

HEALTH MATTERS



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Message from the Chair

It's already a New Year; 2021.



2020, has been a challenging year and the dynamism and enthusiasm put forth by the HPC members were halted and altered by unforeseen circumstances. The year started well and plans were laid down for the year, date for the scheduled AGM according to the HPC Act was set.

However, March 2020 Seychelles had its first case of COVID -19, forcing a national review and re-prioritization of functions and activities. All CPD sessions had to be cancelled, AGM cancelled but HPC being a resilient body opted for E-Voting.

The year was full of challenges and Allied Health Professionals were exemplary in the delivery of services, be it directly related to COVID 19 or for continuity of care. As chairperson of the HPC, I avail of the opportunity to express my thanks to all Allied Health Professionals for a job well done. Keep up the good work.

As the new year begins, I wish to thank all out going HPC members for their commitment and hard work given to the service of HPC. All contributed to the successes and achievements of the HPC. 2021 will see the coming in office of the new members for a 2-year mandate. My best wishes goes to the members, it will be challenging but I am positive you will enjoy and push for HPC to move further.

To end, I wish all Allied Health Professionals and their families, a

Happy and Blessed New Year.

What's Inside?

Announcement:

New Board Members

-Page 2

Highlight:

Meet some new Members

-Pg. 3 - 4

Feature:

Welcoming Session

-Page 5

Report:

Reports from Sub-Committees

-Page 6-10

Article:

Supervisors Training

-Page 11

Spotlight:

Hear from outgoing members

-Page 12



ANNOUNCEMENT

New Year! New Board Members!

The year 2020, marked the end of a two year mandate for the HPC board members elected in 2018. In an election which was held during the week of **6th to 12th October, 2020**, valid HPC registrants were given the opportunity to select another 10 members to represent the Council for 2021-2022. In light of the COVID-19 pandemic voting took place in an unprecedented manner, where voting was conducted on a virtual platform (i.e. e-voting) as opposed to its conventional biennale meeting. This method was adopted to reduce the possible risk of infection attributed to mass gathering. The online platform for the e-voting was developed by Devplus, an ICT company formed in 2013 that is presently supporting the HPC with most of its IT needs. As per the '*Health Professionals Act (2006)*', only HPC registrants holding a valid registration during the period of the election were eligible to vote. They had to provide a valid email address, which was used to enable them to register on the online platform in order to cast their votes. Voters had to select a minimum of one and a maximum of 10 candidates from the 19 nominated candidates participating in the election. Voters who experienced difficulties in casting their vote were supported accordingly during the process. The election closed **Monday 12th October, 2020** at midnight.

Based on feedback received, voting went well and the e-voting was a positive experience for many.

The ten candidates with the most votes, in no particular order, were as follows:



Melina Amedee
Corinne Ryan
Marie-Michelle Lailam
Emelyn Shroff
Rose May Benoit
Morison Julie
Nadia Valentin
Emma Cadeau
Jeanne Fanny Al Abdula
Lisa Chetty

These new members will serve the two year mandate; 2021 –2022.

HPC organized an *Induction session* on the **19th November 2020** to welcome the newly elected members. These members also had the opportunity to meet the outgoing members and share their experiences and aspirations for the Council in the coming years.

HIGHLIGHT**MEET SOME NEW HPC MEMBERS**

Some of the newly elected members were approached and enquired about their wishes, expectations and aspirations as a HPC board member. Here is what they had to say:



Corrine Ryans

I think what I hope to see with this new group of board members is strengthening and enhancement of previous achievements. I also see a shift of focus from registration and CPD to competency and standards of practice. With the development of SOP's I believe the Council will be closer to achieving it's vision and mission.

Although far fetched I'm also thinking of ease of access for our registrants such as 'payment via card machine' or online transfer and submission of CPD portfolio and registration online.

I have been working in the Seychelles Public Health Laboratory for the past 18 years. I am very passionate about my career with the Ministry of Health and committed in what I do.

My wish is to continue to contribute towards the improvement of the health system and ensure that the customers are satisfied and receive the best services across all scope of practices.

As a newly elected Council member, I look forward to collaborate with the other board members to ensure that together we can uphold the service that we provide to the highest standard and to represent the voice of the allied health professionals.

Through education and awareness, we the Council, will be able to retain and empower our registered members; as well as encourage and promote compliance among other health professionals in Seychelles.



Rose-may Benoit



**Jeanne
Fanny Al Abdula**

I am a registered Laboratory technologist and a Lecturer at the NIHSS by profession for the past 13 years. I love my job and teaching is my passion. Its very fulfilling to impart knowledge and inspiring young laboratory technicians and other health professionals. I am a very adventurous person and love nature walks, music, reading, beautiful beaches and the sea.

I am very grateful and honoured to have been selected to represents the HPC members. Within my mandate I will try my very best to strengthen the work done by previous members and also to help reinforce standardisation to each cadres so that impeccable quality of services are given to our clients on a daily basis. Allied Health Professionals hold a very vital position in the health workforce and as a member of the HPC it will be my main goal to help advocate the importance of an allied heath worker and make us stand out!!

HIGHLIGHT

MEET SOME NEW HPC MEMBERS**Emma Cadeau**

As a new board member, I am excited to start working with this incredibly strong team to continue the hard work of the previous board. I would like to continue to provide high quality CPD sessions, and find new ways of diversifying CPD delivery to suit the needs of different cadres.

I wish to ensure that all cadres are appropriately considered in its entirety, and to support cadres that are least represented. Contribution towards innovative ideas to encourage and monitor compliance by allied health professionals is also important to me. I aspire to uphold high standards of service delivery, and educate the public on their rights to receive high quality service.

I hope that during the two years, I form great working relationships with fellow board and Council members, gain valuable knowledge, and make significant contributions to the Council.

Thank you all registrants who voted for me to complete another mandate. Like we often say in creole "Travay i la!". Despite a lot has been done, there is still a lot more to be done. However, one significant task that remains minimally addressed is the sensitization of the general public about the Council. It is my hope that the public becomes more aware of the Council so that they are empowered, especially when it comes to knowing which Allied Health Services are of integrity so they are not deceived, hence remain protected as consumers of Allied Health Services.

**Melina Amedee****Patricia Rene**

"I have been the Chair of the Health Professional Council (HPC) for three (3) consecutive mandates, and I feel that it is time for me to move on and let new energy flow in. Being the Chair is very challenging but the support received from members have been commendable. I thank them all for such great support.."

"These opportunities have proved to be great learning experiences and kept me with it. I am looking forward to working with the new Chair of the newly elected Council and I will provide any support that might be required."

New blood, new ideas will be good for the HPC."

FEATURE

"All Aboard!"... Welcoming Session for New Members



An induction meeting was organized at The Guy Morel Institute (TGMI) on the 19th November 2020, with the aim of welcoming the newly elected board members and sharing with them pertinent information about the Council that may be of benefit to them as they embark on this new role. Members were introduced to the HP Act 2006, which governs the work of the Council; the different sub committees under the Council, work that has been conducted; the newly developed strategic plan 2020—2025; as well as the different SOPs developed to date. At the beginning of the session new and outgoing members had the opportunity to share their expectations and aspirations for the Council.



REPORT

Sub-committee Report: Editorial and Public Relations

Michelle Marguerite

Melina Amedee
(Head of SC)

Lindy Poris



Patricia Rene



Stephanie Desnousse

Overall purpose / Terms of Reference

Support the HPC by researching, producing and disseminating appropriate effective mass communications in line with the vision, objectives, and active projects of the Health Professionals Council.

Managing the visibility of HPC to the public and registrants via: (e.g. HPC Newsletter; Managing HPC Website, Social Media, Other media outlets

Achievements

WEBSITE: Maintained and update webpage—regular updates of register; uploading of relevant documents in *DOWNLOAD* section



FACEBOOK PAGE: Updated Facebook page and regular postings; from 95 to 439 likes; from 95 to 446 followers.



BROCHURES: Review, amend and reprint-ed of 6 different leaflets.



NEWSLETTER: Regular publication of Newsletter— 6 publications in 2 years;

REPORT

Sub-committee Report: Education & Training

Kenny King

Catriona
Monthy
(Head)Nadia
Valentin

Alain Julie



Stephanie Desnousse

Melina
Amedee**Overall purpose / Terms of reference**

Responsible for promoting and facilitating Continuous Professional Development (CPD) and for setting guidelines and standards in line with the Council's strategy to ensure all registrants keep abreast with developments in their respective fields of practice.

Main Duties: (1) Set standards for CPD for registrants; (2) Act as core facilitators for the review of portfolios; (3) Provide guidance, format and review materials for CPD; (4) facilitate CPD opportunities; (5) establish contact with external bodies.

Achievements

- Further developed and trialed the CPD points system
- Established the CPD portfolio as a requirement for renewal of registration
- Sensitised registrants on the CPD requirements through information sessions, online platforms, and the HPC newsletter
- Participated in review of CPD portfolios
- Held regular CPD seminars at on Friday afternoons (16 in 2019, 3 in 2020) featuring representatives from different health professions.
- Held regional CPD events (4 in 2019).
- Held the HPC Symposium (1 in 2018 and 2 in 2019).



REPORT

Sub-committee Report: Finance

Patricia Rene

Lindy Poris
(Head)

Catriona Monthy



Loic Scharfenberg

Overall purpose / Terms of reference

Primary role is to provide financial oversight for the Council. This includes: Budgeting and financial planning, Financial reporting, Setting up and monitoring of internal controls and accountability policies.

Budgeting and Financial Planning

- Develop annual budget using Program Performance-Based Budgeting (PPBB)
- Review and recommend the budget to the Council members
- Administer the Treasury Information System (TIS)
- Monitor adherence to the budget
- Set medium and/or long term financial goals along with funding strategies to achieve them
- Develop multi-year operating budgets that integrate the HPC Strategic Plan objectives
- Present all financial goals and proposals to the Council for approval

Financial Reporting

- Present quarterly financial performance report(s) to the Council
- Communicate financial reports to other bodies as requested by law.

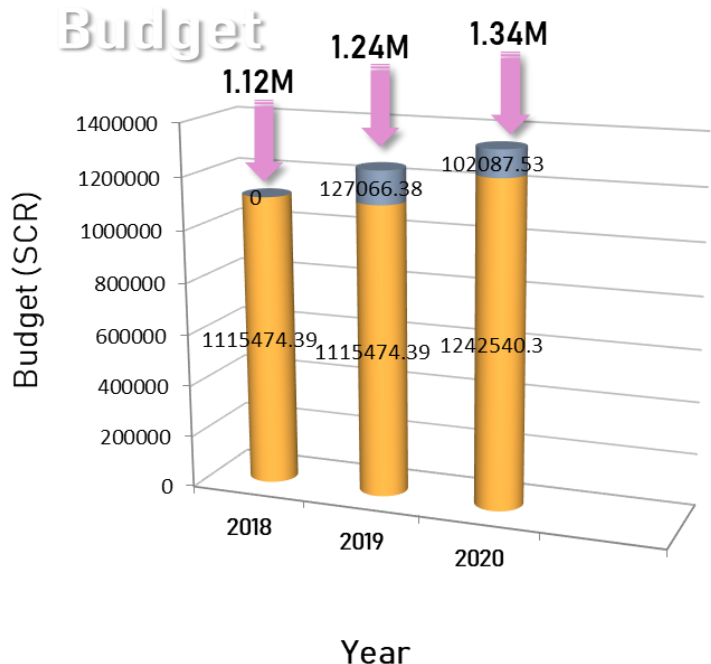
Internal Controls and Accountability Policies

- Create, approve and update policies that help ensure the assets of the organization are protected.
- Ensure policies and procedures for financial transactions are documented.

Other Duties

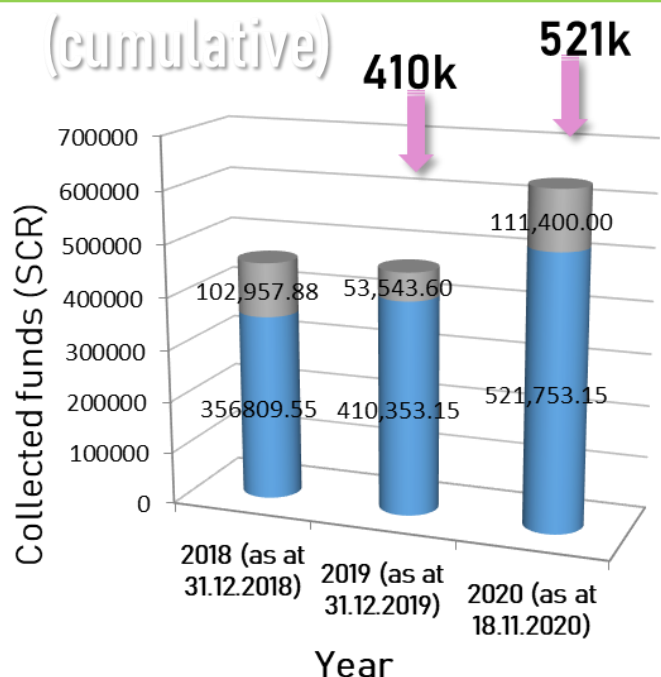
- Manage the asset register
- Review the draft audit report presented by the Auditor General's office
- Present the draft audit report to all Council members (if not done by the auditor)
- Ensure that the list of registrants are forwarded to the Attorney-General's office for publication in the official gazette

REPORT

Sub-committee Report: FinanceAnnual
Budget

Revenue

(cumulative)



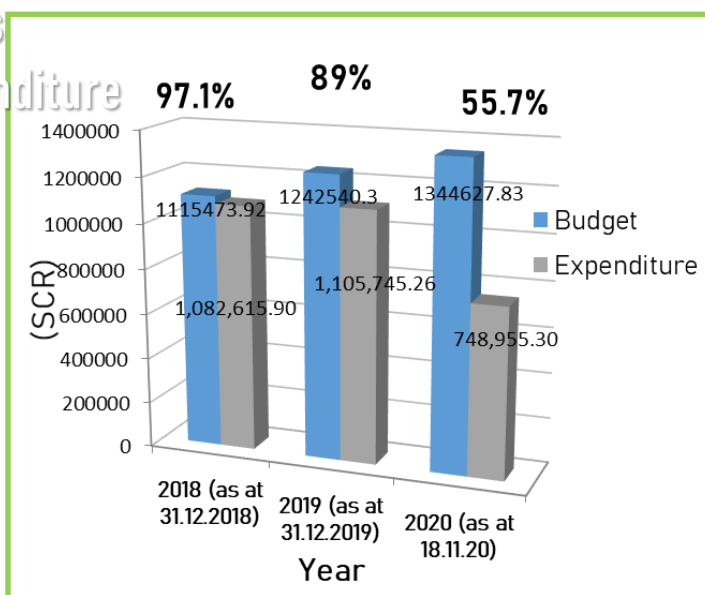
Budget

v/s
Expenditure**Achievements**

- Ensure effective management of the TIS
- Maintain updated register of members
- Appropriate Procedures in place for fund collection
- New and updated

Registration book**Revenue Collection Book**

- **Timely Banking of Funds** collected
- Developing and validating the **Finance SOPs** to clarify the role
- Updated asset Register



REPORT

Sub-committee Report: Monitoring and Enforcement

Salim Ebrahim
(Chair)



Kenny King



Lisa Chetty



Alain Julie

Constraints and Challenges

- Members of the Monitoring & Enforcement sub-committee were all in full-time employment making it difficult to conduct regular monitoring of registrants at their workplaces both at internal and private premises to ensure compliant with HPC regulations.
- Need to have the full support of management of all entities to be able to take action of registrants who are in breach of Council regulations.
- When it comes to enforcement, the sub-committee needs to ensure that all legal regulations are in place to be able to take action.

Overall purpose / Terms of Reference

To ensure that all registrants have the appropriate competencies to practice lawfully within their scope.

- Review all applications for registration or renewal of registration with the Health Professionals Council.
- Register and license members of the allied health professions and regulate their professional conduct.
- Determine and regulate the standards of practice, competence, conduct and ethics of registered allied health professionals.
- Safeguard the health and well-being of persons using and needing the services of registrants.
- Investigate complaints relating to the professional conduct of allied health professionals.
- Manage, administer and set policies relating to the profession registered with the allied health professional council.

***Achievements***

Review all applications for registration or renewal of registration with the Health Professionals Council.

Register and license members of the allied health professions and regulate their professional conduct.

Determine and regulate the standards of practice, competence, conduct and ethics of registered allied health professionals.

Safeguard the health and well-being of persons using and needing the services of registrants.

Investigate complaints relating to the professional conduct of allied health professionals.

Manage, administer and set policies relating to the profession registered with the allied health professional council.

ARTICLE

Supervisory Skills for Aspiring Supervisors Training

The ability to effectively and efficiently lead people and manage a range of resources is a key part of providing quality services in any field or organization, including those relating to allied health services. In an effort to promote continuing professional development (CPD) and uphold high professional standards, the HPC organized for 26 Allied Health Professionals to enroll on the 'Supervisory Skills for Aspiring Supervisors' course offered by The Guy Morel Institute (TGMI). The course, which consisted of 5 full day sessions, took place from 4th to 11th December at the TGMI campus at Ma Joie. Four engaging facilitators conducted the sessions with topics including leadership, management, resource management, interpersonal skills, and team bonding. Participants had the opportunity to reflect upon and share their experiences and aspirations of leadership, interactions within the work context, and teamwork. They will have to further apply what has been learned within their respective roles over the next few months in order to complete their assignment; to give a presentation to a panel covering the different aspects of the course. This is due to take place in early April. Overall, participants found the course to be enjoyable and a valuable learning experience.

A second cohort is expected to follow the same course in February 2021.



SPOTLIGHT

A Word from the Outgoing Members



Lindy Poris

If I was to describe my 2 year mandate I would simply say that it was challenging, enjoyable and fulfilling!!!

Being a member has taught me of how to better be of service to others. It has also created a bigger network of friends/colleagues whom I have worked closely with to ensure effectiveness in delivering the responsibilities of the council.

My hope for the upcoming committee is that they strive even harder to ensure that Seychelles Allied Health professionals are protected, guided and recognised worldwide!

Serving on the council for the past 2 years has been an enriching and fulfilling experience. When you're on the outside it is easy to think that the council does not do much because it is not evident. In reality there is a lot that actually goes on behind the scenes. I am thankful to have had the opportunity to be involved directly in the council's work and grown a deep understanding for the need to regulate Allied Health Professionals.

It has not been easy as it involves a lot of commitment in terms of time, availability and task delivery. Being a member of two sub-committees – Education and CPD as well as PR & media enabled me to build on my communication skills, both written and verbal, as well as work as part of a team. Due to the fact that the council had people from different cadres I also got the opportunity to learn more about other professions.

One key message I would like to get across to all Allied Health Professionals is to remember that HPC is there to ensure that our professions are regulated and also to safeguard the public. Ensuring that you are registered with HPC will ensure that this is attained.



Stephanie Desnousse

COVID is Real; Let's take Action



Report COVID-19 Symptoms

Scan the QR code to report any symptoms directly to our health officials for evaluation and prompt assistance if and when required.

Wear a mask.

My mask protects you.
Your mask protects me.



NOTICES

CPD Point System

With the CPD system now fully in operation, HPC encourages ALL Registrants to participate in CPDs and show proof of their attendances and/or participations in their portfolio.

Any queries kindly contact HPC's.

BADGES

Registrants, please be mindful and reuse current card holder and lanyards...

Thanks in advance.



It is your responsibility as an Allied Health Professional to ensure that your registration with the Health Professionals Council Seychelles is current and valid.

It is against Seychelles' law as an Allied Health Professional to practice without valid registration.

(Health Professionals Act 2006)

For more information on your registration status,

Visit our [online register](#)

or

Contact the HPC Registrar on

Tel: (+248) 4 303745 / 2 606128

Email: registrarhpc@health.gov.sc



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