section 12 of the Act. The audit was conducted in accordance with the International Standards of Supreme Audit Institutions. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement. An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statement. The procedures selected depend on the auditor's judgement, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Authority's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for purpose of expressing an opinion on the effectiveness of the Authority's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the Board of Directors as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for the audit opinion.

Audit Opinion

In my opinion:

- the financial statements on pages 22-29, give a true and fair view of the financial position of the Authority as at 31 December 2018 and the results of its financial operations and cash flows for the year then ended;
- proper accounting records have been kept by the Authority as far as is appears from my examination of those records; and
- I have obtained the information necessary for the purpose of the audit and am satisfied with the information received.



Gamini Herath
AUDITOR GENERAL

13 April 2019
Victoria, Seychelles



Statement of Financial Position

For the year ended
31st December 2018

Notes	2018 SCR	2017 SCR
Assets		
Non-current Assets		
Property, Plant & Equipment	8 415,830,147	316,742,820
Capital Work in Progress	9 14,550,774	90,324,427
Long Term Deposit	25,000,000	25,000,000
	455,380,921	432,067,247
Current Assets		
Trade Debtors	10 99,969,979	100,464,375
Inventory	85,065	-
Other Debtors & Prepayments	11 4,056,980	4,370,543
Staff Loans	12 9,129,229	7,971,087
Provisional Tax	13 4,589,564	-
Cash and Bank Balances	14 171,459,903	149,628,621
	289,290,720	262,434,626
Less:		
Current Liabilities		
Trade Creditors	29,537,652	20,168,940
Other Creditors & Accruals	8,744,859	6,461,344
Provision for Terminal Benefits	9,804,039	12,151,846
Provisional Tax	13 -	18,449,293
Loan Due within a year	19 (919,879) 47,166,671	57,231,423
	242,124,049	205,203,203
Net Current Assets		205,203,203
Total Assets	697,504,970	637,270,450
Long Term Liabilities		
Loan Accounts	19	11,631,151
Represented By		
Government Capital Reserve	184,907,963	184,907,963
Retained Earnings	15 512,597,007	440,731,336
Deferred Capital Grant		
	697,504,970	637,270,450

The notes set out on pages 22-29 form an integral part of these Financial Statements.



Gary Albert
Chief Executive Officer, SCAA



Sandy Mothee
Financial Controller, SCAA



Income Statement

For the year ended
31st December 2018

	Notes	2018 SCR	2017 SCR
Income			
Aeronautical Revenue	4(a)	428,992,213	407,345,013
Non-Aeronautical Revenue	4(b)	45,266,578	41,403,231
Other Operating Income	4(c)	4,979,738	4,809,044
Exchange Gain/(Loss)		(395,260)	4,044,210
Profit on Disposal		- 0	268,363
Net Income		478,843,269	457,869,861
Operating Expenses			
Staff Costs	5	175,865,976	149,515,419
Repairs and Maintenance		29,476,794	22,735,360
Other Operating Expenses	7	73,969,102	66,557,161
Bad & Doubtful Debts		(37,467)	1,228,479
Finance Costs		119,577	59,286
Prior Adjustments		(42,566)	1,252,712
Depreciation	8	35,183,751	37,133,925
		314,535,167	278,482,342
Profit before Tax		164,308,102	179,387,519
Business Tax	13	(49,242,431)	(53,766,256)
Net Profit After Tax		115,065,671	125,621,263
Distribution to Government	16	(43,200,000)	(53,200,000)
Retained Profit for the year		71,865,671	72,421,263

The notes set out on pages 22-29 form an integral part of these Financial Statements.



Statement of Cash Flows

For the year ended
31st December 2018

	2018 SCR	2017 SCR
Cash Flows from Operating Activities		
Profit Before Tax	164,308,102	179,387,519
Depreciation Expenses	35,183,751	37,133,925
Interest Receivable/Payable	(975,662)	(1,672,601)
Loss/(Profit) on Disposal		(268,363)
Bad & Doubtful Debts	(37,467)	2,905
Exchange Losses/(Gains) on Year End Transactions	842,612	(1,997,788)
Provisional Tax Paid	(72,281,288)	(42,307,924)
	199,321,336	212,585,597
Movements in Working Capital		
(Increase) /Decrease in Accounts Receivable (Including Staff Loans)	(117,483)	8,169,545
Increase/(Decrease) in Accounts Payable	11,652,227	(5,044,506)
Increase/(Decrease) in Terminal Benefits	(2,347,807)	4,499,456
	9,186,937	7,624,495
Cash Flows from Investing Activities		
Purchase of Assets & WIP	(58,497,425)	(29,991,500)
Sale of Assets	-	270,950
	(58,497,425)	(29,720,550)
Cash Flows from Financing Activities		
Long Term Deposit	-	(25,000,000)
Loan Receipt	7,718,928	9,084,296
Loan Repayment	(20,417,206)	(19,093,550)
Dividend Paid	(43,200,000)	(53,200,000)
	(55,898,278)	(88,209,254)
Net Increase/(Decrease) in Cash	21,831,282	59,972,364
Cash as at 1st January 2017	149,628,621	89,656,257
Cash as at 31st December 2017	171,459,903	149,628,621

The notes set out on pages 22-29 form an integral part of these Financial Statements.

Notes To The Financial Statements

For the year ended
31st December 2018

1 Corporate Information

The Seychelles Civil Aviation Authority (the Authority) was set up under the Seychelles Civil Aviation Authority Act, 2005 which came into force in April 2005. The Authority was vested with the assets and liabilities of the former Directorate of Civil Aviation for which a financial consideration was not paid. The net value of assets over the liabilities was credited to a Capital Reserve account.

The Authority is domiciled in Seychelles and its registered office is at Seychelles International Airport, Anse des Genets, Mahé.

The activities of the Authority are regulatory, with respect to regulation of civil aviation activities and safety oversight, as well as service provider in the provision of air navigation services and management of Seychelles International and Praslin Airports.

2 Basis of Preparation

The financial statements of the Authority have been prepared under the historical cost convention, modified to include the valuation of certain property, plant and equipment.

The financial statements of the Authority have been prepared in accordance with generally accepted accounting practice in Seychelles. The financial statement values are presented in Seychelles Rupee (SCR) unless otherwise indicated.

3 Significant Accounting Policies

The principal accounting policies applied in the preparation of the financial statements are set out below:

a. Property, Plant & Equipment and Depreciation

Apart from land which has been purchased by the Authority, the value of land occupied by the Authority is not included in the Financial Statements. A number of sites occupied on Mahé including the land upon which the existing Seychelles International Airport is situated are held by the Authority on a lease of 99 years at a nominal rent. The transfer of other land ownership on Mahé and Praslin to the Authority is still under discussion with the Government.

Buildings and infrastructure are stated at revalued amount less accumulated depreciation, while plant and equipment, motor vehicles and others are stated at cost less accumulated depreciation.

The cost of an asset comprises its purchase price and any attributable costs of bringing the asset to working condition for its intended use. Expenditure for additions and improvement are capitalised and expenditure for maintenance and repairs are charged to the income statement.

Buildings and infrastructure are stated at fair value for existing use as ascertained by a professional valuer as at 2005. These have been recognised on the grounds that the Authority has unrestricted right to the enjoyment of the future economic benefits arising from these assets.

Depreciation of buildings and infrastructure is recognised in profit or loss. Depreciation on property,

plant and equipment is calculated on a straight line basis to write-off cost, less estimated residual value, of each asset evenly over their expected useful lives. Land is not depreciated.

The annual rates of depreciation are as follows:

• Buildings and Infrastructure	-	4%
• Plant & Machinery	-	10%
• Furniture, Fittings & Office Equipment	-	20%
• Motor vehicles	-	20%
• Computers Hardware and Software	-	25%
• Others	-	25%

An item of property, plant and equipment is derecognised upon disposal or when no further future economic benefits are expected from its use or disposal. Any gain or loss arising on derecognition of an asset is included in the income statement in the year the asset is derecognised.

b. Foreign Currency

Transactions in currencies other than Seychelles Rupees are converted at the rate of exchange ruling at the transaction date. At the balance sheet date, foreign currency monetary assets and liabilities are converted at the rate ruling at that date. Exchange differences arising are taken to the income statement.

c. Taxation

Business tax is provided at the rates ruling at the balance sheet date on profits of the Authority.

d. Cash & Bank Balances

Cash and bank balances comprise cash at bank, in hand and short-term deposits with a maturity period of one year or less in the Statement of Financial Position.

For the purpose of the cash flow, cash and cash equivalent consist of the cash and bank balances as defined above.

e. Provisions

Provisions are recognised when the Authority has a present obligation (legal or constructive) as a result of past event. It is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate of the amount of the obligation can be made.

f. Going Concern

The management has made an assessment of its ability to continue as a going concern and is satisfied that the Authority has the resources to continue in business for the foreseeable future. Furthermore, management is not aware of any material uncertainties that may cast significant doubt upon the Authority's ability to continue as going concern. Therefore, the financial statements continue to be prepared on the going concern basis.

4 Income

	2018 SCR	2017 SCR
a. Aeronautical Revenue		
Landing fees (International/Domestic)	32,482,902	32,353,133
Licenses and Registration	650,732	843,800
Passenger Service Fees (International /Domestic)	267,793,851	254,091,238
Air Navigation Charges	133,993,190	125,590,591
IATA Charges	(5,928,462)	(5,533,749)
	<u>428,992,213</u>	<u>407,345,013</u>
b. Non Aeronautical Revenue		
Other Airport Charges	3,217,883	1,643,314
Concession Fees	25,217,897	24,189,478
Fuel Throughput Charges	4,119,033	4,560,334
Rent Airport Buildings	12,711,765	11,010,105
	<u>45,266,578</u>	<u>41,403,231</u>
c. Other Income		
Interest Received	4,234,700	3,736,044
Miscellaneous	745,038	1,073,000
	<u>4,979,738</u>	<u>4,809,044</u>



Notes To The Financial Statements

For the year ended
31st December 2018

5 Staff Costs

	2018 SCR	2017 SCR
Payroll Expenses	127,343,146	104,336,794
Pension Contribution	3,255,539	2,137,967
Income Taxes	14,597,532	13,162,725
Compensation & Gratuity	20,697,035	19,567,544
Other Staff Benefits	9,637,359	9,964,549
Directors & Secretary's Fees (see Note 6)	335,365	345,840
	<u>175,865,976</u>	<u>149,515,419</u>

Compensation and Gratuity is paid to employees upon completion of a 2-year contract in line with the Employment Act and SCAA Contract of Service. Compensation and Gratuity are provided for in the accounts yearly and expensed under Staff costs.

6 Directors Fees & Executive Emoluments

Directors		
D. Savy (appointed September '11)	74,090	77,640
W. Agricole (appointed November 2010)	-	16,468
M. Murray (appointed September '11)	7,058	49,404
A. Lafortune (appointed Feb'14)	48,019	49,404
D. Thesee (appointed Feb'14)	-	16,468
A. Nourice (appointed Nov'15)	48,019	49,404
V. Amelie (appointed May'17)	48,019	32,936
N. Potter (appointed May'17)	48,019	32,936
C. Vidot (appointed Feb'18)	40,961	-
Secretary fees	21,180	21,180
	<u>335,365</u>	<u>345,840</u>
Senior Executive Emoluments	5,822,538	5,825,697

7 Other Operating Expenses

	2018 SCR	2017 SCR
Administration Costs	35,693,851	30,006,306
Communication Costs	8,294,500	7,243,223
Transportation Costs	4,036,098	3,085,915
Staff Training	15,905,798	11,283,158
Other General Expenses	<u>10,038,855</u>	<u>14,938,559</u>
	<u>73,969,102</u>	<u>66,557,161</u>
After charging:		
Audit Fees	100,000	100,000

Notes To The Financial Statements

8 Property, Plant and Equipment

	Land	Building & Infrastructure	Plant & Machinery	Furniture, Fittings & Office Equipment	Motor Vehicles	Computer – Hardware & Software	Other Assets	Total
	SCR	SCR	SCR	SCR	SCR	SCR	SCR	SCR
Costs								
As at 1 January 2017	1,558,050	388,807,327	73,227,652	18,078,891	57,197,545	69,641,623	26,454,710	634,965,798
Additions during the year	4,969,140	6,494,775	3,182,795	2,673,703	2,981,900	348,135		20,650,448
Disposals during the year			(2,030,921)		(15,522)			(2,046,443)
As at 31 December 2017	1,558,050	393,776,467	79,722,427	21,261,686	57,840,327	72,608,001	26,802,845	653,569,803
Additions during the year	2,507,900	101,669,252	10,437,757	913,100	2,694,693	8,776,886	7,271,490	134,271,078
Disposals during the year								
As at 31 December 2018	4,065,950	495,445,719	90,160,184	22,174,786	60,535,020	81,384,887	34,074,335	787,840,881
Accumulated Depreciation								
As at 1 January 2017	123,135,995	42,803,116	14,707,698	33,258,618	63,809,286	24,022,201	301,736,914	
Depreciation for the year	15,552,293	6,505,145	1,355,600	7,915,865	4,171,371	1,633,651	37,133,925	
Disposals Depreciation			(2,030,921)		(12,935)			(2,043,856)
As at 31 December 2017	138,688,288	49,308,261	16,063,298	39,143,562	67,967,722	25,655,852	336,826,983	
Depreciation for the year	15,894,742	6,737,993	1,599,363	7,081,310	2,620,648	1,249,695	35,183,751	
Disposals Depreciation								
As at 31 December 2018	154,583,030	56,046,254	17,662,661	46,224,872	70,588,370	26,905,547	372,010,734	
Net Book Value								
As at 31 December 2017	1,558,050	255,088,179	30,414,166	5,198,388	18,696,765	4,640,279	1,146,993	316,742,820
As at 31 December 2018	4,065,950	340,862,689	34,113,930	4,512,125	14,310,148	10,796,517	7,168,788	415,830,147



Notes To The Financial Statements

For the year ended
31st December 2018

9 Capital Work In Progress

	2018 SCR	2017 SCR
Work in Progress brought forward	90,324,427	78,080,342
Expenditure incurred during the year	27,515,661	20,562,321
Transferred to Fixed Assets	(103,217,314)	(8,318,236)
Transferred to Expenditure	(72,000)	-
	14,550,774	90,324,427

10 Trade debtors

Trade Debtors	99,860,524	99,697,023
Debtors' Exchange Rate Revaluation	158,378	853,742
Bad Debts Provisions	(48,923)	(86,390)
	99,969,979	100,464,375

11 Other Debtors and Prepayments

Prepayment	1,256,882	1,095,559
Treasury Account	793,819	526,866
Interest Receivables	975,662	1,672,601
VAT Liability	691,212	77,170
Other Debtors	339,405	998,347
	4,056,980	4,370,543

12 Staff Loans

Vehicle Loans	8,830,740	7,654,697
General Purpose Loans	18,677	34,716
Other Loans	279,812	281,674
	9,129,229	7,971,087

Notes To The Financial Statements

For the year ended
31st December 2018

13 Taxation

	2018 SCR	2017 SCR
Tax Liability/Credit brought forward	18,449,293	6,990,961
Payment of Business Tax	(18,449,293)	(7,000,000)
Tax Credit carried forward	-	(9,039)
Charge for current year:		
Provision for business tax based on profit for the period	49,242,431	53,766,256
Provisional Tax Paid	(53,311,300)	(35,307,924)
Provisional Late Lodgement Paid	(520,695)	-
	<u>(4,589,564)</u>	<u>18,449,293</u>

14 Cash & Bank Balances

Cash on hand	186,833	159,098
Seychelles Rupee A/c Balance	20,578,092	14,971,616
Euro A/c Balance	1,063,256	2,272,304
US\$ Dollar A/c Balance	90,902,515	77,009,407
Short-Term Security Deposit	58,729,207	55,216,196
	<u>171,459,903</u>	<u>149,628,621</u>

15 Retained Earnings

Balance brought forward as at 1st Jan	440,731,336	368,310,073
Profit during the year	115,065,671	125,621,263
Less: Distribution to Government (Note 16)	(43,200,000)	(53,200,000)
Retained earnings for the year	<u>512,597,007</u>	<u>440,731,336</u>

16 Distribution to Government

Distribution to Government is made in accordance with directions given by the Minister under Section 11 (3) of the Seychelles Civil Aviation Authority Act, 2005

17 Contingent Liability

- In July 2016, a legal claim was lodged by a Duty Free retail shop claiming damages of SR1.06 million to its merchandise while construction work was ongoing to adjacent premises.
- The Seychelles Revenue Commission (SRC) is claiming withholding tax of SR3.5 million for the period 2012 to 2017 relating to technical services for airport/airside related activities. SCAA has lodged an objection, the outcome of which is yet to be determined.

18 Financial Risk Management

a. Currency risk

Some of the Authority's assets and liabilities are denominated in foreign currencies. There is a resultant exposure to foreign exchange fluctuations which may affect the Authority's assets and liabilities in a material manner.

The Authority's financial assets and liabilities are denominated as follows:

	Assets SCR	Liabilities SCR
US Dollar	165,365,854	117,040
Euro	3,618,230	26,112
Pound Sterling	61,259	-
Seychelles Rupees	121,080,190	47,943,398
Total	<u>290,125,533</u>	<u>48,086,550</u>

b. Liquidity Risk

SCAA practices prudent liquidity risk management by maintaining adequate funds to meet its funding needs.

c. Credit Risk

SCAA seeks to invest cash assets safely and profitably. SCAA also seeks to control credit risk by setting limit and ensuring that credit facility is made to customer with appropriate credit history and monitoring customers financial standing through credit review. SCAA considers the risk of material loss in the event of non-performance to be minimal.

d. Fair Value

The carrying amount of the Authority financial assets and liabilities at the Balance Sheet date approximates the fair value.

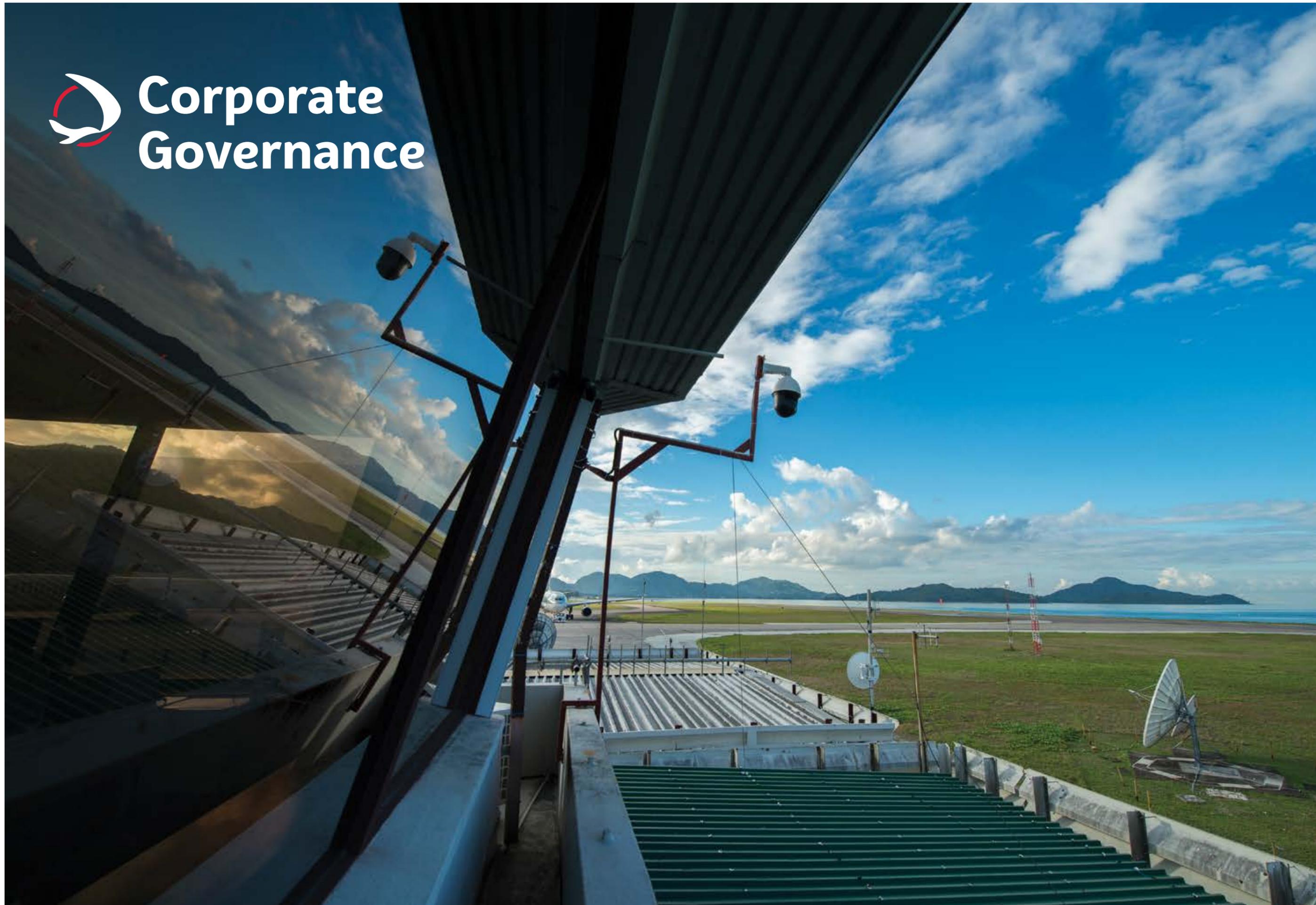
19 Nouvobanq loan

	2018 SCR	2017 SCR
Balance as at 1st January	11,631,151	20,671,127
Amounts drawn down	7,718,928	9,084,296
Repayments	(20,417,206)	(19,093,550)
Exchange rate adjustment at year end	147,248	969,278
Balance as at 31st December	<u>(919,879)</u>	<u>11,631,151</u>

US\$6.5 million loan to fund the construction of the Domestic Terminal and purchase of essential airport equipment has been taken from Nouvobanq. The loan is being serviced by the Seychelles Civil Aviation Authority. As at 31st December 2018 loan balance has a debit of SR919,879 and that is due to repayment being on a loan repayment schedule and withdrawal on actual expenditure incurred. A sum of US\$1.69 million remained to be withdrawn as at 31 December 2018.



Corporate Governance



Corporate Governance

The SCAA management and its Board are deeply committed to upholding the authority's core values. In all that they do, they strive to achieve and maintain the highest level of transparency, corporate governance and professionalism in order to build on SCAA's reputation as one of the leading organisations in Seychelles. SCAA strongly believes that it has to be accountable to its stakeholders, the community and ultimately the people of Seychelles, as it delivers on its business and operational functions.

Governance of SCAA is also guided by the following documents:

- *PEMC Act and Guidance Material*
- *Financial Institutions Act, 2004*
- *Procurement Regulations*
- *Employment Act*
- *Access to Information Bill*
- *SCAA Internal Policies and Manuals*
- *Public Procurement Act*

a. The Board of Directors

The SCAA Board is the highest decision-making body of the organization. They oversee the organisation's long-term strategies and ensure good governance practices across the whole organization whilst protecting the interests of the shareholder and travelling public.

b. Composition of the Board

The SCAA Board headed by non-executive chairman, Mr. David Savy, comprises of 6 members, all of whom have diverse experience and expertise. The chairman leads the Board and facilitates effective discussions and decision making on strategic direction, whilst the CEO of the authority has full executive responsibility for the implementation of its strategies and plans.

The Board is appointed by the Government on a 2-year basis and they normally meet at least 4 times in a year.

c. Board Members

- | | | |
|-----------------------------|-----------------------|-----------------------|
| • Mr. David Savy (Chairman) | • Mrs. Anne Lafortune | • Ms. Amelie Nourrice |
| • Ms. Cindy Vidot | • Ms. Nadine Potter | • Mr. Vincent Amelie |

d. Audit

SCAA is subjected to an annual Financial Audit by the Office of The Auditor General in line with the Constitution.

SCAA is audited by the International Civil Aviation Organization (ICAO) with respect to safety oversight and security oversight and a continuous monitoring approach has been implemented with the support of the ICAO 'No Country Left Behind' programme.

SCAA has an internal audit unit, which further monitors and ensures compliance with SCAA's various policies and procedures with the aim of minimizing business risks.

e. Committees

As per the Public Enterprise Monitoring Act, the SCAA has also established certain committees to assist and guide the Board and SCAA in the delivery of its functions:

- Remuneration committee
- Procurement committee.
- Audit Committee
- Investment Committee

f. Access to Information

With the enactment of the Access to Information Bill, giving the public the constitutional right of access to information held by public authorities performing a Governmental function in July 2018, SCAA has appointed an officer who will be responsible for implementing the obligations of this Act.

SCAA Board of Directors



Mr. David Savy
Chairman



Mrs. Anne Lafortune
Board Member



Ms. Amelie Nourrice
Board Member



Mr. Vincent Amelie
Board Member



Ms. Cindy Vidot
Board Member



Ms. Nadine Potter
Board Member



Mr. Garry Albert
Chief Executive Officer



Business & Operations Review



Business & Operations Review

Air Transport Development

In the backdrop of excellent traffic performance in 2017, the first quarter of year 2018, was marked by passenger arrivals and departures maintaining the same tempo, up to April 2018 when Seychelles International Airport faced a sudden decrease of 11 percent in passenger arrival compared to the year 2017. This was the result of myriad factors, including the major restructuring of the national airline's operations. Air Seychelles reduced significantly on promotions and their family and friends staff travel benefits and terminated services to Antananarivo and Paris on 21 and 24 April respectively, having been critical core elements of the airline's business model. During this time, Austrian Airlines also completed its Winter seasonal flights, and Condor and Sri Lankan Airlines reduced frequencies to manage losses.



Airlines Operating to & from the Seychelles

As of 31 December, 2018



Business & Operations Review

Air Transport Development

Growth

Despite these adversities, the Seychelles recorded a 3% growth in passenger arrivals for 2018, with 444,564 passengers landing in Seychelles. This growth was complemented by the return of two major European carriers British Airways and Joon (Air France) who relaunched their operation in March and April 2018 respectively. In addition to this, a new entrant on the market, Edelweiss, from Switzerland began its operation to Seychelles in September 2018 recording an average seat occupancy factor of 88%. These airlines offer visitors uninterrupted connection to and from important points in Europe.

Connectivity

As a country, Seychelles continues with its efforts to foster and forge new partnerships in a bid to expand its horizon in terms of connectivity. In December 2018, 7 new Air Services Agreements were initiated with the following countries; Mali, Ghana, Colombia, Dominican Republic, Poland, Mozambique and Luxembourg. This brings the total number of Air Services Agreements concluded to 86 countries.

Future outlook

Towards the end of the year, Seychelles learnt of the possibility of the closure of Joon (Air France) as a result of a change in management in the company. This has raised concerns about the future of its operation to Seychelles. Regardless of this, Kenya Airways confirmed that it would increase its frequency on the Seychelles route by adding two additional flights as of February 2019. This would bring Kenya Airways to a total of 7 weekly frequencies.

Forecasted figure in passengers' number for year 2019 expects to grow relatively the same, as in 2018 and we expect to end the year on a positive growth of 3 percent. Number of Airlines operating to Seychelles will be set at 13, with weekly frequencies of 75 on average accounting for 750,000 - 790,000 inbound seats.

Nonetheless, it is worth keeping in mind the fluctuations in fuel prices, for instance, fuel prices increased by 4.9% in October 2018 as published by IATA. This puts Seychelles and other airlines in a delicate position, warranting vigilance with regards to developmental strategies.



Infrastructure

During the last two years, in order to cater for the increase in airline operations and growing passenger traffic, the Seychelles Civil Aviation Authority (SCAA) has modernized and improved its infrastructures. Major capital projects to expand the overall capacity of the airport in order to accommodate for the influx,

has been undertaken. In 2018, the refurbishment of the international arrival lounge, which commenced in 2017, was completed. The arrival lounge is now more spacious and boasts a new ceiling and flooring. Phase two of the domestic project is also nearing completion.

Commercial



New Businesses | Payanke CIP Lounge

In November 2018, a second passenger lounge, catering for the needs of commercial important people as well as families and the general public, commenced operations at the airport. The Payanke CIP Lounge is indeed a fresh addition to the airport. Its modern décor, relaxing ambience and the services it provides, contributes to providing the ultimate pre-flight experience. The 'Payanke Lounge' has come at a time where the demand for modernized facilities and more choice in terms of product offerings at airports is on the rise. This new business will allow SCAA a return of approximately SCR1.2 million per year.

Marketing & Customer Service

As the authority pushes for higher standards and excellence in service delivery at the airport, a number of initiatives were introduced in 2018 such as the airport's customer service award programme, launched at the SCAA's annual stakeholders cocktail. This year long campaign gives recognition and reward the airport's front line staff for their excellence in customer service.

Towards the last quarter of 2018, the airport also set up a dedicated information desk on the international departure concourse, which is manned for all flights by customer service officers.

To improve brand awareness, airport décor at the new domestic terminal has taken a new flavour to reflect Seychelles' cultural heritage and give it a more touristic friendly feel. Businesses and services at SIA are now promoted on its website and by means of other digital marketing tools such as social media. The airport has also invested in digital screens to increase advertising and information dissemination to passengers.

2019 outlook

In 2019, the airports commercial portfolio will be increased with the introduction of a new pharmacy/convenience store and a bureau de change facility on the landside concourse as well as a new retail concession in the departure lounge. Further growth is also expected in the food and beverage category with the opening of the new SkyChef SeyBar and the possible re-location of Burger King to landside. The introduction of pay parking at SIA is also planned for 2019.

There will be expansion of digital mediums around the airport to reach passengers and personalize services. The airport will introduce 'terminal smileys' so that customers' needs and expectations can be better captured and marketing and commercial programs initiated can be more targeted. Furthermore, the airport will be undertaking 'green' initiatives to encourage airport users to support our sustainable Eco-Leap program.



Statistics

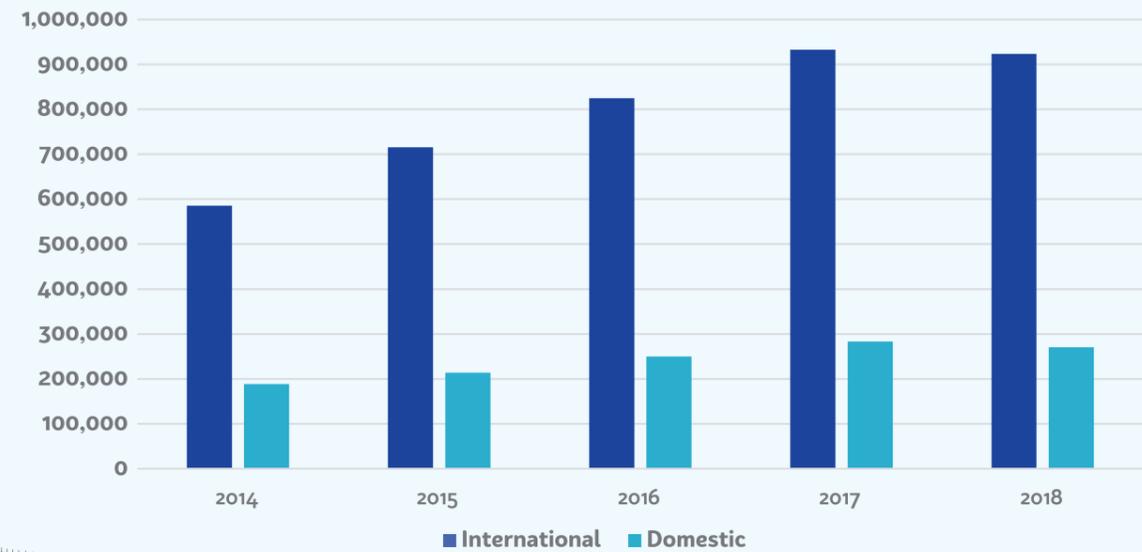
Passengers Movement Statistics

Passengers Throughput at SIA 2012 - 2018



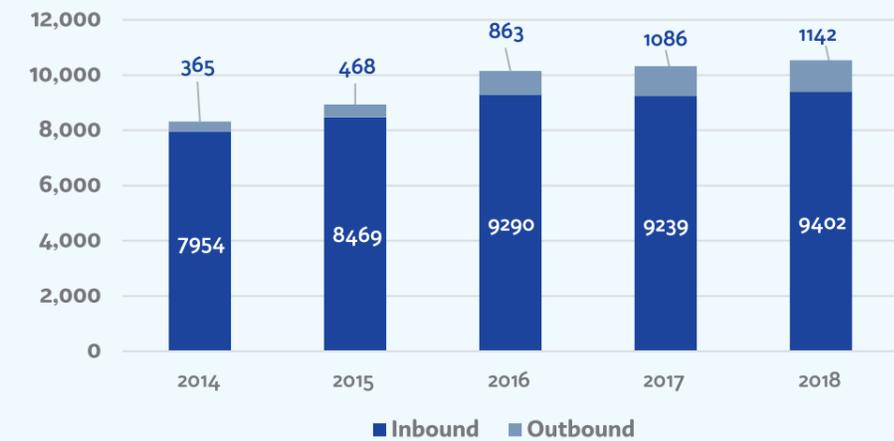
Passengers' throughput include all international and domestic passengers that pass through the Seychelles International Airport Terminal on a daily basis.

International & Domestic Passengers



Cargo Statistics

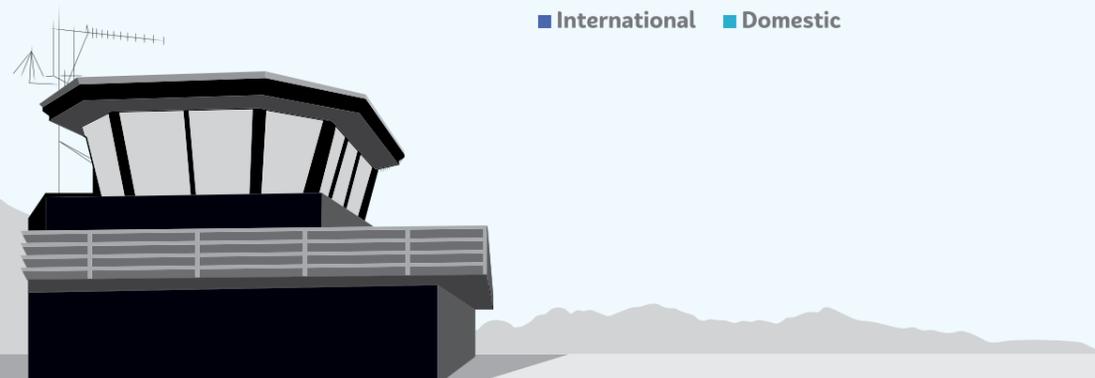
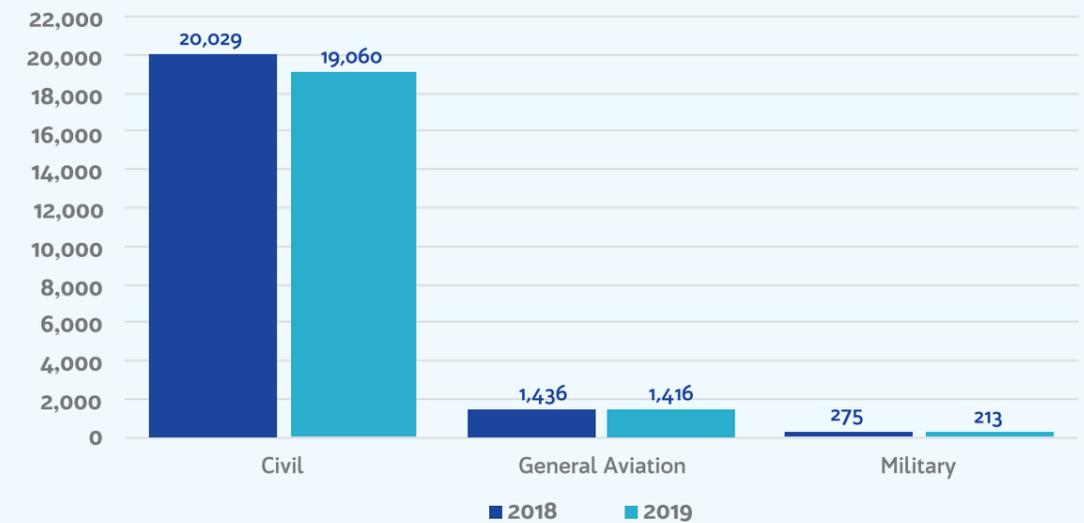
Freight and Mail (tonnes)



Flight Movements

	2018	2017	18 / 17
Scheduled	8,027	7,666	-4%
Non-Scheduled	878	902	3%
Air Seychelles Domestic	19,957	18,283	-8%
Islands Development Company (IDC)	1,041	2,078	100%
General Aviation	547	446	-18%
Military (Local)	508	431	-15%
Military (International)	105	143	36%
Zil Air	10,519	11,501	9%
TOTAL	41,582	41,450	0%
FIR Movement	20,689	21,740	5%

FIR Movements 2017 - 2018





Financial Review

SCAA strives for sound financial stewardship to achieve financial viability. SIA is dynamic and fast growing airport generating healthy cash flows. It aims to broaden revenue streams to achieve an average growth rate of 7% annually, build up capital reserve, and maintain operating costs at 55% and capital investment at 30% of total revenue.

Table financial performance over the last 3 years

	31st December 2018	31st December 2017	31st December 2016
	SCR	SCR	SCR
Operating Income	478,843	457,870	391,535
Operating Expenses	279,314	240,120	220,290
Operating Profit before Depreciation & Taxes	199,529	217,749	171,245
Depreciation & Doubtful Debts	35,221	38,362	32,605
Operating Profit before Depreciation & Taxes	164,308	179,388	138,641
Taxation	(49,242.43)	(53,766.26)	(41,542.18)
Net Profit After Tax	115,066	125,621	97,098
Dividend Payment	(43,200.00)	(53,200.00)	(43,200.00)
Retained Profit at end of Period	71,866	72,421	53,898

Operating Revenue

SCAA's main sources of operating revenue are from aeronautical fees consisting of Passenger Service Fees (PSF), FIR, landing and parking fees, and non-aeronautical, comprising of concessions, rentals, fuel throughput and other airport charges. As of 31st December 2018, SCAA collected a total revenue of SCR485.1 million, representing a modest increase of 6% over 2017 actual figure. Both the aeronautical and non-aeronautical revenue registered growth, which helped SCAA achieve good financial results. The growth in visitor arrivals translated into a collection of USD18.1 million in Passenger Service Fee (PSF). Despite a slight decrease in resident travel, overall PSF collection was SCR267.8 million, representing an increase of SCR13.7 million over 2017 figures.

The Seychelles FIR registered 21740 flight movements in 2018. The revenue generated by these movements amounted to SCR134 million. This represented a growth of 7% in FIR fees over the 2017 figures.

For those aircraft landing in Seychelles, landing fees generated was to an amount of SCR32.4 million.

On-going construction at the airport impacted negatively on expected sales at the different commercial outlets. Despite this challenge, income generated from concessionaires was SCR24.1 million, an increase of 3% only, falling short of the 5% projection. Revenue from other airport charges and rentals amounted to SCR24.9 million.

Moving forward, there is a need to push for better performance on the non-aeronautical segment so as to enable SCAA to keep aeronautical charges at SIA competitive. Currently, aeronautical revenue represents 89% of total income.

Operating Expenses

In 2018, SCAA's operating expenses remained within budget at SCR314.5 million. It is to be noted that an exceptional increase of 13% was forecasted in expenses for 2018. Aviation is a highly labour intensive industry and heavily regulated driving the need for highly qualified, current and proficient personnel with high premium. Furthermore, in a strategic move to strengthen and incentivize its labour force, SCAA undertook scheme of service reviews for its aviation professionals over 2017/18. As such, staff cost accounts for the biggest share of expenses, at SCR191.8 million. This includes learning and development cost amounted to SCR15.7 million.

The expansion of passenger terminals, late night arrivals and increase in operations in general resulted in increases in utility costs and other deployment costs associated with staff rotation. Other areas of expenses were maintenance, utilities and communication. This came to a total of SCR122.7 million.

Capital Expenditure

During the year, SCAA invested close to SCR22.9 million towards the enhancement and development of infrastructure. This included upgrade of the older part of the international arrival lounge and phase two of the ongoing domestic terminal works. A number of improvement works on the landside were also undertaken, such as asphaltting to an amount of SCR3.2 million. A total of SCR4.8 million was spent on the replacement of the Airport Management System, which included procurement of Flight Information Displays (FIDs) for the passenger terminals.

SCAA invested SCR8.8 million into its Fire and Rescue Services with a new amphibious boat, re-roofing of the fire tender bay on Praslin, gym facilities on Mahé and other refurbishment works.





Our People

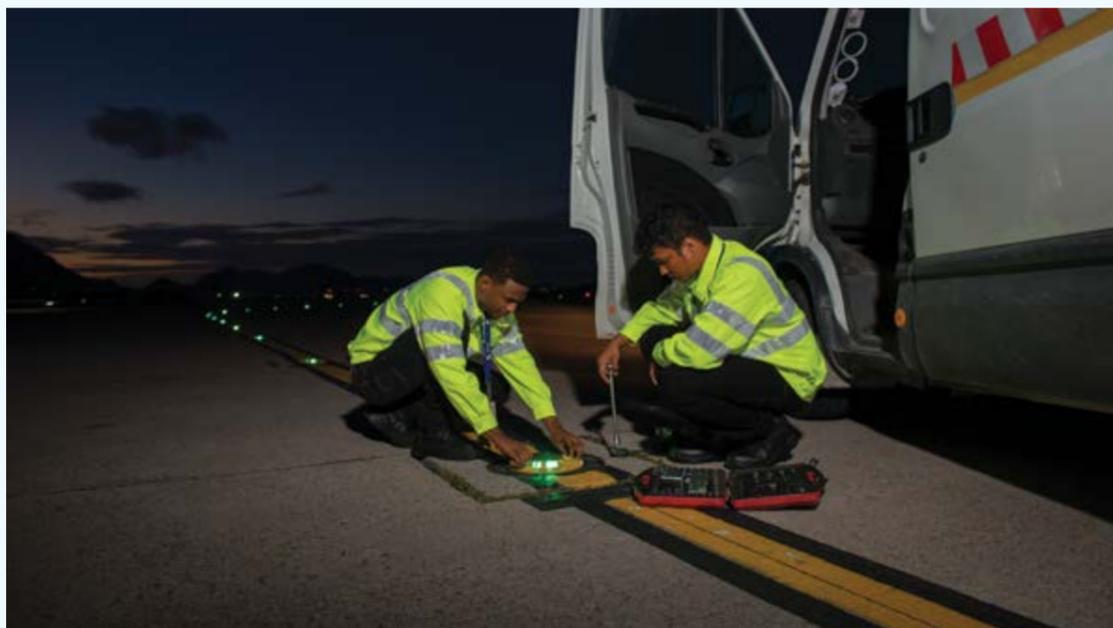


Our People

With a staff contingent exceeding 700 employees, human resource remains the centre of our success. In 2018, a sum of SR3million was allocated towards the review of several schemes of service across the organization. This review is part of an ongoing process to ensure that our remuneration policy is at par with industry level. We continued to invest in capacity building, learning and development, whereby 394 staff in total benefited in the latter to an amount of SCR 15.9 million.



A well-organized HRA division is key for the proper functioning of an organization the size of SCAA. In 2018, to improve the internal responsibilities of the function, the division underwent a re-structuring exercise whereby four units within the current structure was established; occupational health & safety, compensation and benefits, recruitment and employee relations.



CNS was re-integrated into the ANS after a separation of over eight years. This was the right move at a time where the division is forging plans to modernize service delivery through technological solutions. Migration to surveillance and full automation and the use of data and analytics are on the plans, while remaining mindful of trends such as rise of cyber-security threats, safety and security considerations and regulatory requirements. Both sections have also re-structured for greater efficiency.



Staff Recognition Programme

In order to maintain a happy workforce and give recognition for the hard work of their staff, SCAA initiated a staff recognition programme early during the year. As part of the programme, an employee of the month and of the year award was introduced. This initiative has been well appreciated by employees.



SCAA Employee of the Year, Idris Afif, ICT Section

Our People

The development of employees through competency building remains a priority for SCAA. In 2018, an amount of SCR15.9 million was spent on training done locally and abroad. 39% of the training budget went towards training new air traffic controllers to cater for the manpower needs of the division as well as other ATM needs.

Several in-house training sessions were also organized in Change Management, Psychological First Aid, Workplace Well-being, Managing People and Emergency Planning and Preparedness.



Occupational Health activities

SCAA collaborated with the Health of Our Nation (HOON) movement from the Ministry of Health on the Workplace Wellbeing Programme. This initiative aims to improve health promotion activities of employees in their workplaces so as to foster a healthier lifestyle and boost their productivity. During the year, a group of 15 staff was selected and trained with the help of the Ministry Of Health in how to measure basic health-related parameters, such as height, weight, waist circumference, and survey on basic health risk factors such as smoking. The training also involved recognition of potential abnormalities and methods of referrals for the same.



Schemes of Service Review - Specialist Cadres

In 2018, a sum of SR3million was allocated for review of scheme of services in SCAA for the following Sections/ Divisions:

- Finance Division
- Internal Audit Section
- Communication, Navigation and Surveillance Section
- Engineering and Technical Services
- HR & Admin Division
- Airside Operations Section
- Maintenance Section staff
- Terminal Operations Officers
- Luggage Attendant

Workforce

As of 1st January, 2019

	General & Senior		Management		TOTAL		By Div/Sec
	Male	Female	Male	Female	Male	Female	
Air Navigation Services	42	11	7	6	49	21	70
Aviation Security	63	145	2	1	65	146	238
Finance	6	8	2	0	8	8	16
Human Resources & Administration	13	16	2	1	15	18	33
CEO Secretariat	1	1	1	0	2	1	3
Air Transport Operations	2	7	1	1	3	8	11
Safety Regulations	78	74	9	0	87	74	185
Corporate Affairs	9	4	4	0	13	4	17
Engineering & Technical Services	15	5	1	1	16	6	23
Project Implementation Unit	86	2	2	0	88	2	105
	1	1	1	0	2	0	3
TOTAL	384	272	28	9	434	294	728
					Total Vacant Posts		61
					Establishment		793

Type	2018
Appointments	88
Exits	69
Promotions	35
Demotions	1
Internal Transfers	4



Reaching Out



Reaching Out

Corporate Social Responsibility

SCAA remained active and responsive to its community through its Corporate Social Responsibility Programme, where it supported several initiatives and causes related to education, culture and the environment. A sum of SCR1.4 million went towards community projects and additionally, SCR2.3 million was paid directly to Seychelles Revenue Commission towards the Government housing scheme. Apart from monetary support, SCAA staff volunteered and were highly involved in the activities and projects, which the organization supports.

SCAA's progress in gaining goodwill and recognition, through its image building and corporate social responsibility programme, culminated in the organisation being awarded the SCCI CSR contributor award for 2018.



Sustainable Environment Initiatives

SCAA collaborated with the Seychelles Sustainable Tourism Foundation (SSTF), to promote the "Pristine Seychelles" Campaign at the airport. The campaign was launched by the SSTF, together with the Department of Tourism, Seychelles Hospitality & Tourism Association (SHTA) and Seychelles Tourism Board (STB) to raise awareness amongst tourists in Seychelles about the importance of protecting the environment, respecting Creole culture and supporting the local economy. The campaign entailed the screening of short video clips, as well as offering a pin, to tourists upon their arrival at the airport, inviting them to protect Seychelles' environment while on their holidays.



Our People

Events

Bringing a Dash of Colour and more fun to the National Show



The organisation took centre stage with its 'Colour Run', dubbed 'National Colour Dash' which took place on Saturday 30th June at the Palais des Sports. The participants ran along five colour powder stations, each representing a colour of the Seychelles National Flag – Blue, Yellow, Red, White and Green. The run kicked off with a zumba session and ended with a musical show where popular local artists such as Mersener, Jahkim, Swagtune and the SCAA band performed.

On Sunday 1st June, a Kids Colour Festival was held with the theme of aviation, with the participation of children aged 3 to 12 years old. The festival hosted activities such as face painting, dunk tank, bouncy castle, water slides, sand pits, drawing competitions and karaoke sessions.



Events

Working towards giving drones its rightful space in our skies



During the 2018 tourism festival, SCAA launched its first Aerial Drones Photography Competition. This enabled the organisation to show the public that it is pro-drone use, whilst also educating drone enthusiasts, on the proper channels to follow to ensure they are operated safely.

In total, there were 11 participants who submitted entries for the competition held under the theme "We are Tourism". The prize giving ceremony was held on Friday 7th December, in commemoration of the International Civil Aviation Day, where the winner, Mr. Hakeem Mothe was presented with a cheque of SCR10,000 and corporate pack from SCAA.

Charity Raft Race



Two teams comprising of staff from the Airport Fire and Rescue Services (AFRS) and Communication and Navigation Services (CNS) participated in the 2018 edition of the Raft race for charity event organised by the Seychelles National Park Authority (SNPA) in collaboration with Global Vision International (GVI) and the Seychelles Tourism Board (STB). The participants had to paddle a total of 1.6km from Cap Ternay beach and back on rafts made from environmentally friendly and reusable materials.

The CNS team came our fifth out of 19 team and the AFRS was ranked in 12th position.



Seychelles International Airport

Where our passengers are at the Heart of our Service

Passport Service

No Visa required to holiday in Seychelles.
Do have a valid passport or travel documents.

V.A.T Refunds

Keep those receipts! Claim your refund at the airport on departure. Goods must be over value of SR150 bought at VAT registered businesses only.

Health Checks

All passengers must fill a health form. They are available onBoard all aircrafts. Please give to health officer on arrival

Customs

Please declare any goods that are banned to customs or you will be fined. Valid Permits must be provided to customs if you are carrying imports of raw foods and meats, chemicals/bio-hazard goods and weapons

Security

Safety and security follows set international standards. Risks or breaches to security are well enforced. Ensure you comply with all security instructions notices.

Facilities

All basic banking services (ATM, Money Changer), car hiring, taxi, food and beverage outlets are available.

Information Desk

Free assistance with anything such as translation, accommodation services, flight information, transfers, getting around

www.scaa.sc

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