



The Government of Seychelles Scholarship Scheme

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1.0 INTRODUCTION

In view of the escalating cost of tertiary education and our country's need for qualified human resources to fill the skills gaps in various sectors of the local labour market, a revised GoS Scholarship Scheme is introduced in order to enhance its cost effectiveness and efficiency. The revision of the scheme has also been influenced by a number of new developments in the education and training landscape.

The creation of the University of Seychelles (Unisey) in October 2009, has resulted in more tertiary level education and training being offered locally. Further to that, distance education, as a mode of study is also taking considerable space in the training landscape.

Moreover, the Agency for National Human Resource Development (ANHRD) has noted that the number of students achieving excellent grades in more than 3 subjects at A-Level is on the increase.

On the other hand, the number of bond defaulters is high and consequently the Government is not recovering funds on the amount invested in tertiary training. Stringent measures need to be established to handle defaulters.

There is an increased interest on the part of parents and private organisations to participate in the financing of tertiary education for their children or employees. This bodes well for human resource development in the country as it ensures that more people take up the opportunity for training.

2.0 **PRINCIPLES OF GoS SCHOLARSHIP SCHEME**

The fundamental principle in awarding GoS scholarships remains ***“equal access to tertiary education”***. The main features of the existing policy have been retained based on the following underlying principles:

- (i) Equal opportunity for tertiary education for all Seychellois
- (ii) Training must be in areas of national priority
- (iii) Students need to meet set criteria, and
- (iv) Scholarships are awarded subject to availability of funds

3.0 **AIMS AND OBJECTIVES OF THE SCHEME**

- i) enhance tertiary training in order to increase the number of Seychellois graduates in the overall endeavour to have a highly skilled workforce and reduce dependence on foreign labour in national priority areas
- ii) promote more cost-sharing within the context of the ongoing macro economic reform

- iii) ensure that tertiary level training in the national priority areas are better aligned with the forecasted labour market requirements
- iv) increase access to cost-effective tertiary training in affordable venues, both locally and abroad, without compromising standards
- v) improve cost recovery and efficiency in the management of the Scheme
- vi) promote life-long learning and continuous professional development and training, with strong emphasis on national priority areas

4.0 TERMS AND CONDITIONS

All students awarded a GoS Scholarship should comply with the following basic terms and conditions, which are to:

1. engage fully in their studies for the duration of the course for which the scholarship is awarded.
2. refrain from engaging in any activity that is considered potentially detrimental to their progress during the course of study
3. sit for and pass any prescribed examination within the time specified by the training institution which the students are attending, unless they are exempted from doing so due to sickness supported by a medical certificate that is recognized and accepted by the training institution
4. submit progress reports provided by the training institution at the end of every semester or as and when requested by ANHRD
5. complete the course stated in the Bonding Agreement and not to change and/or extend the course or change the training institution, unless approval is granted by the awarding body (ANHRD)
6. students on overseas study should return to the Seychelles within 2 months after completion of the course of study for which the scholarship was awarded or as specified in the Bonding Agreement

The scholarship may be suspended or terminated if the scholarship recipient fails to comply with any of the foregoing terms and conditions.

5.0 CATEGORIES OF SCHOLARSHIPS

There are basically two (2) categories of scholarships awarded under the Scholarship Scheme: GoS and Foreign Scholarship. Both are managed by ANHRD, which is the body responsible for award of GoS scholarships, and the nominating body for some foreign scholarship awards.

(1) GoS Scholarships to study at local and overseas training institutions

(a) Full scholarships to be awarded annually in national priority areas only, that is, medicine, teaching and Tourism/ Hospitality Management to competing applicants. This is subject to change along with the priority needs of the country. Full scholarship will also be awarded to a third child in the same family on scholarship at the same time.

A full 'scholarship' includes the value of the following, funded by the sponsor:

- (i) **Tuition fees** which is paid to the training institution for an ANHRD approved course of study;
- (ii) **Stipend/Living expenses and other allowances** (some allowances apply for overseas studies only);
- (iii) **Return airfares** by cheapest route to and from the training venue (for overseas studies);
- (iv) **Establishment allowance** equivalent to one month stipend will be given to students going on overseas training;
- (v) **Stipend and Bus allowance** (for students in tertiary institutions locally).
- (vi) **Housing allowance** for Praslin and La Digue students (for students in tertiary institutions locally).
- (vii) **Part of the salary** for in-service students whilst on full time studies as per the Public Service Order (PSO), applicable to overseas students;
- (viii) **Full salary** for in-service students on local tertiary training

(b) Partial Scholarships to be awarded annually

- (i) in national priority areas and approved training venues to applicants who do not meet criteria for a GoS scholarship but wish to contribute voluntarily to their training. To be awarded annually to applicants wishing to opt for a non-approved venue to study in a priority field (see policy on Part Financing).
- (ii) in national priority areas (excluding medicine, teaching and hospitality/ tourism management) and approved training venues to applicants who meet criteria for a GoS scholarship. Pre-service¹ students in that category shall be liable to pay parental contribution according to parental income, (see section 9.0). In-service students are not liable to pay parental contribution.
- (iii) Pre-service students on corporate scholarships studying at UniSey.

¹ A pre-service candidate is someone who has just completed post-secondary education; someone who has never been employed; or someone who leaves employment at the time of training and is not in receipt of a salary.

(c) High Achievers Scholarship

This is awarded to students who have scored minimum 3A's in their A-Level examinations in one sitting. (See High Achievers Policy)

(2) Foreign Government Scholarships to study abroad:

- **Full scholarships** to be awarded by the foreign government or organisation, such as the Commonwealth and AusAid programmes.
- **Joint funded scholarships** to be awarded jointly by ANHRD and the foreign government or organisation, such as, China, Russia, Serbia. Depending on the conditions of the scholarships, GoS shall fund accordingly to ensure that students benefit fully. Terms and conditions may vary.

These scholarships will be awarded as and when available, using approved criteria for selection. In cases where there are more applicants than the number of awards, a selection committee comprising of the CEO, Manager HRD and the HRD officers will select the most suitable candidates based on their qualifications and the training needs of the country.

6.0 ELIGIBILITY CRITERIA

It is mandatory that all students will take a drugs test, if tested positive scholarships will not be awarded. The drugs test shall be undertaken at the Ministry of Health only.

6.0.1 Pre-service Students

The following categories of applicants are eligible to be awarded GoS Scholarships for Seychellois nationals residing in Seychelles or posted overseas by a parastatal or governmental body:

- a) Students who have completed their A-Level Studies in Seychelles and meet set criteria (as per 7.1.3).
- b) Students who have completed their City & Guilds Studies in Seychelles and meet set criteria (as per 7.1.3).
- c) Students who have successfully completed their AAT final or their Diploma in Business Studies and want to pursue ACCA commencing at different levels.
- d) Best Performers from the Professional Centres², provided that they take up training in priority fields of study and meet the entry requirement of the training institution or University where they intend to study.

² Those previously called Post Secondary institutions: School of Advanced Level Studies (SALS), Seychelles Institute of Technology (SIT), Maritime Training Centre (MTC), Seychelles Tourism Academy (STA), National Institute of Health and Social Studies (NIHSS), Business Studies and Visual Arts Programme Areas for the Seychelles Polytechnic, Seychelles Agricultural and Horticultural Training Centre (SAHTC), Seychelles Police Academy (SPA)

- e) Mature students (unemployed/ changing field of work) who opt to train in a priority field of study subject to them meeting the entry requirement of the training institution or University where they intend to study.
- f) Candidates who meet the set criteria for a foreign scholarship as specified by the donor country. In such cases, candidates may be both pre and in-service, from the public and private sector.
- g) Gaining entry into UniSey and partner universities with a minimum of 12 academic points.

6.0.2 In-Service Students

(a) In-service applicants from the public service who wish to undertake further training must meet the following criteria:

- i) Be nominated by their employing organization and must be on the training plan
- ii) Training being requested must be in an area that is deemed important for capacity building in the employees working organization
- iii) Be available to study in a venue that is approved by GoS.

(b) In-service students employed in the private sector who wish to benefit from GoS funding should either resign from their respective employer and thus be bonded to work for the Government. For in-service students wishing to study in a priority field and in a GoS approved venue, with their employer's endorsement, they may benefit from a partial funding scholarship whereby their employer will have to contribute at least $\frac{1}{2}$ of the total tuition fees. The students will then be bonded to work for their sponsoring employer/ organisation.

All in-service students who proceed overseas on full time training are entitled under Article 62(b) of the Public Service Order (PSO) to receive $\frac{2}{3}$ of their salary whilst on training whereas those on full time local training are entitled to their full salary as per Article 62(c) of the PSO, unless revised otherwise

Eligible pre-service candidates should accept or decline the scholarship in writing, within one month from the date they receive their results. They will be eligible to take up their scholarship within a given time frame depending on the training venue. In any case, the candidates should take up work attachment, which is a condition of the scholarship, as per 7.0.7. The attachment should be between 6 to 12 months, except in the case of medicine. In exceptional cases scholarships may be deferred for valid reasons subject to written approval from ANHRD, but the deferment shall not exceed 12 months.

Note: Upon completion of their first degree, graduates shall take up employment in Seychelles for a minimum period of 2 years before applying for specialisation. The application shall be considered based on country priority and employer recommendation.

6.0.3 National Priority Fields of Study

The list of National Priority fields of study is used as a guide for students wishing to take up tertiary level studies. This is important to ensure that:

- i) appropriate investment of available funds in the training of Seychellois in areas of national priority;
- ii) tertiary level training funded by GoS is aligned with the needs of the labour market;
- iii) graduates are guaranteed a position where they can contribute in the national development;
- iv) qualified Seychellois progressively take up key positions occupied by expatriate workers.

The national priority list is aimed at ensuring that there is no acute shortage of skills in areas that are critical for the country's socio-economic and cultural development. It also attempts to reduce the mismatch between the demand and supply of graduates in the labour market to ensure that there is no graduate unemployment or underemployment.

Table 1: Priority training areas for 2012-2013

Fields of Study	
Priority 1	Medicine, Teaching, Accounting & Finance, Tourism & Hospitality Management
Priority 2	Information Technology, Dentistry, Statistics, Law, Social Work, Psychology, Nursing Structural Engineering, Civil Engineering,
Priority 3	Business Administration, Human Resource Management, Marine Engineering, Navigation, Bio-medical Engineering/Science, Agricultural Science, Agronomy
Priority 4	Pharmacy, Environmental Science, Fisheries Science, Telecommunication, Journalism
Priority 5	Architecture, Renewable Energy, Land/Quantity Surveying, Military Pilot

Note: The priority fields of study shall be revised as and when necessary

6.0.4 Academic Point System

Students undertake a minimum of three Subjects at Cambridge General Certificate of Education (GCE). Sitting for three subjects enables students to attain a maximum of 36 academic points. However, more students are now opting for four subjects which may lead them to achieve a maximum of 48 academic points.

The Academic Point System is a means to encourage students to strive for excellence. The Point System is applicable to all students who sit for external examinations with Cambridge Examinations Syndicate and City & Guilds Examinations, or the equivalent as verified by the Seychelles Qualifications Authority.

According to the UCAS (University and Colleges Application Systems), the City & Guilds Diploma of Vocational Education are similar in standard to A-levels and are qualifications which can lead to an offer in higher education or employment. However, not all institutions of higher learning accept City & Guilds Diploma. Therefore, all eligible applicants with such qualifications also need to secure placement in an approved training institution in order to be awarded a GoS scholarship.

Students will be awarded scholarships in chosen field based on the points system below. Their total points will be calculated on total number of subjects followed. The allocation of points by grades is as follows:

Grades	Total Points (36 maximum) A level	Total points (18 points) AS level	City & Guilds Diploma	City & Guilds Advanced Diploma
Grade A*	12 points	6 points		
Grade A	10 Points	5 points	12 (Distinction)	24 (Distinction)
Grade B	8 Points	4 points		
Grade C	6 Points	3 points	6 (Merit)	12 (Merit)
Grade D	4 Points	2 points		
Grade E	2 Points	1 point	2 (Pass)	4 (Pass)

Note: *students must pass all their exams within the same year in order to qualify on the point system. They may re-sit a maximum of two subjects in the following sitting to improve their grades.*

In order to support the growth of UniSey, students with minimum of 12 academic points will be awarded scholarship based on criteria set by UniSey and secure placement in UniSey's partner universities.

6.0.5 How the point score per student is calculated

Student X scores 3 A-Levels at grades A*A*A* (12+12+12), thus scoring a total of 36

Student Y scores 4 A-Levels at grades A B C D (10+8+6+4), thus scoring a total of 28

Student Z study for the City & Guilds Advanced Diploma and is awarded a Merit, and is already a holder of City & Guilds Diploma with Merit (12+6), thus scoring 18 points.

6.0.6 Attachment prior to Taking up Scholarship

Compulsory teaching attachment is one of the conditions of an award of the GoS scholarship for pre-service students. Prospective students will be **assisting** in that field whilst awaiting training and shall receive an allowance of SR 2,500.00 per month. Students are also expected to abide by the rules and regulations for teachers as set out by the Ministry of Education and the school where they are attached. The attachment should be between 6 to 12 months.

Students awaiting scholarships for medicine (doctors and dentists) shall be attached to the Ministry of Health for at least 9 months, as required by that Ministry. Psychologists will be attached to relevant ministries or organizations those students will receive an allowance of SR 2,000 to be paid directly from the National Training Fund until such time they commence their tertiary training.

6.0.7 Re-sit of A-Level Examinations

Students who do not score the required number of points to qualify for a scholarship for further studies can re-sit their examinations in June or November of the following year. In the event that they then qualify they will be able to apply for a scholarship in the following year.

7.0 UNISEY SCHOLARSHIP

UniSeY shall be the approved training venue for all courses on offer at its institution. Students choosing fields of study available at UniSeY shall be provided with other benefits to encourage them to view UniSeY as their first choice university.

Scholarships shall be awarded based on students having 12 academic points and gaining entry into UniSeY and partner universities.

Students studying at UniSeY shall be exempted from paying Parental Contribution.

8.0 STUDENT LOAN SCHEME

A Student Loan Scheme will be set up to contribute to development of human resources and improve access to tertiary education.

9.0 PARENTAL CONTRIBUTION

To encourage parents to actively participate towards the training of their child(ren) and the students to feel ownership of the scholarship awarded, a parental contribution is requested from all recipients of scholarships, except those listed below:

- a. A level students who score grade A in 3 subjects or more;
- b. The outstanding performer of each Professional Centres (MTC, SAHTC, SIT, NIHSS, STA, Seychelles Polytechnic, SALS and SPA);
- c. Pre-service students whose aggregated parental income is less than SR12,000.00, after tax and other mandatory deductions;
- d. Students who select training in top priority fields – teaching, medicine, tourism and hospitality management;
- e. Students awarded scholarships to study at UniSey.

Apart from those mentioned above who are awarded full scholarships with no parental contribution; parents of other pre-service students are means tested and contribute towards the non-tuition fees of their children who meet the point system and government funds the balance of the course costs. Parents or legal guardian with income of more than SR12,000 per month contribute a percentage of their income during the period of which their child(ren) is pursuing tertiary studies. The percentage contribution is calculated as follows:

Schedule for calculation of Parental Contribution.

Parental Monthly income	% parental contribution
From SR 12,001 to SR 14,500	5
From SR 14,501 to SR 17,000	6
From SR 17,001 to SR 19,000	7
From SR 19,001 to SR 21,500	8
From SR 21,501 to SR 24,000	9
From SR 24,001 to SR 26,500	10
From SR 26,501 to SR 29,000	11
From SR 29,001 to SR 31,500	12
From SR.31,501 and above	13

In cases where there is more than one child of the same parents pursuing tertiary studies at the same time, the following applies:

- The parents contribute 50% of the due contribution in respect of the second child;
- The third child is awarded a full scholarship.

10.0 BONDING AGREEMENT

All students awarded a scholarship must sign a Bonding Agreement prior to starting the training. The guarantor also signs the Bonding Agreement and is jointly liable if the student should default on the agreement.

Guarantors should meet the following criteria:

- i. A Seychellois who resides in Seychelles, or a company/ organisation registered in Seychelles.
- ii. Financially capable to repay the course costs in the event of breach of bond;
- iii. Should not be himself/ herself a bond defaulter
- iv. Should not himself/herself be serving a bond;
- v. may guarantee no more than 2 students.

The guarantor should also abide by the following terms of the conditions:

- vi. Should complete and sign the Certificate of Financial Soundness;
- vii. Should sign the Bonding Agreement in person prior to the student proceeding on training;
- viii. Should inform ANHRD in writing of any change in contact address.

Students without a guarantor should show proof of financial soundness by way of assets and should mortgage their assets. The Certificate of Financial Soundness (CFS) is applicable for the Guarantor and should be completed by all guarantors who meet all the prescribed criteria above. Guarantors who are not in employment should sign an Affidavit through a Notary to mortgage his/her asset for the duration of the student's bond.

10.0.1 Administration of the Bonding Agreement

Legalisation of bonds by the Office of the Registrar General shall not exceed 6 months. The Bonding Agreement is legally binding upon legalisation.

The Bonding Agreement shall include a clause (e.g. I have read and understood the terms of the Bonding Agreement and the ANHRD/Government of Seychelles reserves the right to change the terms of the Bonding Agreement at any time and that any such change may affect the terms and conditions of my scholarship) -

The bonding period is calculated based on the training cost, as illustrated in the following table.

Table 4: Duration of Bonding Agreement

Cost of Training (SR)	Bond Duration
0-100,000	1 year
Above 100,000 – 200,000	2 years
Above 200,000 – 300,000	3 years
Above 300,000 – 400,000	4 years
Above 400,000 – 500,000	5 years
Above 500,000 – 800,000	6 years
800,000 and above	7 years

11.0 ACKNOWLEDGEMENT OF DEBT

The Tertiary Training Fund is also used to support students in cases where extra funds are needed that had not been calculated in the bonding costs. This may include payment of re-sits of examinations, additional stipend, etc. In such cases, students are lent the money in the form of an interest-free loan that they have to refund. They are thus requested to sign an Acknowledgement of Debt as an agreement for them to refund the money based on an agreed schedule. The application, however, is strictly subject to availability of funds. The amount disbursed should not exceed a maximum of SR.100,000 per student for the duration of the training programme.

As security, the borrower or guarantor (in case the student is overseas and cannot be present) should sign an Affidavit for the refund to be deducted by instalment from beneficiary's salary upon employment. The sanctions for defaulting are similar to those applicable for Bonding Agreements.

12.0 REFUND AND RECOVERY OF TRAINING COST

In the case of non-return or failure to take up employment as per the Bonding Agreement, the maximum period for refund should reflect the duration of the training programme. Thus,

- a) the maximum period allowed for the repayment shall not exceed the course duration and
- b) the minimum amount of repayment annually shall also be calculated to reflect the average amount GoS spent annually on the student's training.

13.0 COLLECTION OF REVENUE

ANHRD shall send three reminders to debtors following which their case shall be referred to the Attorney General’s Office for further action.

14.0 TRAINING VENUES

ANHRD is responsible for identifying safe, cost effective, accredited venues where students can have a positive learning experience. In this light, both countries and institutions shall be visited before they are approved as appropriate venues.

Table 5 shows the recommended training venues for some areas of study on the national priority list that are applicable mainly for pre-service training.

For post graduate studies, the venue is identified in relation to availability of the training at a cost effective rate.

Table 5: Approved venues for tertiary training

Fields of Study	Training Venue
Education	Seychelles, Mauritius, Botswana, South Africa
Statistics	Mauritius, South Africa
Medicine, Dentistry, Pharmacy, Psychology, Nursing	India/Malaysia, France, South Africa, Cuba, Russia, Czech Republic, Hungary, Slovakia, Mauritius
Forensic Science, Military Pilot	India, U.K., Ireland, South Africa
Journalism, Mass Communication	Mauritius, India, Malaysia
Engineering	Mauritius, Malaysia, Hungary
Fisheries	Namibia
Quantity Surveying,	South Africa, Malaysia
Accounting and Finance, ACCA, Economics, Business Administration, Marketing, Management, Computing and Information Systems, Law, Environment, Human Resources Management	Seychelles,
Aircraft Engineering	Abu Dhabi
Information Technology	Malaysia, India, UNISA, South Africa
International Relations	South Africa

Note: Seychelles is the approved venue for all courses offered at UniSey

14.0.1 Internship/ Registration

For a number of training programmes, an honours degree or an internship programme is required for registration, recognition of certificate and license to practice the profession. Internship is required for Engineering and Pharmacy whilst honours degree is required for psychology. The scholarship will take into consideration such requirements and their bonding period and costs will be calculated accordingly.

15.0 FUNDING FOR SCHOLARSHIPS

The Ministry of Finance shall make funds available to ANHRD to pay for scholarship awards. The National Training Fund budget shall pay for tertiary training at undergraduate and post graduate levels. Scholarship recipients from vocational post secondary schools shall also receive their award from this fund. Distance education programmes shall also be paid under the National Training Fund.

Pre-degree courses that are run locally through UniSey and Guy Morel Institute, such as, Foundation Studies, Diploma, Access Route or Work Entry Route, shall be paid under a Local Training Fund administered by ANHRD (Ministry of Finance shall convey the responsibility to ANHRD).

16.0 PAYMENT OF ALLOWANCES

Prior to departure on overseas training, students shall receive in hand an establishment allowance equivalent to one month stipend depending on the venue to assist in their settling down in the new country. They shall also receive between two to three months stipend, Book and Clothing allowance, medical cover fees and visa fees where applicable.

Upon arrival in host country students shall, as soon as possible, provide ANHRD with full banking details and their residential address. Following this, students will receive their stipend for three months at a time in their respective bank account. Students will promptly advise of any changes to their banking details.

17.0 OBLIGATIONS OF STUDENTS

Scholarship holders should:

- seek approval from ANHRD before making any changes to their study situation.
- inform ANHRD in writing of any movements outside their host country whilst on training.
- remain in contact with ANHRD throughout their study period.
- return to the country two months after completion of their course as specified in their offer letter from university.
- complete the whole bonding period or pay the equivalent of the cost of the training as per the Bonding Agreement.
- display exemplary behaviour whilst on training and be ambassadors for Seychelles.
- place their training as their top priority at all times.
- manage their stipend/ allowances effectively.
- respect the regulations of the university to which they are attached and the host country.
- communicate their academic results (university transcripts) to ANHRD, semesterly and as requested
- address Government officers, (ANHRD staff, Ambassadors and Honorary Consuls, Ministry of Foreign Affairs staff, Ministry of Finance staff) with respect.
- send ANHRD their Curriculum Vitae at least three months before completion of training for circulation to employing organisations to facilitate employment.
- report to ANHRD within one week of their arrival to Seychelles.

18.0 INTERRUPTIONS OF STUDIES

Unforeseen circumstances may lead to the necessity for changes to duration or time of completion of studies. Students shall seek approval from ANHRD before undertaking any changes to their studies. Approval may be given for deferment of studies on medical grounds and failures.

In the case of failures of two or more modules, with the recommendation of the training institution, ANHRD shall suspend the scholarship pending students re-sit failed modules at their own cost. For convenience, overseas students may be assisted with a small loan for which they will sign an Acknowledgement of Debt. Upon approval of deferment on medical grounds, students will need to return to Seychelles to recuperate before resuming their studies. In such cases an assessment may be required by a qualified medical professional before ANHRD re-instates the scholarship. ANHRD reserves the right to suspend a student's scholarship on grounds of illness or failure and request that the student returns to Seychelles.

19.0 RETURNING GRADUATES

Returning graduates are valuable to the country and as such should be assisted to settle back into Seychelles. ANHRD shall assist them to gain employment promptly upon their return by circulating their Curriculum Vitae to potential employing organisations prior to their arrival. ANHRD, in collaboration with other partners shall organise a returning graduates' conference which will involve a debriefing, introduction to the structure of government; public and private sector. ANHRD shall monitor and provide support to students during the first year of their return.

Part Financing towards GOS Scholarships

The policy

1.0 INTRODUCTION

1.1 As Seychelles continues to expand its investments and growth, there is a need for more and better qualified people to drive its development. Government is the major investor in this endeavour, but despite its increased spending on tertiary training for its people, the cost of tertiary education and rising cost of living in the training venues, remain a challenge to the human resource development agenda.

1.2 There is an increased interest on the part of parents and private organisations to participate in the financing of tertiary education for their children or employees. This bodes well for human resource development in the country as it ensures that more people take up the opportunity for training. Furthermore, such endeavour from private individuals and the private sector will support Government in facilitating training.

2.0 BENEFITS OF THE POLICY

The introduction of the part financing policy will bring several benefits, namely:

- Increased partnership between Government, individuals and private sector in funding of tertiary training;
- Increased number of students who access tertiary training hence increasing the number of graduates supply for the country;
- Government may be able to spread the budget to assist more students access tertiary training; and
- It will also bring more fairness in the process of assisting individuals.

3.0 CONDITIONS FOR AWARD OF A PART FINANCED SCHOLARSHIP

The following conditions are designed to accommodate students, parents and private organisations who wish to part-finance the training, with a view to benefit all concerned.

For ANHRD to favourably consider part-financing applications, the following conditions shall apply:

- i. Applicants shall make their application through a letter to the Chief Executive Officer of ANHRD.

- ii. Applicants shall select a course that is an ANHRD's **approved field of study according to the priority areas of the country**; (applicants may verify priority fields with ANHRD as these may change);
- iii. The field of study shall not be on offer at UniSey;
- iv. The Part Financing Policy will only cater for fields of study not offered locally. Students opting for overseas venue in respect of fields of study being offered locally will have to self-finance their training fully. Students will be counselled to understand the priority fields of the country and to choose courses according to those fields in order to be eligible for GoS scholarships.
- v. For students who do not meet the point system to qualify for part financing they need to choose to go in an ANHRD approved venue.
- vi. Students shall have a negative drugs test result undertaken at the Ministry of Health only.
- vii. Selected venue shall be an SQA/ANHRD **endorsed tertiary institution/venue**;
- viii. Applicants shall submit to ANHRD, **academic qualifications** (A' level results) to demonstrate potential for successful completion of studies and **letter of offer** from the chosen University. This shall be proof of having met the 18 academic points or results of academic performance from university for those who do not meet criteria for a scholarship;
- ix. Applicants and their sponsor shall submit statement of **financial soundness** and private **sponsorship letter** (where applicable) to ensure sustained part-financing capacity of the course to completion. A Contract of Agreement shall be signed on the manner in which the part financing will occur.
- x. GoS part-financing shall be a percentage of either "**stipend**" or "**tuition**", based on available funds and parents/ students or organisation's capacity to pay. Government shall reserve the right of decision on which percentage to fund.
- xi. For students who meet the point system, should they choose a non-approved venue, only a percentage of the cost of the cheapest ANHRD approved venue will be awarded to them as part-financing. See example below

Engineering

Cheapest ANHRD approved venue: Mauritius: **SR 571,152.40**

Popular non-approved venue: UK: **SR 1,437,000.00**

Percentage allocation of Part finance

Academic points	Percentage GoS	Amount in SR
Less than 18	40	228,460.96
18-20	50	285,576.20
21-23	60	342,691.44
24-27	70	399,806.68
28-29	80	456,921.92

- xii. Parents, students or organisations shall make their financial contribution to the training first to be followed by the GoS scholarship. This means that GoS will undertake funding of second or third year of training depending on the amount of the scholarship.
- xiii. The stipend which is paid to the student shall be based on **approved GoS stipend rate**. The **“tuition”** is to be paid directly to the University;
- xiv. GoS part-financing shall **exclude** costs related to course failure, re-sit or repeat;
- xv. Students’ shall submit their **annual academic progress report** to ANHRD;
- xvi. Students shall **not change the course** without ANHRD’s approval, failing which GOS part financing shall be terminated;
- xvii. **Upon completion of their training**, students shall **return and work in Seychelles**;
- xviii. Students shall **sign a Bonding Agreement** in line with the cost of the GoS scholarship and **shall refund GoS** in the event of breach of bond;
- xix. Organizations that enter in part financing agreement with ANHRD for Corporate Scholarship or for funding of their own staff shall have priority in bonding of the students.

The policy shall take effect in March 2013.

HIGH ACHIEVERS SCHOLARSHIP AWARD

THE POLICY

1.0 INTRODUCTION

Recently, Seychelles has been experiencing an increase in the number of students who have shown prowess in their academic performance. The number of students achieving excellent grades in more than 3 subjects at A-Level is on the increase.

In recognition of the excellent performance Government has decided to introduce a High Achievers Scholarship Award.

2.0 OBJECTIVES OF THE AWARD

- Recognize students who have distinguished themselves through their hard work and outstanding performance
- Encourage excellence in academic studies and retention of these highly skilled professionals in the country.
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3.0 Details of the Award

3.1 All high achievers will choose from the approved venues for high achievers or in a non-approved venue of equivalent cost and endorsed by SQA, to undertake their study in a priority field and shall be awarded a full GoS scholarship.

3.2 A selected number of universities in Great Britain, India, South Africa and Australia have been identified as approved venues for high achievers. These universities include the University of Manchester, University of Loughborough, University of Bolton, University of Birmingham, University of Leicester, University of Kent, University of Aberdeen, University of Southampton, University of Pretoria, Edith Cowan University, James Cook University, Sri Ramaswamy Memorial University (SRM), Amity University and University of Mysore (See **Appendix** for details). The University of Seychelles has been included as an option for students who choose to study locally regardless.

4.0 Conditions for award of a high achievers scholarship

The following conditions are being proposed for the High Achievers Scholarship award:

- a) Students must, in one sitting, score a minimum of 3 A's in their GCE A 'Level examinations;
- b) Selected course must be an ANHRD's **approved field of study**;
- c) Selected venue must be a Seychelles Qualifications Authority (SQA)/ANHRD **endorsed tertiary institution/venue**;
- d) High achievers will be given the opportunity to do their honours degree straight after their first degree dependent on the requirements of their profession (psychology, pharmacy, and engineering)³,
- e) Government will, based on validation of the SQA, consider approving scholarships in other non-approved venues of equivalent costs.

Students shall have a negative drugs test result undertaken at the Ministry of Health only

The policy shall take effect in March 2013

³ For a number of training programmes, an honours degree or an internship programme is required for registration, recognition of certificate and license to practice the profession. Internship is required for Engineering and Pharmacy whilst honours degree is required for psychology. The scholarship will take into consideration such requirements and their bonding period and costs will be calculated accordingly.

COUNTRY	UNIVERSITY	FIELDS
United Kingdom	University of Manchester	Economics
		Accounting & finance
		Business studies
		Business economics
		Chemical engineering
		Law
		Business economics
		Economics
		Finance
		Accounting
		Economics and Geography
		Economics with Politics
		Economics Social Policy
		Economics Sociology
		International Economics
	University of Leicester	Economics
		Management
		Politics and International relations
		Psychology
		Engineering
	University of Kent	Accounting and Finance and Economics
		Law
		Politics and International relations
		Environmental studies
		Psychology
	University of Southampton	Civil Engineering
		Psychology
		Law
		Marine Biology
		Environmental sciences
	University of Birmingham	Business and Human Resource Management
		Business and Management
	University of Aberdeen	Clinical Medicine
Environmental studies		
Civil engineering		
Chemical engineering		
University of Bolton	Psychology	
	Engineering	
	Civil engineering	
		Quantity surveying and construction management

South Africa	Nelson Mandela Metropolitan University	Engineering Civil engineering Quantity surveying and construction management
	University of Pretoria	Medicine
Australia	Edith Cowan University	Environmental Management Marine and fresh Water Biology
	James Cook University	BSc (Aquaculture, Ecology and conservation, environmental science, environmental and marine geosciences, geography, geology, marine biology, mathematics physics)
India	Sri Ramaswamy Memorial University (SRM)	Medicine
	Amity School of Engineering and Technology	B. Tech. in Civil Engineering Bachelor of Technology -. Information Technology
		Bachelor of Technology -. Computer Science and Engineering
Seychelles	UNISEY	All available programmes

