



**WHEN A ROCK ACTUALLY ROCKS:
WE SURVIVED SIBEBE!**

**BACK TO BASICS:
AERONAUTICAL
CARTOGRAPHY**

**EQUIPPED FOR THE FUTURE:
WOMEN'S EMPOWERMENT
CONFERENCE**

BOOK CREDITS

Editor

Sabelo Dlamini
sabelo@swacaa.co.sz

Writers

Solomon Dube
Makhosazana Mzileni
Makhosazana Simelane
Phindile Makube
Wendy Mkhwanazi

Sub-editing

Urban 360 Agency, Eswatini
+268 2404 9248 | 2404 8040

Layout and Graphic Design
Option A Design

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Eswatini Civil Aviation Authority (SWACAA)

SWACAA Contacts

+268 2333 5370/5400/5000
marketing@swacaa.co.sz
info@swacaa.co.sz
www.swacaa.co.sz

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We stand on the edge of a year that was both daunting and exhilarating.

There were times when we felt defeated and at a loss for words when we received the sad news of Mr Douglas Litchfield's passing, who was an esteemed member of our Board of Directors. His relationship with us stretched farther and wider than this role that he ably played until his demise. Mr Litchfield was aviation personified: a true pioneer who has left us a legacy that we should hold on to with respect and dedication.

*Mr. Solomon Dube
Director General of SWACAA*

It was this year when we took leadership mentorship and knowledge at all levels of our management to a higher stage. Through our partnership with UNESWA we have been able to expose 19 of our middle management staff to the topical thinking and critical analysis required of them in their roles as supervisors, chiefs and managers. We are also still fresh and well-equipped with ideas from the Global Leadership Summit Eswatini, where we sent a contingency of 40. Not only did we have the opportunity to hear ideas from some of the best in the world, but we rubbed shoulders as we casually shared ideas over tea and lunch with our very own leaders from faith-based organisations, corporates, politicians and NGOs, as well as government departments. We hope that our lives and those that serve under us at all levels will be a lot better as we implement the solutions that we came back with from all this training.

We can also announce that as we strive to be a better organisation, a constant reflection and taking stock will and must always be an integral part of our culture. One of the difficulties of the Civil Aviation Industry is its high operational cost. This means that when we were established as a CAA many duties that ordinarily would have been assigned to different organisations were given to the CAA to carry out. This was so that as few personnel as possible would push the jobs of many. For instance, we are the operator of the kingdom's airports as well as the regulator of the industry which poses some potential conflicts. Although ICAO understands and tolerates this because of the size of our market, the need for us to demonstrate how we mitigate the risk of conflict has always been voiced. This is how we arrived at the point where we have created a red line between Operator

and Regulator. These are to remain separate divisions right up to EXCO, so much so that we now have an EXCO for the regulator and another for the operator. There are however, common service departments that offer skills and services to both divisions those being Human Capital, Legal and Finance. Air Transport comprises of an Operations Unit as well as a Regulatory unit while the Marketing and Communications Department is focusing on the airports, but is all-encompassing in its communication, media and public relations duties. We are confident that these measures will result in effective mitigation of the risk that was identified.

His Majesty the King has decreed a name change for the country from Swaziland to Eswatini. We all hail "Bayethe" for this vision. We have therefore changed our name to Eswatini Civil Aviation Authority but the acronym SWACAA remains our brand identity. We have started a rollout of the new name and shall be doing so in the months ahead in the form of all our brand material and signage.

It is Christmas time, the festive season and once again the end of the year. Very soon it will be the beginning of a new year. We are grateful to the Lord God Almighty for keeping us as a SWACAA family, as members of different households and as individuals in our own right with unique aspirations. I do hope that in every category of our lives, each one of us can relate to some significant progress that has been achieved while looking forward to the promise of another year.

Enjoy your holidays.
Take care and be safe.

A day of jubilation was experienced as officers from four departments of the Eswatini Civil Aviation Authority graduated in Basic Aeronautical Cartography. The participating departments comprised of Aeronautical Information Management (AIM), Air Traffic Control (ATC), Air Navigation Services (ANS) Inspector and Flight Operations Inspector.

This course was for a period of four weeks, which involved training and an examination. Tutorials at King Mswati III International Airport were conducted by the United Aviation Technology Services, an Egyptian Academy.

It is an International Civil Aviation Organisation (ICAO), requirement that every five years, charts must be reviewed. This also applies when there are developments at an aerodrome, such as the construction of an additional runway. An increase in air traffic also requires officers to design new routes that are incorporated into these charts. In the case of a new airport being constructed, charts must be designed according to the details of that airport, hence the need for officers to be equipped for the designing, drawing and tracing of charts.

Charts are also used as a communication tool for pilots, AIM and ATC Officers as they provide information on the airport and flight paths. The various lessons learnt by the officers covered the different types of charts according to their roles and these were classified as:

- ICAO Mandatory Charts
- ICAO Conditionally Required Charts

ICAO Mandatory Charts

These include the Instrument Approach Chart, which provides information necessary for guided landing and avoiding all known obstacles around the aerodrome. Pilots landing at airports are able to bring the aircraft below a particular altitude to see the runway for landing. Other mandatory charts include aerodrome charts, which basically provide a layout of the aerodrome, the taxiways, various buildings and navigational aids in the aerodrome. The aeronautical chart, which contains small-scale maps showing geographical features of the land, hills, roads, lakes, rivers and roads are for en-route flying.

ICAO Conditionally Required Charts

These particular ones comprise of area Charts, which give details of air traffic services routes and aeronautical facilities within the control area. They are used where air traffic services routes or position reporting requirements are complex.

The trained officers will help SWACAA ensure that there is an efficient system of aeronautical chart production for proper guidance to airmen. This is one of the many initiatives taken by the Authority to ensure safe skies.



Approach Procedural Control Officer, Ms Phetsile Dlamini (centre) receiving her certificate from Mr Mohammed Elsalam of United Aviation Technology Services (left) and the Airports Director Mr Bongani Lukhele



Officers pose for a group photo after receiving their certificates

GOOD DEEDS: GIVING BACK TO THE COMMUNITY

The Authority alongside several other organizations once again joined Philani Maswati Charity for the annual Eswatini Biggest Braai. This event forms part of the Authority's Corporate Social Responsibility Programme.

Philani Maswati's noble objectives are there for the Authority to fully associate itself with as they align with its core values. SWACAA staff members brought their barbeque stands and had the opportunity to network with clients and colleagues from various organisations over a feast of meat and pap!

Our lenses captured these moments:



His Royal Highness Prince Lonkhokhela with SWACAA Staff Members



Ladies' corner - SWACAA ladies posing for the camera



SWACAA gentlemen pose for a group picture



Day of fun and laughter - Staff Members mingling



Shisanyama - Staff Members barbequing their meat

SIYANDIZA ESIKHUMULWENI

I have always loved public speaking and I still do. But I never thought that one day I would host a radio programme: never ever!

It always felt good to listen to a radio presenter and absorb the content shared. As a listener of any programme, you are able to criticise the presenter and the content from all angles. But it is a different ball game altogether when as a listener, you now have to be the presenter. Time had come for me to host the Authority's radio program.

Our entry into radio marked a strategic deliverable of local marketing and information dissemination of the Authority's activities. For a start we went for the Voice of the Church (VOC) and were allocated a slot. I thought it was not going to be a problem to host a radio show because I told myself that it is part of public speaking and I love public speaking. Reality hit me like a bucket of ice cold water when I now had to go to the studio to do the first pre-recording on Monday with the Director General Mr Solomon Dube.

The maiden program was to be aired on Thursday from 3pm until 3:30pm. As I walked into the VOC studios with the DG, my body was responding to a lot of emotions. I was under pressure because I had not done this before and to further elevate my anxiety my first guest was the Director General, who graciously agreed to launch the program. He of course is a known natural eloquent speaker whether he is conversing in English or SiSwati and that reality made me break out in a cold sweat!

For a first timer the pre-recording went well and as always, the Director General did not disappoint in his communication skills during the show. We had a conversation more than an interview but truth be told it was not easy. What has since followed from the first episode has been a lot of hard work which entails in-depth preparation for the programme, which aims to disseminate information on the Authority's core business as well as the activities of the Authority. As an Authority we want to personify our brand. Radio is different, it is about pairing a brand with a voice in a way that allows the presenter to speak openly to the listeners.

To reach listeners all it takes is the push of a button. As soon as a station plays the Authority's jingle, everyone listening, from employees tuning in at their desks to

commuters heading in various directions, will immediately hear what the Authority has to say.

A number of episodes have been aired since the launch by the Director General and these have given an overview of the ICAO Annexes, including Annex 1 Personnel Licences; Annex 2 Rules of The Air; Annexes 3&4 - Meteorological Services for International Air Navigation and Aeronautical Charts, Annex 6 - Operation of Aircraft, specifically Air Operators Certificate (AOC) and Foreign Air operator's Permit (FOP)

As the Marketing and Communications Department, we will from time to time be asking departments for contributions and guidance on content and radio interviews. As the programme coordinator, the Communications Unit will be looking to members of staff to make the programme a success. The programme is pre-recorded and we therefore appeal to Head of Departments (HoDs) to be available when asked to assist the Authority disseminate information that will be best articulated by HoDs or any nominee from their department that they may choose. Topics and content will be discussed well in advance for ease of preparations.

We sincerely thank those departments that have worked with us on the show; it has certainly been an amazing experience.

Staff members are invited to tune in to VOC every Thursday from 3pm - 3:30pm and listen to SIYANDIZA.SEKHUMULWENI.



SWACAA's Senior Communications Officer Ms Makhosazana Simelane at Voice of the Church (VOC) studios with Flight Operations Inspector Mr Edgar du-Pont

WHEN A ROCK ACTUALLY ROCKS: WE SURVIVED SIBEBE!

Whoever came up with the old adage “don’t judge a book by its cover” had not taken a moment to stare at this colossal rock. Team SWACAA joined the many organisations that climbed the gigantic granite mountain towering over Pine Valley, known as the Sibebe Rock.

The Authority has been regularly attending this annual twelve kilometres fundraising walk for the past seven years with other participants from both within the Kingdom and neighbouring countries. The purpose of this fundraising walk is to ensure that the Rotary Club of Mbuluzi-Mbabane’s objectives are met and it is their biggest fund-raiser.

Among other charity projects, the funds are used to procure wheelchairs for the disabled, pay school fees for the orphaned vulnerable children and to assist underprivileged communities and schools in providing proper sanitation equipment.

The Rotary Club of Mbuluzi-Mbabane’s intention aligns with SWACAA’s corporate and social responsibility programme and values. The walk also creates an awareness of participants’ physical exercise, team building and brand leverage. As Team SWACAA was getting closer to reaching the rock’s summit, they had the opportunity to appreciate the beauty and splendour of Eswatini from the mountain top. What a country!

The final part was marked by prize giving, staff members feasting and mingling with survivors from other organisations.



Survivors – Team SWACAA at the summit of Sibebe Rock



Team members taking a breather before the summit.



Conquerers – SWACAA team members resting after achieving their goal.



Lunch time - participants enjoying their lunch after conquering Sibebe

CONGRATULATIONS



The Board of Directors, Management and Staff of Eswatini Civil Aviation Authority congratulates Pastor Lindiwe Dlamni on her new position of Senate President.

As you take up the new challenges ahead, may grace and excellence always be yours, Nkhosi.

TOGETHER AS ONE: THINK PINK!

Breast and cervical cancer are among the ten deadliest cancers which remain incurable. In a report delivered by the Ministry of Health's Deputy Director of Health Services, Dr Velephi Okello (Sunday Observer, 28 January 2018, p7) cancer seems to be rising towards being the third most reported disease with new cases annually. Breast cancer occurs mainly in women, but men can get it, too.

With October being declared the International Breast Cancer Month, women are encouraged to undergo screening for breast cancer and cervical cancer.

We are all encouraged to take part in this awareness, let us stop the spread of breast cancer and cervical cancer.



Breast Cancer

Breast cancer occurs when unhealthy cells grow out of control in the breast tissue, and tumours which appear as lumps in the breast may also spread in other parts of the body, such as the lymph nodes under the arms. This is the second most common cancer found in women. Early detection of the disease gives the best chances of survival.



Causes of Breast Cancer	Breast Cancer Symptoms	How to Prevent Breast Cancer
The exact cause remains unclear, but some risk factors make it more likely, some of which are preventable. Causes of breast cancer are: age as the risk increases; genetics - a family history of breast cancer or breast lumps; dense breast tissue; estrogen exposure; body weight; high sugar and alcohol consumption; radiation exposure; hormone treatments, and exposure to pesticides and industrial chemicals.	The most common symptom of breast cancer is a new lump or mass. Other symptoms are the swelling of all or part of a breast (even if no distinct lump is felt), skin irritation or dimpling (sometimes looking like orange peel), breast or nipple pain, nipple retraction (turning inward), redness, scaliness, or thickening of the nipple or breast skin and nipple discharge (other than breast milk). For early detection of breast cancer, self-examination is recommended.	Some of the prevention methods includes limiting alcohol intake to one drink a day, not smoking, controlling weight gain, being physically active, breast-feeding, limiting the dosage and duration of hormone therapy and avoiding exposure to radiation and environmental pollution.

Cervical Cancer

This is a type of cancer that occurs in the cells of the cervix - the lower part of the uterus that connects to the vagina.



Causes of Cervical Cancer	Symptoms of Cervical Cancer	Prevention of Cervical Cancer
Various strains of the human papillomavirus (HPV), a sexually transmitted infection, play a role in causing most cervical cancer. Other causes include multiple sexual partners, early sexual activity and sexually transmitted infections (STIs) - such as chlamydia, gonorrhoea, syphilis and HIV/AIDS, which all increase one's risk of HPV.	Early-stage cervical cancer generally produces no signs or symptoms. Signs and symptoms of more advanced cervical cancer include vaginal bleeding after intercourse, between periods or after menopause; watery, bloody vaginal discharge that may be heavy and have a foul odour, and pelvic pain or pain during intercourse.	To prevent cervical cancer a pap smear test is recommended. Other prevention measures are having an HPV vaccine, testing for HPV, not smoking and using a condom during intercourse.

EQUIPPED FOR THE FUTURE:

WOMEN'S EMPOWERMENT CONFERENCE 2018

Ladies from SWACAA attended the third Women's Empowerment Conference, which was themed "A Woman's Emancipation will Surpass any Circumstances".

The conference was held at the Mavuso Trade Centre in honour of Women's Month with the main objectives to share knowledge and reinforce the strength and capabilities of a woman despite the challenges they encounter; to contribute to the welfare of the lives of Eswatini women regardless of their economic and social background; to be resourceful citizens; to disregard fear as women live their

lives; and to expose them to the realities and resources for enhancing their lives.

The conference featured an array of esteemed local speakers: Pastor Zanele Shongwe from Divine Healing Ministries, Gcebile Dlamini a Human Resources Practitioner and Nosipho Simelane-Dlamini an engineer by profession currently pursuing a Master's degree at the University of Stellenbosch, Cape Town, South Africa. Pastor Zanele Shongwe, who is a seasoned farmer and co-founder of the Divine Healing Ministries Church spoke on the topic 'Utilise your Talent and be Resourceful'. She shared her past experiences from selling vegetables to graduating to being on a small scale entrepreneur. Pastor Zanele encouraged women not to rely on their monthly



income but also be business minded, which can be achieved through a self-introspection on the skills that they possess.

Ms Dlamini, mother, wife, music lover and an avid reader and music lover, motivated women using the theme 'Women Seizing the Moment in the Workplace and Beyond'. Gcebile spoke on the importance of being assertive and focused in the workplace. Finally Ms Simelane spoke to the participants about 'Smashing the Glass Ceiling'. She shared her experience that whilst studying for her Master's degree at Stellenbosch she was the only black female student in a white, male dominated class. Regardless of that and being away from home, she continued to work hard, such that she finally earned respect from other students. She highlighted the importance of women upgrading themselves and being go-getters.

The event ended with the ladies mingling and networking. One of SWACAA's employees, Ms Nozipho Mkhathshwa appreciated being part of the event. "My career is male dominated and as women we need to be constantly reminded that we have the same capabilities as men. I have greatly much benefited from this seminar", she said.

WHAT AN HONOUR: A FOND FAREWELL TO TELEPHONE AND LYDIA!



Mr Telephone Dlamini
in a jovial mood

"Goodbye" is one of the hardest things to say to someone who has played a very crucial role in an organization.

However, we rejoice knowing that they are in good spirits as they retire gracefully.

SWACAA takes this opportunity to give a warm goodbye to our fellow employees Mr Telephone Dlamini and Ms Thandi Lydia Shabangu who have left us for retirement. Let us take this opportunity to express the organization's profound gratitude for their hard work, and the great times we have had working with them.

Telephone and Thandi joined SWACAA in 2012 from the Department of Civil Aviation (DCA). They were employed by SWACAA as Principal Maintenance Officer and Aerodrome Reporting Officer respectively.

Telephone was responsible for the managing and coordination of all transportation matters within the organisation, a job he performed with dedication, commitment and knowledge.

Lydia on the other hand was part of a team that facilitates the smooth flow of information and/or digital data for safety, regularity, and efficiency of international air navigation.

Her role included receiving and transmitting specified aeronautical information/ digital data such as Notice to Airmen (NOTAM) and Air Traffic Service (ATS) messages through the Aeronautical Fixed Telecommunications Network (AFTN), Aeronautical Information Publication (AIP) and other aviation related publications.

It has been a blessing to have them both in the organisation and we all wish them a great and bountiful life to come!



Ms Thandi Lydia Shabangu



marketing@swacaa.co.sz
info@swacaa.co.sz
+268 2333 5370/+268 2333 5000

www.swacaa.co.sz