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## 'People Development Matters'

### MESSAGE FROM THE ANHRD'S CEO



Mrs Nadia Lauricourt

Dear Readers,

Welcome to the third issue of the Agency's Newsletter for 2021. In spite of a number of setbacks, the Agency has strived to ensure that it delivers on its mandate and planned activities.

In this issue, we will learn more about Minister Dr Justin Valentin's attendance at the National Assembly, meeting with both our local and international partners, Best Human Resource Development (HRD) practices in the Information and Communication Sector, Talks at Secondary Schools and Professional Centres as well as training undertaken by staff from the Agency.

### MINISTER DR JUSTIN VALENTIN ANSWERS NATIONAL ASSEMBLY QUESTION ON TERTIARY BUDGET



On the 20<sup>th</sup> July 2021, the Minister for Education, Dr Justin Valentin, was accompanied by the CEO of the ANHRD, Mrs Lauricourt, to the National Assembly, to answer a question on how the 302 million rupees that had been allocated for students wishing to pursue their further studies was being managed.

The National Assembly members were informed that the funds were being used to cater for the existing students, both locally and overseas as well as new students who completed their studies in 2019 and 2020.



# COURTESY VISIT BY US EMBASSY DELEGATION

On the 23<sup>rd</sup> July 2021, the CEO of the ANHRD, Mrs Nadia Lauricourt, met a delegation from the US Embassy and the Ministry of Foreign Affairs and Tourism who were conducting a courtesy visit. The aim of the meeting was to discuss areas of corporation between the US Embassy and the ANHRD with regards to training opportunities an upcoming projects that the US Embassy is planning to host.



## SCHOLARSHIP TALKS

In the third quarter of 2021, Scholarship Talks were held with students from the following Professional Centres who will be completing their studies this year; Seychelles Institute of Agriculture and Horticulture, (SIAH) School of Advanced Level Studies (SALS) Seychelles Institute of Technology (SIT) and the Seychelles Maritime Academy (SMA).

The objective of the talks were to inform students of the tertiary training opportunities available to them upon completing their studies.



*“Empowering you to play a significant role in the socio-economic development of Seychelles”*



# CAREERS GUIDANCE TALK WITH SECONDARY SCHOOL STUDENTS

During the months of July, August and September 2021, Careers Guidance Talks were conducted with students from the following Secondary Schools; Mont Fleuri, English River, Plaisance, Praslin, Anse Royale on site and La Digue via Zoom.

The aim of the Talks are to advise the students of the different options that are open to them upon the completion of their secondary education.



# MEETING WITH TEAM FROM THE UNIVERSITY OF SEYCHELLES

A meeting was conducted with representatives from the University of Seychelles and the CEO of the ANHRD, Mrs Nadia Lauricourt, on the 23rd July 2021. The purpose of the meeting was to discuss ways to improve collaboration and the sharing of information between the University of Seychelles and the Agency.

A follow up meeting was conducted on the 8th September 2021 to discuss same.



# BEST HRD PRACTICES IN THE INFORMATION AND COMMUNICATION SECTOR IN SEYCHELLES

Human Resource has an important role to play in developing an organisation. Human Resource Management helps bridge the gap between employees' performance and the organisation's strategic objectives. It covers the management of people in an organisation and proper management of pay, performance management, training and development, recruitment and other essential functions. Human Resource Development (HRD) provides opportunities for the personal and career growth of the employees. HRD audit is the evaluation and authentication of job analysis and design, recruitment and selection, training performance appraisal and job evaluation of the HR of the organization. HRD audit is a useful tool that helps to assess the effectiveness of the HR functions of an organization. It examines the competencies and inadequacies of HRD structure.

Background: The National Human Resource Development (NHRD) Strategy for Seychelles highlighted the underperformance of the Human Resource (HR) function in many organisations. It also outlined the significant challenges to human resource development in Seychelles, such as a lack of commitment to life-long learning, workforce development and the need to increase productivity. The Agency for National Human Resource Development (ANHRD) as part of its mandate in 2020 conducted a HRD audit in the Information and Communication sector.

The main objectives of the HRD Audit are to:

- Examine, assess and ascertain the strengths and weaknesses related to HRD practices in organisations;
- Identify and promote good HRD practices that can help organisations to achieve their long term goals and objectives and promote a lifelong training culture in Seychelles;
- Increase the effectiveness of the design and implementation of HR policies, planning and programmes to achieve and maintain competitiveness across key HRD practice areas.

The Information and Communication sector was chosen as the telecommunications industry recorded double-digit growth in 2018, reflecting the increased and diversified products and services. The sector was estimated to have expanded by 10 per cent in 2018. Developments relating to the telecommunications sector have also increased in importance in the service sector, which accounts for two-thirds of economic activity.

Initially, 20 organisations were invited to participate in the audit. In total, 7 organisations agreed to have their HR practices audited. The organisations are audited against 22 High Performance Work System (HPWS) practices in 8 categories. The categories are:

## 1. Planning

2. Job and Work Design
3. Training and Development
4. Recruiting and Selection
5. Communication
6. Performance Management and Appraisal
7. Promotions
8. Turnover, Retention, and Exit Management

Less than 50% (3) of the audited organisations are considered best practice organisations. The best practice organisations use from 15 to 22 of the HPWS practices. Other major findings include:

- All of the best practice organisations are also large organisations with 51 or more employees.
- One organisation is on the cusp of being a best practice organisation. Cusp organisation adopts 11 to 14 HPWS practices.
- Three organisations are not considered as best practice organisations. Not a best practice organisation adopts below 11 HPWS practices
- The organisations that are not considered as best practice organisations are medium and small organisations.
- All but one organisation are showing some aspects of strategic human resource management (SHRM) with the head of HR being a member of the management team and HR issues discussed at the highest level.
- Only one organisation had a HR strategic plan that is linked to the organisation strategic plan. This is an important element of SHRM.

The commonly adopted HPWS practices are:

1. Specific and explicit Hiring Criteria such as the use of person specification during recruitment and selection.
2. Use of innovative recruiting practices such as the use of social media, Careers/job fair and Private Employment Agencies (PEAs)
3. Promotions objectively based on merit.
4. Conducting exit interviews.

These practices were adopted by 6 of the 7 organisations audited.

The practices adopted by the least number of audited organisations are:

1. The use of job rotation for career development
2. Communicating the HR strategic plan to all staff
3. Use of succession planning for career development

These practices were adopted by only 1 to 2 organisations.

## EXIT SEMINAR AT THE UNIVERSITY OF SEYCHELLES

On the 25<sup>th</sup> August 2021, the Senior Scholarship Administrator, Mr Channel Quatre and the Assistant Scholarship Administrator, Ms Patricia Dorizo, who is also the Desk Officer for Seychelles, participated in an Exit Seminar for students who had recently graduated from the University. The aim of the Session was to inform them of the formalities they will have to complete now that they had graduated and would soon be entering the world of work.



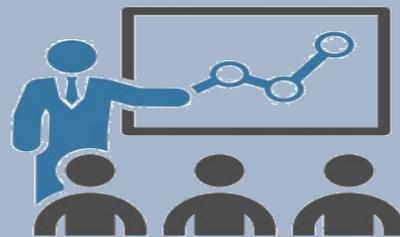
## INDUCTION SESSION AT THE UNIVERSITY OF SEYCHELLES

On the 3<sup>rd</sup> September 2021, the Assistant Scholarship Administrator, Ms Patricia Dorizo and the Information and Communication Officer, Ms Aline Morel, took part in an Induction Session that was organised for students who had joined the University of Seychelles in September 2021. The session aimed at informing the students of the procedures to follow in line with their Government of Seychelles Scholarships.



## STAFF TRAINING AND DEVELOPMENT

On the 14th and 15th July 2021, the CEO of the ANHRD, Mrs Nadia Lauricourt along with Principal Secretaries, CEO's and Managing Directors attended a training on Transparency, Accountability and Good Governance at the Guy Morel Institute. The session was described as being fruitful and will be proposed for other staff members.



## BRAIN TEASER

Paul's height is six feet, he is an assistant at a butcher's shop, and wears size 9 shoes. What does he weigh?



Answer to the brain teaser is on page 6

# CHARACTER TRAITS WORD SEARCH

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

- CONSEQUENCES
- RESPECT
- RELIABLE
- RESPONSIBILITY
- HONEST
- CARING
- GOOD MANNERS
- THINK
- FAIRNESS
- GRATITUDE
- COOPERATIVE
- FORGIVE
- NICE
- HELPFUL
- SMART
- HAPPY
- SAFE
- CALM
- SWEET
- WISE
- KIND
- MEAN

Answer to brain teaser: Meat



## SCHOLARSHIP STATISTICS FOR 2021

Between the months of July to September 2021, a total of **89** new scholarships were approved by the ANHRD.

The cumulative tertiary budget that was released for the third quarter amounted to **SCR 72,143,728.16**.

Qualification	Pre-service	In-service	Total
Certificate			
Diploma			
License			
Bachelor	59	3	62
Bachelor with Honours	8	4	12
Master	4		4
PGCE		11	11
Total	71	18	89

### CONTACT DETAILS

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### VISITING HOURS

Monday to Friday—8:30 am to 12:00am