

EXPAT STAFF HANDBOOK

*Handbook for expat staff seeking to be employed by
International School Seychelles*



Introduction

by Mrs Elodie Vallantine,
Principal



As Principal of ISS, I am privileged to lead a team of experienced, dedicated and hard working staff. When appointing new expat staff, I look for hardworking, motivated and open minded staff who will embrace living and working in Seychelles.

We know that moving to a new country creates lots of questions, whether this is your first move overseas or not. We put together this handbook to answer some questions that you may have. We hope you find it useful before you decide to submit an application to work in our school.

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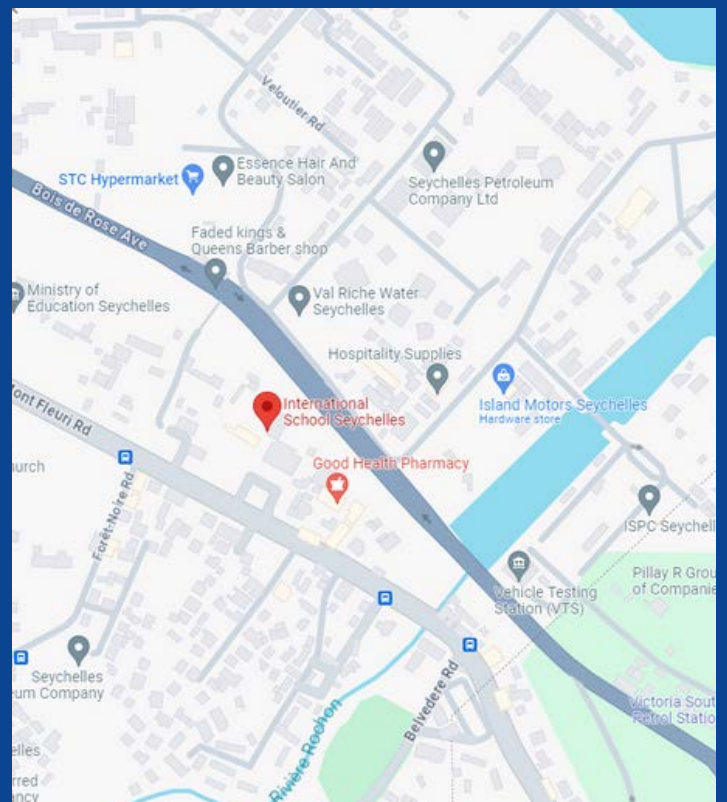
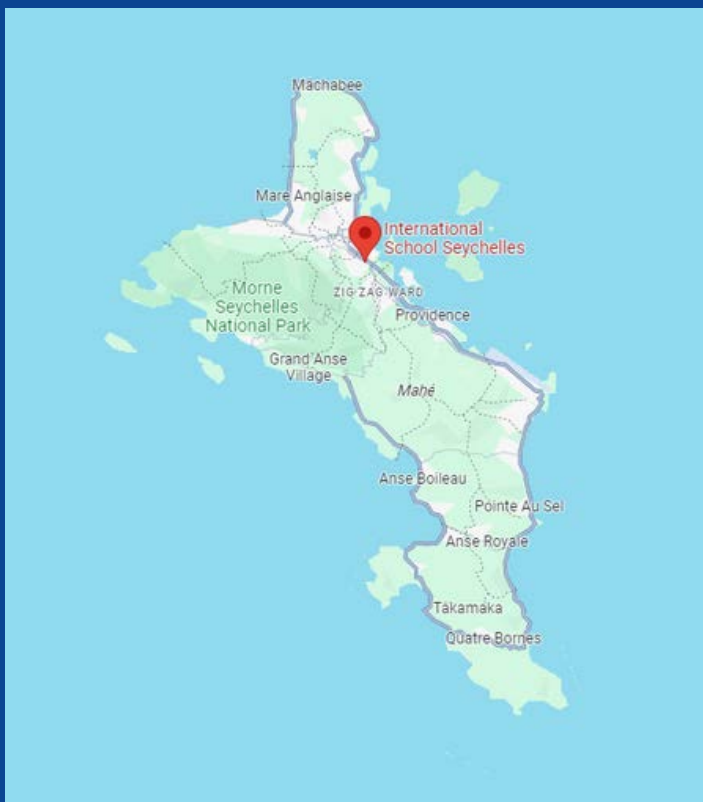
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ISS

LOCATION OF ISS

Located in the Indian Ocean, ISS enjoys a beautiful tropical setting on Mahé, surrounded by lush green mountains.



HISTORY OF ISS

ISS is a co-educational day school for students aged 3 to 18, currently with over 1000 students. It was founded in 1969 as a non-profit organization, educating the children of expatriates working in the Seychelles. We have grown and now have students from over 40 countries including many students from the Seychelles. Our students are talented, passionate and diverse. Together they create a warm, dynamic community.

We boast a multicultural team of staff who provide a range of learning experiences and extra-curricular activities.



SENIOR LEADERSHIP TEAM



Mrs Elodie
Vallantine
Principal

Miss Caroline
King
Head of Primary

Mr David Booth
Head of Secondary

Mr Andrew
Middleton
Inclusion Manager

Mr Lahiru
Hettiarachchi
Finance and Operations
Manager

SCHOOL MOTTO, VISION AND VALUES

Motto

‘You are born not for yourself, but for the world...’



Vision

ISS is an inclusive community, where children and staff foster love for learning, and continuously contribute to the local and global community.

Values

Determination: We are courageous in the pursuit of quality education for our holistic development and achievement of success.

Passion: We commit ourselves to high standards of performance and deliver with great enthusiasm. We continuously encourage a life-long desire for learning within our students.

Respect and Tolerance: We show compassion and care to everyone and in all we do. We show great concern, especially for those in need.

Community: we strive to support each member of our community. We endeavour to ensure an atmosphere of inclusion where each is made to feel as a valuable part of our family. We do our best to support each team member in their effort to achieve their highest potential.

Integrity: We commit ourselves to high standards of ethics and accountability. We endeavour to respect our policies. We use real-life data for informed decision making whilst remaining sensitive to the needs of our students.

Optimism: We remain confident in our mission and we strive to be innovative in our approach to teaching and learning. We are confident that our endeavours make a difference to the individual student and the community at large.

WORKING AT ISS

SAFEGUARDING

International School of Seychelles (ISS) is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.



PROFESSIONAL DEVELOPMENT

The school subscribes to 2 online training platforms, available to all staff.

<https://nationalcollege.com/>

<https://www.tes.com/>

The logo for The National College, featuring the text "The National College" in a bold, black, sans-serif font, with a registered trademark symbol (®) to the upper right of "College".

Please note that the school accepts applications from NQTs / ECTs. However, support offered might not be in line with other international schools and validation of qualifications might be delayed. Please do discuss this with management during your recruitment process / interview.

RECRUITMENT PROCESS

The recruitment process for academic positions will typically include:

- an initial interview.
- an online lesson observation.
- an interview with the Principal.

The recruitment process for senior leadership positions will typically include:

- recruitment tasks.
- an interview with the Principal and members of the Senior Leadership Team.
- an interview with the Principal and members of the Board of Governors.

Once the recruitment process is over, an offer will be made in writing, by email, for successful candidates.



AFTER ACCEPTING A JOB OFFER FROM ISS

As part of the requirements to obtain a work permit, you will be required to have a medical examination done prior to arrival in Seychelles. Your medical test will need to be done in your country of origin (or where currently employed) as early as possible to finalise the GOP (Gainful Occupation Permit) process. Below is the list of the minimum requirements for the medical test:

- 1.Full physical examination
- 2.Chest X-ray with accompanying report and film
- 3.Full blood count
- 4.Urine analysis
- 5.Stool culture for salmonella typhi
- 6.Hepatitis B
- 7.VDRL
- 8.HIV



ISS shall be responsible for applying and paying for the GOP for the employee. The employee will need to cover fees for medical tests, courier fees and the endorsement of the medical report in Seychelles (the current fee is at SCR350/-). Any addition of any dependents would be facilitated by the ISS but the cost and responsibility of such additions shall be borne by the employee.

Below are items ISS will need to process your Gainful Occupational Permit (GOP):

- Police clearance: it should be issued by your local Police Station, or current country of employment, certifying that you have no criminal records, not less than a year validity.
- Photocopy of passport: the colour photocopied page should clearly show the passport number, your picture, name, permanent address, place of birth, date of issue, date of expiry, and place of issue. At the minimum, the passport should be valid for two years.
- Photocopies of dependents' passports: instructions as above.
- Certificates of academic qualifications: colour photocopies of your educational credentials / certificates are required, including diplomas and official transcripts indicating degrees/diplomas earned.
- Address: proof of address will be required.
- For married couples: a colour photocopy of your marriage certificate is required.
- For applicants with children: a colour photocopy of your children's birth certificates is required. If applicable, we also require a copy of your divorce documents and court order that you have full custody, if you are divorced. The same applies if you have adopted children.

SHIPPING OF PERSONAL EFFECTS

The school pays the shipping costs for up to 100kg of cargo costing not more than Seychelles Rupees ten thousand (SCR 10,000) for transportation of personal and professional baggage allowance from country of origin. The baggage is measured by volume and any excess would be at your expense. Normally the shipper will send the school the invoice and the excess amount would be deducted from your salary. Depending how your goods are packed and based on past experience - approximately 65kg weight is equivalent to 100kg volume.

For staff joining from the UK: we can recommend a UK shipping agent, Mr Charlie Ditchburn, from Premier Services International Ltd. He is very helpful and will be able to provide all the information you require and can be contacted on the contact details below:

Premier Services International Ltd Unit 4 Falcon Way OFF Central Way North Feltham Trading Estate Middlesex TW14 0XJ

Tel: 07793869295, email: charlie@premierservicesinternational.com

For staff not based in the UK: you will need to get in contact with a local shipping agent to have your personal effects shipped accordingly.

The baggage must be addressed as follows:

(Name of Employee)

International School Association, Seychelles Mont Fleuri
PO Box 315

Victoria Mahé Seychelles

Tel: +248 4679 800



You will need to prepare a detailed list of the items in the boxes and the estimated value. Keep a copy with you as the customs officials will require this document when you are clearing the freight in the Seychelles. It is advisable to keep the values at a lower rate in order to avoid paying excessive taxes. Normally there are none or minimal charges, unless you have very expensive new items in the boxes. In this case you would need to have the invoices available. It is best to remove the plugs from any new electrical items.

Whilst you will pack most of your personal effects for shipment by freight, it is recommended that you include some personal items that you may require on arrival, including sheets, pillows, pillow cases and towels. Your freighted goods will be cleared approximately 5-10 days after your arrival; once all relevant documents have been received for the clearing process one of our staff members will be available to assist you with the process. Any shipment may be opened by customs, reason why you should be present during collection. If your goods are shipped, it could take up to 3-4 months after your arrival for them to get to Seychelles.

TRAVELLING TO SEYCHELLES

A one-way economy class plane ticket from your country of origin to Seychelles will be organised for you to arrive a few days before you are due to start work, for you to have enough time to take care of necessary procedures. As stated in expat staff contracts, ISS will purchase a one-way return airfare after completion of your two year contract.

Seychelles requires an online travel authorisation form to be filled in prior to any trips in and out of the country. More information can be found on <https://seychelles.govtas.com/> This expense is at the cost of the employee.



ARRIVAL IN SEYCHELLES

Upon arrival you will be met by a member of ISS staff and depending on the arrival time you will be taken straight to your accommodation. A welcome pack will be available in the accommodation enabling you to relax with a drink and prepare your first meal. This welcome pack may include examples of the following items: water, sugar, tea, coffee, milk, cereal, butter, toilet rolls, bread, fruit juice, soap, etc.

You will be able to access ATM machines in the arrival lounge at the airport or you can access available banks at the airport if you need to exchange money.

Should you wish to have an advance deducted from your first salary upon your arrival to get you over the first couple of days, you can email our HR staff. You then have to survive the month until payday. It is thought to consider how much you would need in your country for about four weeks and bring that in cash. As well as day to day living, you will probably want to get together with your new colleagues for refreshments and may need to buy things for the house and pay for car hire in advance.



FORMALITIES ON ARRIVAL

Once you get to school, you will meet with HR staff for employment formalities.

Bring along a few passport photos, as well as originals of all documents and certificates, as these may be required for official purposes.

The school will assist with:

- opening a bank account.
- acquiring resident documentation (National ID cards): you will be able to obtain a Seychelles Identity card at the Immigration Office in Victoria at the cost of SCR300 per person. This is essential for use when travelling to the inner and outer islands, visiting the dental and clinics or hospital, most importantly it is required prior to applying for your bank account and clearing of your personal effect. Please note that you will bear the cost of ID card for yourself and your family.
- registering with High Commissions.
- arranging initial car hire.

We will show you around Mahé, and generally we will all do everything we can to help you settle in comfortably and quickly.



NEW STAFF INDUCTION

For teachers starting at the beginning of the academic year, they will be expected to arrive a few days early in Seychelles and attend a short induction programme in August to get acclimatised to the school and the island. A tour of the island is organised for new expat staff and their families.



STAFF DRESS CODE

General principles	<ul style="list-style-type: none"> • Identity cards with lanyards must be visible at all times. • You are expected to dress in business attire unless the day's tasks require otherwise. • You must always present a clean, professional appearance. Everyone is expected to be well-groomed and wear clean clothing, free of holes, tears, or other signs of wear.
Male	<ul style="list-style-type: none"> • Trousers • Shirt • Formal shoes
Female	<ul style="list-style-type: none"> • Skirt / Dress (at least knee length) or Trousers • Shirt or smart top (straps must be 3 fingers wide) • Formal shoes
Not permitted	<ul style="list-style-type: none"> • Visible tattoos • Visible piercings (except earrings) • Clothing with offensive or inappropriate designs or stamps • Casual trousers - jeans, combats, track suits, leggings, shorts • Casual style dresses such as those with a vest style top, very thin straps, strapless style top, beach dresses • Casual tops - track suit, fleeces, T-shirts, hooded tops, vest tops; • Casual shoes - flip flops, shoes with no ankle strap, trainers, canvas shoes, leisure shoes/pumps • Sportswear • Revealing clothes; clothing made of sheer/transparent materials. • Hair with unnatural <u>colour</u> / highlights or with patterns or shapes cut into it (including eyebrows) • Hats, caps and bandannas • Overly conspicuous <u>jewellery</u> - large earrings, necklaces

LIVING IN SEYCHELLES

THE COUNTRY

The Republic of Seychelles comprises 115 islands occupying a land area of 455 km² in the western Indian Ocean.

It represents an archipelago of legendary beauty that extends from between 4 and 10 degrees south of the equator and which lies between 480km and 1,600km from the east coast of Africa.



GEOGRAPHY

Seychelles' 115 granite and coral islands extend from between 4 and 10 degrees south of the equator. It represents an archipelago of timeless beauty, tranquility and harmony that is famous for its world beating beaches and for its great diversity which rolls from lush forests down to the warm azure ocean. Seychelles is home to no less than two UNESCO World Heritage Sites: the Vallée de Mai on Praslin and Aldabra, the world's largest raised coral atoll.

Seychelles, one of the world's smallest countries, is composed of two main island groups: the Mahé group of more than 40 central, mountainous granitic islands and a second group of more than 70 outer, flat, coralline islands. The islands of the Mahé group are rocky and typically have a narrow coastal strip and a central range of hills. The overall aspect of those islands, with their lush tropical vegetation, is that of high hanging gardens overlooking silver-white beaches and clear lagoons. The highest point in Seychelles, Morne Seychellois (2,969 feet [905 metres]), situated on Mahé, is located within this mountainous island group. The coralline islands, rising only a few feet above sea level, are flat with elevated coral reefs at different stages of formation. These islands are largely waterless, and very few have a resident population.



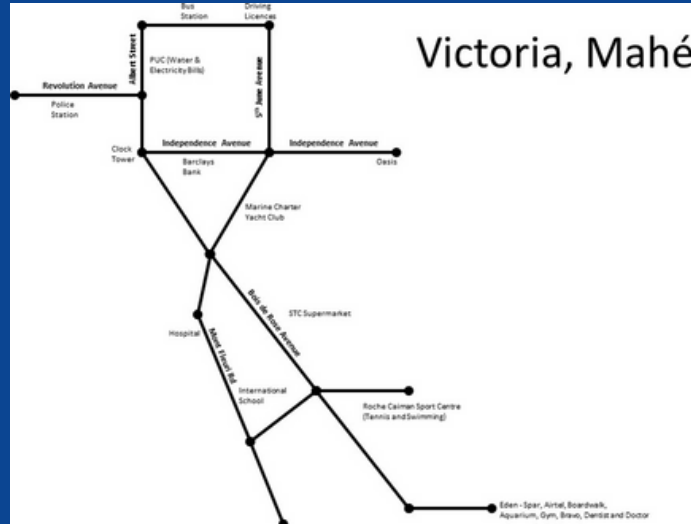
CLIMATE

The climate is tropical oceanic, with little temperature variation during the year. Daily temperatures rise to the mid-80s F (low 30s C) in the afternoon and fall to the low 70s F (low 20s C) at night. Precipitation levels vary greatly from island to island; on Mahé, annual precipitation ranges from 90 inches (2,300 mm) at sea level to 140 inches (3,560 mm) on the mountain slopes. Humidity is persistently high but is ameliorated somewhat in locations windward of the prevailing southeast trade winds.



VICTORIA

Victoria is the capital city. It is known to be the smallest capital city in the world. It has a market and some shops.



SOCIETY AND PEOPLE

The Republic of Seychelles has remained faithful to its multi-ethnic roots. For over two centuries, the islands have remained a melting pot of different races, traditions and religions from the four corners of the earth. Inspired by its grand diversity of cultural influences, ethnic diversity with racial harmony remain the mainstays of today's vibrant yet tranquil Creole nation for which harmony is a way of life. Today, the 100,000 strong Seychellois population continues to reflect its multi-ethnic roots. Traditionally, the islands have attracted a broad diversity of peoples from the four corners of the earth that has included freed slaves, European settlers, political exiles, adventurers, traders of Arab and Persian origin as well as Chinese and Indians. Practically every nation on earth has been represented in this melting pot of cultures, each one contributing its special influence to today's vibrant yet tranquil society.

The cosmopolitan Seychellois are a colourful blend of peoples of different races, cultures and religions. At different times in its history, people of African, European and Asian origin have come to Seychelles, bringing with them their distinct traditions and customs and contributing to the way of life and to the vibrant Seychellois culture. One can see these influences at work throughout the domains of local art, cuisine, music, dance and architecture.

There is no clear division of labour between men and women in the country, but it is a known fact that Seychelles society is female-dominant. Ladies play a strong role in business and family.



POPULATION

The original French colonists on the previously uninhabited islands, along with their black slaves, were joined in the 19th century by deportees from France. Asians from China, India, and Malaya (Peninsular Malaysia) arrived later in smaller numbers. Widespread intermarriage has resulted in a population of mixed descent.

More than four-fifths of the population lives on Mahé, many in the capital city, Victoria. The birth and death rates, as well as the annual population growth rate, are below the global average. Some one-fifth of the population is younger than age 15, and an additional one-sixth is under age 30. Life expectancy for both men and women is significantly higher than the global average.

Creoles, indigenous Seychelles population, are peaceful and friendly, always smiling people. They take it slow and are kind to tourists and to each other. If you are invited to a Creole home, be sure to bring a little present – it is a custom around here.

Walking around Mahe Island, you will hardly meet Creoles dressed in business style: they prefer comfortable and casual clothing, unless they put on a formal suit for going to church.

Relaxed way of life on the islands leads to positive effects on health – average life expectancy in Seychelles is higher than in Europe and exceeds 72 years.



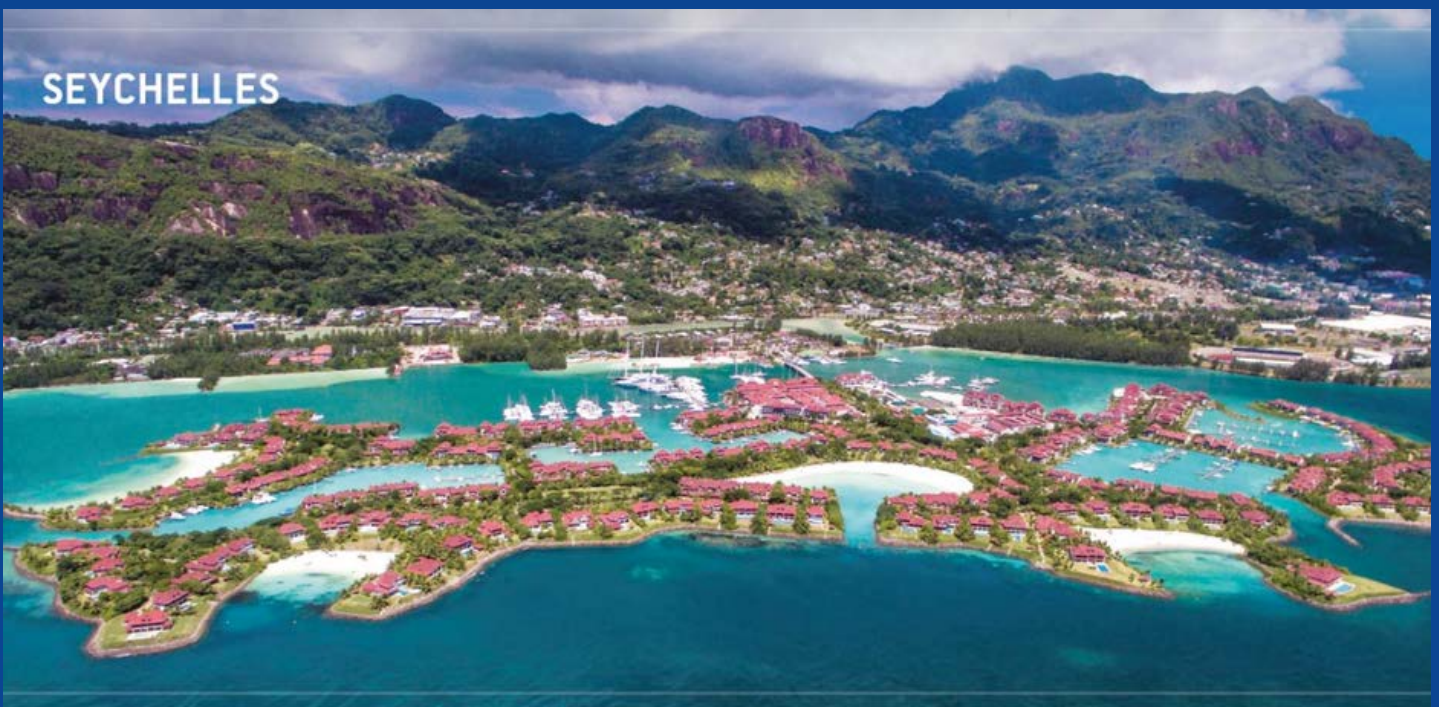
LANGUAGE

Creole, also called Seselwa, is the mother tongue of most Seychellois. Under the constitution, Creole, English, and French are recognized as national languages.

English	Creole
Hello	Bonzour
Goodbye	Orevwar
How are you?	Ki dir?
Thank you	Mersi
Where?	Kote?
Please	Silvouple
No	Non
Yes	Wi
I don't understand	Mon pa konpran
I like it	Mon kontan
How are you?	Konman sava?
What is this?	Kisisa?

ECONOMY

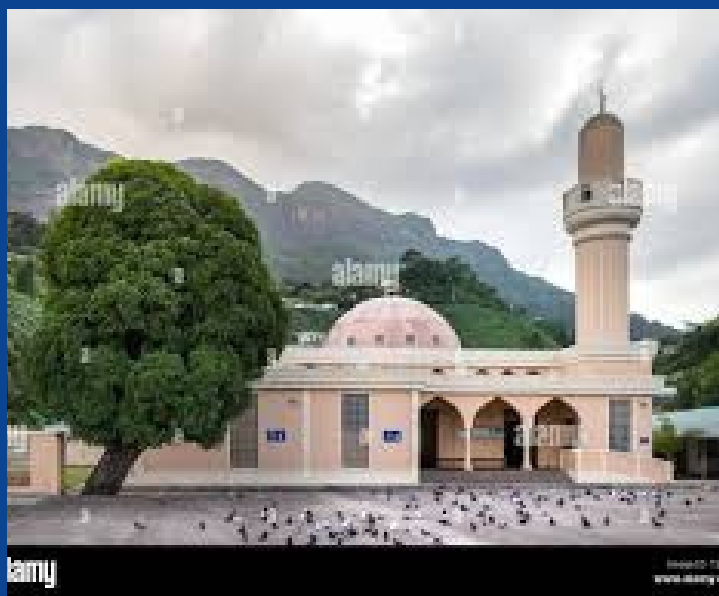
Seychelles has a mixed developing economy that is heavily dependent upon the service sector in general and the tourism industry in particular. Despite continued visible trade deficits, the economy has experienced steady growth. The gross domestic product (GDP) is growing more rapidly than the population. The gross national income (GNI) per capita is significantly higher than those found in most nearby continental African countries.



RELIGION

Roman Catholicism remains the dominant religion of Seychelles but there are also Anglican and Protestant churches and the places of worship of other denominations. These live in harmony alongside, Muslim, Hindu and Baha'i communities based on Mahé, Praslin and La Digue.

Religious holidays are celebrated in a big way. However, locals believe in spirits and magic.



HOBBIES

Local crafts include household items and jewelry made of tortoise shell, coir, coco de mer nuts.

The most popular among tourists local crafts are:

- woven baskets,
- woven hats,
- souvenirs of tortoiseshell
- figures of coco de mer nut
- coconut carvings

Most of these things can be bought in the artisan village on Mahe Island. Creoles created the village specifically to get tourists acquainted with the crafts, architecture and cuisine of Seychelles, and as a bonus to make money from their hobby. Tourism is a major source of income for 75% of the local population.

The second lucrative business on the islands is fishing. Fishing tours organization or fishing for sale – both are profitable for Seychellois.



TRADITIONS

European and British, African, Indian and even Moorish cultures are intertwined in the traditions of Seychelles people. All these cultures are reflected in the speech of the Creoles and in the art: music, dances, theatre. But of course the greatest asset is the language. It was granted the official status in 1981. In honor of their national language, Creoles conduct various festivals, where they praise music and culture.

The islanders are musical people, they like singing and dancing. Creoles wear masks and use traditional musical instruments in their dances, such as zez, bonm, makalapo and tam tam. The most popular Seychelles dance is moutia – rhymed chanting to rhythmic motions. It came to the islands from Africa along with the refugees.

Seychelles theatre is based on the local folklore. Also, the islanders can boast a large number of art galleries. They exhibit the works of both local artists and newcomers, who were once inspired by the natural beauty of the Seychelles landscapes and moved here forever.



MONEY

The currency is Seychelles rupees.

There are several places to exchange other currencies on the island, including at the airport and in banks.



COST OF LIVING



Can you live well on your ISS salary? If you're single, then should be able to live within a set budget. Couples can live satisfactorily, but it really helps to have both partners working. Crucially, the cost of some items in a weekly shopping basket can be high and so families have to be mindful. Having a working spouse or a rental income at home makes a substantial difference. In addition, having enough cash to buy a new or second hand car outright can also help when you arrive.

Seychelles National Identity card holders can benefit from deals cheaper than the 'tourist' rate such as inter-island journeys, hotel accommodation and many other activities including attractions are available at significant discounts. Most of the hotels offer day passes so you can go and use the facilities, etc.

Here are some basic details about cost of living:

- The cost of some European items in a weekly shopping basket is very high and many things are not available.
- This is also linked to the size of a family, school fees and working spouses.
- Some items are very affordable, for example fresh fish. Fish can be bought at the beach directly from the fisherman who caught it.
- Most vegetables and salads/fruits are also reasonably priced, and there is an excellent market which operates every day but is particularly good on a Saturday.
- We have a number of good supermarkets, but the price of imported, particularly processed, foods can be high. Think SCR 60 for a box of cereal or SCR35 for a piece of mature cheddar cheese.
- Alcohol is readily available; a decent bottle of wine will cost about SCR 150, with spirits costing SCR 350 for 70cl.
- Beer, locally brewed and drinkable, is SCR30 for a bottle, with imported beers ranging from SCR 50–80 per can.
- Electricity is on a sliding scale, the more you use, the higher the unit charge. An average monthly bill may be SCR500-SCR1000, depending on your usage.
- Air conditioning a bedroom can add significantly to your bill if left on when not in use.
- Most houses are furnished with gas cookers, and comes with electric water heater. Some accommodation has solar panels.
- Water bills are reasonable; a monthly bill of SCR 100 would be expected for most houses. Most people drink bottled water, which can be bought in 20 litre bottles for SCR 60 which attach to dispensers/coolers. Sometimes we have droughts and water restrictions in place.
- Petrol is SCR 20 per litre – around SCR 500 per week is average.
- Car insurance is around SCR 8,500 per year, but it is worth bringing evidence of no-claims bonuses as the 'top line' premium here can be high.
-

ACCOMMODATION

Style/Quality

The school will find suitable, safe and comfortable accommodation close to the school. Most accommodation will require a one / two month deposit (depending on your lease agreement). Deposit paid by the school will be considered as a school loan to the employee and will be recovered in as salary deduction (the employee can claim the deposit at the end of the contract). If you wish to move from the property initially allocated then you may do so, but notice may be required, you will have to organise your house search and move, and you will have to pay any additional costs. You can also arrange your own property from the outset. Properties in Seychelles vary significantly standard as your own property if you own it but generally it is pleasant and suitable to the hotter climate.

Cost

A couple or single member of staff will receive a housing allowance of SCR10,000. Married staff with children will receive a housing allowance of SCR12,000. Depending on your requirements, the allowance might not cover the entire cost of the accommodation.

Location

It is important to let the school know if you intend to buy or rent a car because a car opens up more housing options than if you are limited to transport by bus.

Sockets

Plug sockets are three pin (British standard) although most appliances are two pin. You may require an adaptor and these can be purchased from local supermarkets but it might be worthwhile bringing some with you.



FRUIT AND VEGETABLES

Seychelles benefits from a range of local fruit and vegetables.



TRADITIONAL DISHES

Seychelles has a range of delicious traditional foods to enjoy:

- ladob
- octopus curry
- bat curry
- kasava chips
- breadfruit chips
- shark chutney
- fish including red snapper
- papaya chutney



SHOPPING

Whilst the Seychelles has a plentiful supply of fish and fruit, pretty much everything is imported and that means food can be expensive. The key is to shop around as you'll find prices vary wildly from shop to shop.

ISPC

This shop supplies the hotels and it has many of the products that you may be missing, but the choice comes at a price and a visit should be for treats, not staples.

Island Thyme

Missing bacon and sausages then look no further than Island Thyme. Located in Plaisance, it is one of the island's best kept secrets.

Spar

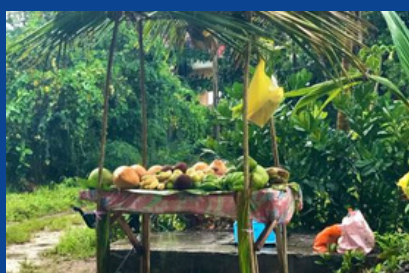
Spar is a high end supermarket in terms of quality product, it sells a wide range of fresh, frozen food and other grocery products. The shop lies at the heart of Eden Island Plaza which has other attractions such as art gallery, casino, book shop, and several fine dining restaurants.

STC Hypermarket (Bois De Rose)

STC is a large supermarket with good choice. Prices can be on the high side so search smaller supermarkets for staples, but good frozen section, solid fruit, vegetables and Meat.

Drinks (Wholesale)

GS Pillay / APEX / Quench distribution are wholesalers in Providence that sell crates of Coke, Fanta, Sprite, etc. They also sell beers including Seybrew, ECU and Guinness. 24 bottles of Seybrew cost around SCR600 (less than half the price elsewhere). It is well worth the occasional trip.



EATING OUT



Echoing the grand assortment of people who populate Seychelles, Creole cuisine features the subtleties and nuances of French cooking, the exoticism of Indian dishes and the piquant flavours of the Orient. Grilled fish or octopus basted with a sauce of crushed chillies, ginger and garlic are national favourites as are a variety of delicious curries lovingly prepared with coconut milk and innovative chatinis made from local fruits such as papaya and golden apple. As may be expected, seafood dishes feature predominantly in the local cuisine, appearing alongside the national staple, rice. Some restaurants specialise in Indian, Chinese or Italian food and many feature popular international and specialist dishes.

We are proud to say that we have no McDonalds, KFC, Starbucks etc. We have a Burger King outlet located at the airport.

Eating out is not cheap but there are a few really good restaurants that will not break the bank:

- Bravo – pizzas, ribs, seafood, steak and burgers (Eden Island)
- Boardwalk – wide selection of family favourites but quality and satisfaction will vary (Eden Island)
- Marie-Antoinette's – traditional Creole cuisine – no choice in selection but great value for money (on the way to Beau Vallon at St. Louis)
- Surfers – pizzas and general food – on the coastal road after Anse Royale
- Kaz Kreole – pizzas and Chinese food – with a fantastic beach view (Anse Royale)
- Baobab – oven baked pizza on the beach (Beau Vallon)
- Fisherman's Cove – an all you can eat buffet breakfast for SRC300 – start at 9am and while away the day there (Bel Ombre)
- Chez Batista - Creole buffet on Sunday for SCR650 per person (Takamaka beach)
- Maria's Hot Rocks Café – cook your own meat platter (Anse Gaulette) – good fun and good value.

If you are looking for a special treat, then there are a few restaurants that will feel distinctive:

- Del Place – over at Port Launay – the view is amazing!
- Trader Vics – situated at the H Hotel in Bel Ombre.
-

If you are looking for a bar culture, then Seychelles does not have one. Most people grab a few of the local beers, Seybrew (40SCR), and head for the beach with friends.

Quite a few hotels and restaurants now offer Happy Hours where bargains can be had, e.g. Bravo 3pm-6pm.

SOCIAL LIFE

There are many social opportunities, both in terms of socialising with colleagues and making new friends. The hotels offer the usual facilities and you can use some hotel restaurants, pools, bars, clubs, etc. There are excellent open-access beaches in every part of the island. There are coastal and hill trails which offer opportunities for walking. 'Island-hopping' during holidays is also very popular.

- Eden Bleu is a hotel on Eden Island. Despite being a business hotel it has a lovely outside area to relax in. Eating there for lunch or dinner will not break your bank and live music is played there every Friday night.
- Boardwalks is the place to be on a Friday night. It is located on Eden Island and hosts a DJ and live music most Friday nights. Drinks prices vary depending of and a good night can be had by most.
- Box-to-Box is a bar/night club and can be found in the centre of Victoria. Most staff have good nights out there when they go out on a Friday night.
- Beach Shack and Boat House are bars and can be found at Beau Vallon.
- There are two night clubs on the island. One is called Buckinarms Palace (Au Cap) and the other is Katiolo, both on the way south on the coastal road. It is a small island and you will bump into students everywhere you go. If you like to let your hair down, then be aware that you may be socializing alongside your Sixth Form students and their parents.

The school organises Christmas, Labour Day and Teachers' Day parties.



TRANSPORT

Bus

All bus journeys are SCR12 regardless of the distance travelled. This represents good value for money. A card needs to be purchased from SPTC and topped up before travelling on the bus.

Taxis

Taxis are very expensive in the Seychelles. A ten-minute trip can cost you SCR600.



CAR PURCHASE / HIRE



Buying a car

New cars cost upwards of SCR 285,000 for a basic Kia Picanto. Good second hand car prices range from SCR 100,000 – SCR 180,000.

Facebook groups are useful when looking for a second hand car to buy. Before buying a car, best you get it checked out by a mechanic.

Renting a Car

If you are going to rent a car then try to get a monthly deal for SCR12,000 a month or SCR400 – SCR600 a day.

The school can assist you with finding suitable car rental.

Petrol

Petrol prices fluctuate between SCR19 to SCR24 a litre and is regulated by SEYPEC.

Petrol Stations

Seypec is the most familiar petrol station you will see. These are serviced (no need to get out of your car). Just tell the attendant the petrol you require, how much you would like and they do it all for you. Most petrol stations prefer cash so please have the money ready for them but they also accept card payment.

Insurance

Insurance is between SCR 8,000 and SCR 12,000 per annum (Full Comprehensive).

Driving License

If your overseas driving license is valid, you can use it for up to three months thereafter you need to apply for local driving license which will cost SCR 500. This can be done/obtain at the SLA (Seychelles Licensing Authority) in Victoria at the Orion Mall. Carry your driving license at all times and ensure your road tax is up to date. The police do carry out random stops to check paperwork and roadworthiness.

Driving in Seychelles

Driving in Seychelles can seem a little daunting initially. It is a good idea to get a few lifts around the island first and make notes of the route, before driving yourself. The directions are not well sign posted and roads can be quite confusing. The best way to find your way around Seychelles is to drive it and get lost a few times. Maps can be helpful but memory is better.

MEDICAL CARE

Residents can access medical care in a hospital or clinic. These are paid services.

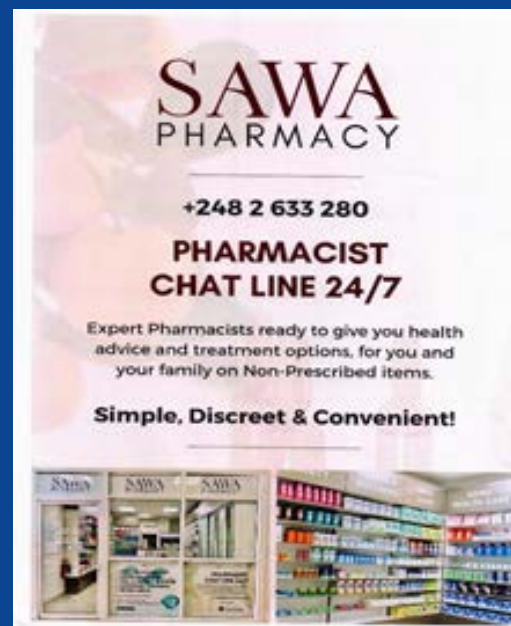
There are a number of local private General Practitioners and clinics that you can attend. To name a few:

- Euromedical – Eden Island and Providence – 4346924/4324999
- Dr Jivan – Jivan Centre next to school – 4324008
- Dr Satish - Life Line Specialist – Mont Fleuri - 4321717 (Available for call Out to your Home)

You can contact the Seychelles Hospital (Yellow Roof) should there be a need to update immunisations.

In terms of dentistry, dentists are available at hospitals and in clinics. Dental care there is not cheap but it is effective.

Medical care for more serious conditions might not be available on the island and might require overseas care.



SCHOOL INSURANCE

Cover for personal accident and medical treatment limited to hospitalization is provided, with a modest excess. A typical emergency visit to the hospital on Mont Fleuri will cost SCR300, an X-Ray SCR300 and an MRI Scan SCR5500.

Insurance cover:

Expatriate workers and Dependents

·Personal accident

You are covered as follows:

Ø SCR100,000 for yourself;

Ø SCR100,000 for your spouse; and

Ø SCR 25,000 for each child

·Medical and emergency expenses - including hospitalisation expense following an accident and sickness you are covered as follows:

Ø SCR150,000 for yourself;

Ø SCR150,000 for your spouse; and

Ø SCR 75,000 for each child

The policy is extended to include medical expenses incurred for overseas treatment subject to approval (pre-authorisation) by a qualified medical practitioner if the treatment cannot be done locally and subject to policy limits (as stated above).

Note: The policy is subject to an excess of SCR500.00 in respect of each and every claim per person. Cover is on a 24 hour basis in respect of personal accident.

Exclusions:

·Any medical/hospitalisation expenses relating to childbirth, pregnancy

·Any sexually transmitted diseases, suicide, persons under the influence of alcohol or drugs

·All outpatient expenses, medical check-ups and or treatment

·Any pre-existing conditions

·Any infectious diseases and pandemics

The employee can also opt to take their own travel insurance.



BANKING

ISS will guide you on how to open your bank account with the relevant documents needed (e.g. GOP/NIN card/Passport) or to arrange for a representative from the bank to visit school to set up an account. Your account comes with a visa card and Internet banking. It costs SCR25 a month.

Banks on the island include Absa, Bank of Baroda, MCB and Nouvobanq. Banks are open until mid-day on Saturdays.

The Seychelles has very stringent rules on using debit cards online or withdrawing unusual amounts and it is not unusual for your card to be cut off it using a new online shop for the first time. You need to inform the bank that you do not wish for this to happen or you may find your card cut off when you most need it and it is not always easy to get it switched back on immediately.



INTERNET

Broadband can cost around SCR450 for 20GB a month and is fast, but not superfast.

Broadband service is available but the speed can at times be rather slow.

Mahé now hosts a few areas where you can get free WIFI. Also most major hotels and restaurants have WIFI on request so long as you spend over SCR200 whilst you are there. Boardwalk and Eden Bleu on Eden Island have the most reliable free internet services.

Try to avoid using data on your phone as it eats through credit quickly.



TELEVISION

Intelvision, and Cable & Wireless provide cable network with a “wide and diverse array of channels”. There are various bouquets offered at different rates.

Cable TV costs SCR 800 per month to access Sky Sports, Sky News, Sky Movies and entertainment channels along with 100 other miscellaneous channels, although picture quality is not up to European standards.

If you do not wish to avail of the cable network, then SBC offers a dozen channels at no charge – SBC, TV5 and CGTV, Deutsche Well, France 24, Al Jazeera etc....



PHONE

Bring your mobile phone with you that is, SIM free so that you can insert a local network card for use on the islands. All brands of mobiles can be used in Seychelles but it need to be SIM free or unlocked so not to have any issues. Do not use your overseas number as the charges are excessive, you can buy prepaid cards. This will give you a local number to keep in touch here as well as being able to dial internationally. Prepaid mobiles have to be registered; this will be done when you buy your starter pack from one of the offices or one of the many shops where you see the sign. With iPhones and other smart phones, you need to request that they are unblocked by your home country's service provider prior to getting to Seychelles or purchase a SIM free as it is a fee to get unblock.

Three service providers provide fixed line landline packages, namely Cable & Wireless, Intelvision and Airtel.

The two main providers are C&W and Airtel. You need an ID card or passport to buy a SIM. You can go on contract with a phone company or use Pay as You Go where you can top up your phone in most small shops around the island. There are lots of different packages you can buy.



POSTAL SERVICES

There is no standard address system in the Seychelles, making mail-to-the-door delivery impossible. Most houses do not have an address or a letter box.

ISS has a PO Box 315 which you can have your mail delivered to, and it is then put into your school pigeon hole in the staff room.

When having items couriered here it is best to give the school address as the school has security that can take delivery of items and store them until you can collect them.



SAFETY

Seychelles has a reputation as a high-end holiday destination. Whilst it is true that it is very pleasant to be sitting on a beach next to tourists enjoying a once in a lifetime experience, it would be untrue to claim that Seychelles is a complete paradise. There are some drawbacks to living on a small island, but generally teachers who come here stay for extended periods and do so for the quality of life on offer, both professional and social/domestic.

Crime against the person is very uncommon in Seychelles, and what little there is tends to be domestic. However, drugs, theft and sea piracy are issues. An unprotected house or unattended belongings may well attract the wrong kind of attention. A good number of houses have burglar bars secure on windows and door, whilst others have CCTV camera and security systems installed.

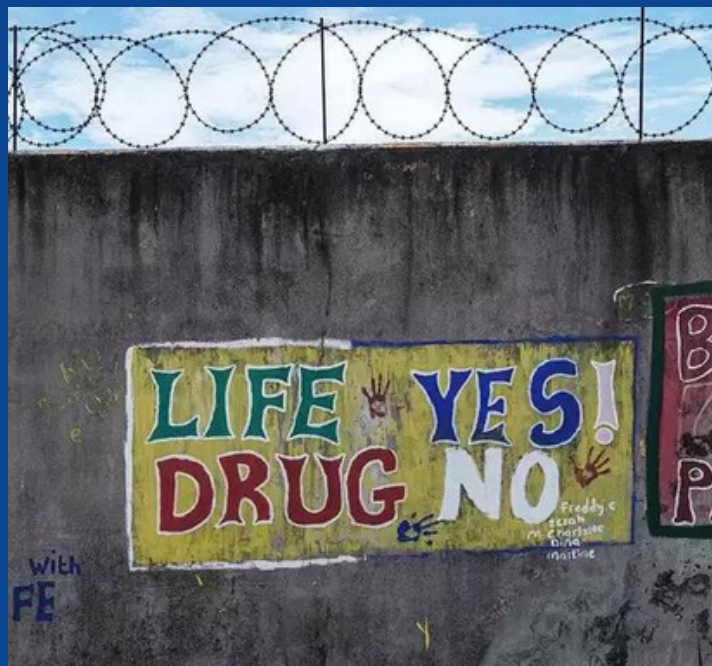
It is sensible for you to register with your High Commission when you get to Seychelles.



ISSUES

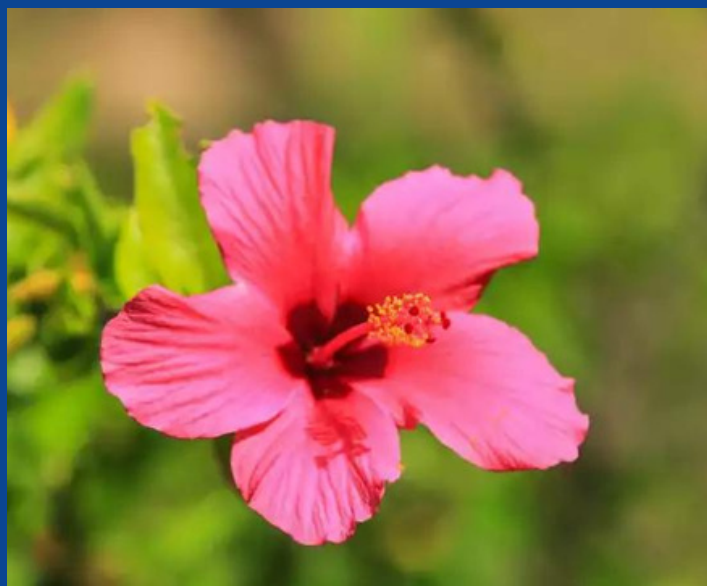
Issues in Seychelles can include:

- drugs
- thefts
- poverty
- stray animals
- road safety
- drugs
- traffic jams



PLANT LIFE

Of the roughly 200 plant species found in Seychelles, some 80 are unique to the islands, including screw pines (see pandanus), several varieties of jellyfish trees, latanier palms, the bois rouge, the bois de fer, Wright's gardenia, and the most famous, the coco de mer. The coco de mer—which is found on only two islands—produces a fruit that is one of the largest and heaviest known and is valued by a number of Asian cultures for believed aphrodisiac, medicinal, mystic, and other properties. The Seychellois government closely monitors the quantity and status of the trees, and, although commerce is regulated to prevent overharvesting, poaching is a concern.



WILDLIFE

Wildlife includes a remarkably diverse array of marine life, including more than 900 identified species of fish; green sea turtles and giant tortoises also inhabit the islands. Endemic species include birds such as Seychelles bulbuls and cave-dwelling Seychelles swiftlets; several species of local tree frogs, snails, and wormlike caecilians; Seychelles wolf snakes and house snakes; tiger chameleons; and others. Endemic mammals are few; both fruit bats (*Pteropus seychellensis*) and Seychelles sheath-tailed bats (*Coleura seychellensis*) are endemic to the islands. Indian mynahs, barn owls, and tenrecs (small shrewlike or hedgehoglike mammals introduced from Madagascar) are also found.

There are no dangerous reptiles or other land animals in the Seychelles, but there are a number of creatures that can make life uncomfortable.

- Mosquitoes are non-malarial. Mosquito repellent is available from pharmacies, although not always effective. However, after a while they stop bothering you or, at least, you stop reacting. In addition to mosquitoes, be aware of sandflies who can also be unpleasant and blister bugs. For all three, calamine lotion is a must!
- There are a range of sharks in the Seychelles waters however, they are uncommon, especially close to shore, though there is in fact a thriving industry arranging excursions to swim with whale sharks (in season), which are vegetarian and truly magnificent.
- More likely is a brush with a sea urchin or sea anemone. There are few marine animals such as the stonefish, lionfish and stingrays that have venomous spines but there are no reports of anyone being stung by one or other. Simply watching from a distance is the safest advice when snorkelling.
- Centipedes can be very painful.



CONSERVATION

Considerable efforts have been made to preserve the islands' marked biodiversity. Seychelles' government has established several nature preserves and marine parks, including the Aldabra Islands and Vallée de Mai National Park, both UNESCO World Heritage sites.

- The Aldabra Islands, a large atoll, are the site of a preserve inhabited by tens of thousands of giant tortoises, the world's oldest living creatures, which government conservation efforts have helped rescue from the brink of extinction.
- Vallée de Mai National Park is the only place where all six of the palm species endemic to Seychelles, including the coco de mer, may be found together.
- Cousin Island is home to a sanctuary for land birds, many endemic to the islands, including the Seychelles sunbird (a type of hummingbird) and the Seychelles brush warbler.
- The nearby Cousine Island is part private resort and part nature preserve, noted for its sea turtles, giant tortoises, and assorted land birds.
- Bird Island is the breeding ground for millions of terns, turtle doves, shearwaters, frigate birds, and other seabirds that flock there each year.



SPORT

Seychellois enjoy participating in and watching several team sports. The national stadium, located in Victoria, offers a year-round program of events.

- Men's and women's volleyball are popular, and several Seychellois players and referees participate at the international level.
- Football (soccer) is also a favourite, and Seychellois teams frequently travel to East Africa and India to play in exhibition matches and tournaments.

The main sports available are:

- Golf – on Mahé and Praslin (Own kit with extra gloves & balls)
- Tennis, table tennis, padel and squash
- Well-equipped gyms are located in Victoria, Providence, Eden Island
- Hiking trails and nature walks
- Swimming, surfing, snorkelling, windsurfing, canoeing, kite surfing and diving
- Cricket, rugby and football
- Zip lining at Ephelia Resort – Port Launay

If you are a sport enthusiast, it is necessary to bring your own kit and do check with the respective airlines as they usually offer an allowance for accompanied sports equipment.



FAMILIES AND PETS

Partners of the employee can pursue employment during their stay in Seychelles, however they will have to bear the related processing fees as applicable. In Seychelles, job opportunities are always offered to locals first.

Family entertainment includes the Deepam cinema, Paradis des Enfants play park and beaches.

Pets are allowed in Seychelles from other countries. The correct regulations need to be followed; Elsezare pet travel can be contacted via their Facebook page so you can organise the relevant permit. There are some pet shops across the island but specific diet might be limited and might be more expensive than in most countries. The level of care might not be up to the level of western countries. While we understand that pets become members of your family, getting a pet into the country (especially with the extreme heat during our hot monsoon) and finding adequate care for it while you are away from Seychelles can be difficult. It is also very important to note that most of the accommodations for rental in Seychelles are not pet friendly.



EDUCATION FOR CHILD(REN)

The school admits 3-18 pupils. Please visit the school's website, www.iss.sc/fees, for our Admissions Procedures, fees and online registration form.

Staff qualify for a 50% off school fees for the first child, followed by a 25% discount for other children.

Government schools are available on the island but will usually require a certain level of spoken Creole.

For children under the age of 3, a number of daycares and nannies are available.



USEFUL ITEMS TO BRING



Seychelles are islands therefore everything has to be imported in so that makes items more expensive. Here is a list of items that we feel you may find quite useful until you are settled which are quite expensive to buy here. Accommodation in the Seychelles normally includes furniture, and the kitchens are equipped to varying degrees.

Items to consider are:

- Household linens including sheets, towels, tea towels, dish cloths. Most beds are double usually 4'6" or bigger. Duvet are not required given the warm climate year throughout.
- A small tool kit of screw drivers, hammer, multi spanner, nails and screws.
- An unlocked mobile phone and a spare phone charger and a sturdy phone case cover
- Electrical and electronic goods (e.g. portable hard drive)
- Kitchen equipment such as hand blenders, small frying pan, special knives, coffee makers, potato peelers, fine graters, lemon squeezers, juice makers, baking utensils, cooler bag, drinking bottles, lunchboxes and other gadgets. Bring a supply of sealable plastic containers. As this is a tropical island even in the best run kitchen, bugs will get into dry goods such as flour, rice, biscuits and cereals if they are not in tightly sealed in containers.
- Clothes should be of a natural fibre such as cotton/linen as the climate is hot and humid. Raid Primark, H&M or somewhere similar. Buy lots of cheap t-shirts etc. as the weather here is brutal on clothes and there are not many clothes shops. There is a Matalan shop on the island but it is quite expensive.
- Coat hangers available are plastic and therefore you may consider bringing plenty of your own (wire or wood).
- Cosmetics & Toiletries: if you are particular about make up, deodorants, shampoos, cosmetics and toiletries, it is advisable to bring a good supply. There are limited supplies of specific brands and what is available is expensive. Do remember to also include sunscreen & mosquito repellent cream.
- Shoes; Sandals, Birkenstocks, flip flops, trainers, more formal shoes for school and social gatherings. More than one pair of flip flops, sandals (smart and casual) – shoes do not last long here!
- Shoes and clothes to adhere to school's dress code
- A traditional outfit from your country of origing for our International Festival
- Some party clothes for staff parties
- Hiking shoes for keen walkers
- If you have a favourite snack, then do stock up!
- Medicine – if have a specific medication (e.g. contraception) make sure that you stock up.
- Gluten/Wheat free foods – we are not quite there yet with these items so please stock up.
- Snorkel gear – even if you don't know how, you will learn here and sets are expensive.
- If you are bringing children, you will need suitable swim wear, rashies, floating devices, toys, costumes.