

*What is HPC's plan?, Where are we? and Where are we going?*

In 2020 a joint exercise involving the council members and registrants was held, whereby the HPC members traced a new dynamic path for the Council's Strategic Plan 2020-2025. We are in the second half of 2023, let us be reminded of the plan, review where we are and where we are going.

## PROGRESSIVE PLAN IN ACTION

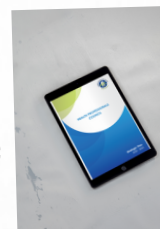
The HPC, mission is to ensure that all Allied Health Professionals are competent to practice and to protect the public by promoting the highest possible professional standards. The current strategic plan for 2020-2025 is a document of paramount importance for the Council, particularly in decision making and planning of activities in line with the two sub-programmes; being enforcement and capacity building. Review of the document is crucial as, it sets the course for the next five years, providing an overarching framework of goals and objectives that establish priorities and inform decision making.

The current board will be undertaking necessary preliminary steps as of this year to prepare for the next strategic document while continuing the implementation of the existing one. To achieve the completion of a new strategic document for the next five years is it paramount to first assess the effectiveness of the current one.

Values integrated within the strategic plan are guiding principles. They are indicative of how an entity operates to achieve their strategic goals. Those listed in our current plan are Professionalism, Quality, Teamwork & Partnership, Ethics, Transparency, and Accountability. These values, 'Guiding Compass' is necessary not only for the development of the strategic plan but its implementation as well. Strategy implementation turns plans into action. It is a concept considered vital to any strategic plan. Various sources quote it as a 5-step, 6-step, or 7-step process.



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### TALK TO US. REGISTRANTS, WHAT ARE YOUR VIEWS ON ANY STRATEGY IMPLEMENTATION STEP PROCESS?

Strategic planning does not only apply to organisations, but it also applies to **YOU**.

Have you considered **YOUR** Strategic Career Plan as allied health professionals?

Planning for **YOU** benefits the health of our Nation.

Going forward, it is evident that our commitment to the public and the registrants we serve is unwavering. We are excited to embark on this path to produce and implement a new strategic plan 2026-2030.



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*"Together, we will transform tomorrow"*  
*Dr. Gayle E. Hutchinson*

Contributor: Morison Julie (HPC Chairperson) &  
Marie-Michelle Lailam (HPC Vice Chairperson)



# REGISTRATION

[www.hpcseychelles.org](http://www.hpcseychelles.org)

## IS YOUR HPC REGISTRATION UP-TO-DATE?

# MEET THE NEW NIHSS DEPUTY DIRECTOR



Mrs Cynthia Sanders  
Deputy Director of NIHSS

A resourceful professional with twenty-eight (28) years in the fields of health and education. The first ten (10) years as a Dental Therapist and the latter eighteen (18) were devoted to teaching and learning at the National Institute of Health and Social Studies (NIHSS).

Cynthia is a registered member of the Health Professionals Council of Seychelles: graduating as a Dental Therapist/Hygienist in 1993. Upon joining the said institute in 2004, she was assigned to the post of assistant lecturer. However, after following an Advanced Diploma in Education at the then National Institute for Education (NIE) to acquire knowledge and skills in teaching and learning, she was confirmed as a lecturer.

After five (5) years as a lecturer, Cynthia was assigned the responsibility of Program Leader for the Allied Health Department; a post that she held for twelve (12) years. In 2020, she graduated with a degree in Dental Therapy with the University of Kwa Zulu Natal, South Africa after a three (3) year study. More responsibilities would come her way, whereby in 2021 she took up the post of Assessment and Program Development leader at the institute.

She is currently enrolled on the first phase of the Health and Social Care Management program with the Metropolitan School of Business and Management, United Kingdom; envisioning self-enrichment in leadership and management. Her studies will culminate with a Master's degree in Leadership and Management in 2025.

Never one to shy away from responsibilities, Cynthia applied for the post of Deputy Director of NIHSS. Her decision was fueled by her years of experience with the aforementioned institution; having reaped experiences in almost every post as stated above, whilst progressively engaging in higher learning. She was officially appointed to the post in May 2023; the attainment of another milestone in her professional development.



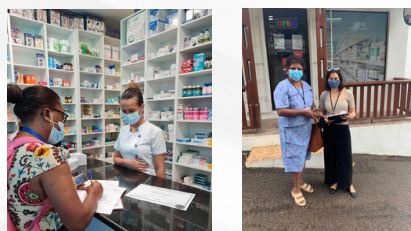
There are two (2) common sayings with regards to self-professional growth; "a rolling stone gathers no moss" and "success depends, not on stasis, but on ambition and proactive efforts". Cynthia strategically adopted both; opting to stay with NIHSS; wasn't just loyalty, but she was in fact gathering enough moss, metaphorically speaking! Moreover, her successful navigation through all the different posts depicted a non-static, but rather an enthusiastic and proactive leader.

*Wishing Ms. Cynthia Sanders all the very best in her new position as Deputy Director of NIHSS, an achievement that the Allied Health Professionals are definitely proud of.*

Contributor: Health Professional Council Board  
Special Thanks to Ms Cynthia Sanders

## LEGAL, MONITORING AND ENFORCEMENT (LME) COMMITTEE

This year, we are concentrating on Monitoring visits for Allied Health professionals at Ministry of Health and Education. So be prepared and watch out for our LME team (**Team is shown on the side**) → The team is therefore calling on all registrants to ensure that they have a valid registration which is of paramount importance to their scope of practice. Therefore, have your identification badges always at hand. Additionally, we will also be collecting additional information whilst on the ground to ensure an updated register of applicants, practices/establishments. This also forms part of implementing different SOP's developed by HPC.



Lastly, monitoring of conduct and performance to ensure protection of the public remains one key aspects of the council. So calling on all to ensure that we are all practicing effectively and lawfully within your scope of practice.

In the year 2022, visits were conducted on privately owned Allied Health Practice. Figure 1 represents the statistics for the different Allied Health Practice visited.



Statistic for the Different Private Allied Health Practices (AHP) visited for 2021-2022 on Mahe & Inner Islands

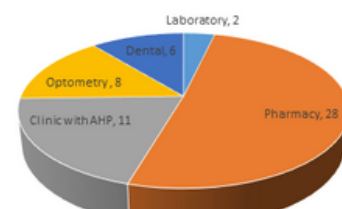


Figure:1

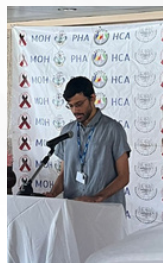
Contributor: Jeanne Fanny Al-Abdulla (Mrs.)  
Head of Legal, Monitoring & Enforcement



# UNITING HEALTHCARE EXCELLENCE

## Ministry of Health's Job Fair Showcased The Rich Diversity of Professions in Seychelles' Healthcare System

The Ministry of Health's Job Fair held at the International Conference Centre of Seychelles (ICCS) on 24th to the 26th of July was a grand celebration of healthcare excellence. The event provided a unique platform to showcase the diverse professions in Seychelles' healthcare system, with a special emphasis on allied health professions. Aspiring healthcare professionals, including enthusiastic school students, gathered to witness the wide array of career opportunities beyond doctors and nurses.



Mr. Vince Hallock



Ms. Cheryl Mondon



### Inspiring Testimonials:

The event commenced with inspiring testimonies from professionals' in the field of Biomedical Laboratory Sciences. Mr. Vince Hallock, a shining example of excellence and dedication, shared his experiences and journey that led him to victory in the esteemed President Cup. His achievements undoubtedly inspire aspiring healthcare professionals to strive for greatness.

Following Mr. Hallock's captivating address, Ms. Cheryl Mondon, the recipient of the Overall Best Academic Award, took the stage. Her academic brilliance and commitment to her studies served as a beacon of motivation for her peers and showcased the importance of fostering good educational attainment in the healthcare domain.

### A Platform for Allied Health Profession:

The Ministry of Health's job fair was an unprecedented opportunity for allied health professionals to present their respective professions and services. They enthusiastically seized this platform to create awareness among youngsters about the multitude of career paths available such as Pharmacy, Dental, Physiotherapy, Public Health Lab, Speech Pathology, and Audiology. The various professions demonstrated their unique roles and contributions to the healthcare system.



### Clinical Laboratory Department showcasing as one of the Allied Health Professions:

The Clinical Laboratory set up a captivating stall, with each unit presenting its specialized services. From Hematology, Biochemistry, Microbiology Histo/cytology, Blood transfusion and serology, and Blood bank services to Mortuary service each section highlighted the crucial role they play in providing accurate diagnoses and valuable insights for patient treatment. Additionally, the stall displayed cutting-edge technology, advanced diagnostic procedures, and a high level of expertise that demonstrated a broad range of services and advancements that contribute significantly to patient care.



### Empowering the Future Generation:

The Job Fair attracted students from different schools who expressed immense interest in exploring allied health professions. By interacting with professionals from a variety of fields, they were able to gain a deeper understanding of the diverse and rewarding career opportunities available. As a result of the event, the misconception that healthcare professions are limited to doctors and nurses has been dispelled. The three pack days successfully instilled in the younger generation a newfound appreciation for the vital roles allied health professionals play in healthcare.



### Awareness created:

The Health Profession Awareness Fair at ICCS was a resounding success, uniting the entire healthcare system under one roof. The fair witnessed an overwhelming response from the attendees. The passion and enthusiasm displayed by allied health professionals left a lasting impression on all who participated. It celebrated the diversity of professions. The event inspired aspiring participants and future healthcare professional's to pursue their dreams fearlessly and demonstrated that beyond doctors and nurses, there exists a multitude of rewarding healthcare careers.

As Seychelles continues to advance in healthcare, the Ministry of Health's commitment to creating awareness about allied health professions will foster a skilled and passionate workforce, ensuring a brighter and healthier future for all.

Contributor: Shamini Naidu (Ms.) HPC19/0679

Graphics Attribution: "image: canva.com"



# MINISTRY OF HEALTH – CAREERS FAIR

*Healthcare professionals at the grand Job Fair event*



## HEALTH PROFESSION AWARENESS FAIR 2023

A great opportunity to explore various job opportunities

**JULY 2023** | **24th-25th 26th** | 9:00am - 5:00pm  
International Conference Center  
Seychelles (ICCS)



## CHILDREN AND ADOLESCENTS MENTAL HEALTH NETWORKING

*Psychology and Counseling Services networking with Social Services*

On the 30th May 2023, the Children and Adolescent Mental Health Networking team, comprising Psychologists, Provisional Psychologists, and Counsellors, organized a sensitization session for all Social workers in relation to the different services available for children and adolescents in Seychelles. The two-hour event comprised 10 minutes of brief presentations from six different organizations namely: Student Support Services (Ministry of Education), Social Services, Mental Health Services (Ministry of Health), National Council for Children (NCC), Seychelles National Youth Council (SNYC) and the Quality of Life Division. The opportunity was given to all social workers to participate, given that they all work with children and they might all encounter children that could be accessing these services. The presentation primarily answered questions of: **Who? Where? When? How?** referral systems and services available. The event ended with a time of networking and exchange of the participants.



Contributor: Marie Antoine Bethew (Mrs.) (Member of Child and Adolescent Networking team)

## EAR AND HEARING CARE FOR ALL! LET'S MAKE IT A REALITY

World Hearing Day 2023, commemorated on the 3rd of March, highlighted the importance of integrating ear and hearing care within primary care, as an essential component of universal health coverage.

This integration is essential if countries are to achieve the global targets set forth in the World report on hearing.

With the theme "**Ear and hearing care for all!**", we are this year focusing on ensuring access to ear and hearing care services to all who need it, as an essential health service.



- **GOVERNMENTS**
- **INDUSTRY PARTNERS**
- **AND CIVIL SOCIETY**

Call to Action

1. Ear and hearing problems are among the most common health issues encountered in the community.
2. Over 60% of these can be identified and addressed at the primary level of care.
3. Integration of ear and hearing care into primary care services is possible through training and capacity building at this level.
4. Such integration will benefit people and help countries move towards the goal of universal health coverage.



Graphics Attribution: "image: canva.com"

Contributor: George Savy (Mr)

# THANK YOU

JULY/August 2023

Find us on 

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 [www.hpcseychelles.org](http://www.hpcseychelles.org)