



SEYCHELLES LAND TRANSPORT AGENCY

STRATEGIC PLAN 2025-2029 (SLTA SP 25 -29)



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Executive Summary

The **Seychelles Land Transport Agency (SLTA) Act (2009)** was enacted on the 12th January 2009 stipulating that SLTA has the mandate to provide and promote an efficient and adequate land transport system, which includes land transport services and infrastructure.

Under the Act, SLTA is a corporate body that functions to:

1. Assist in the formulation of national land transport policies
2. Implement land transport policies and projects and ensure compliance with regulatory frameworks
3. Manage and implement land traffic management measures and services
4. Promote and implement land traffic management measures and services
5. Facilitate mobility by improving access to land transport
6. Implement programs and projects relating to land transport infrastructure and collaborate with relevant agencies in the implementation of those programs and projects
7. Oversee the performance of contracts relating to land transport infrastructure developments;
8. Aim for environmental sustainability in the implementation of land transport activities;
9. Participate in meetings, seminars and discussions relating to land transport at national, regional and international level;
10. Perform such other functions that the Minister may, by Order published in the Gazette, prescribe.



Vision Mission

Vision

To be a leader organization that provides land transport infrastructure to fully meet national expectations and international standards

Mission

To provide and manage land transport infrastructure and related services in an efficient, safe, reliable and sustainable manner by implementing the national land transportation plans to meet the growing needs of the Seychellois society.





Mrs Syldovia Larue
SLTA Site Supervisor

2025 Medal of Honour recipient
In recognition of 40+ years of
service in road infrastructure
development

Our Guiding Principles

We value:



Good operational practices

We are committed to provide an excellent service delivery displaying a high level of professionalism and innovativeness by efficient management of resources in all operational aspects.



Good ethical and moral practices

We relish trust, respect, honesty, accountability, confidentiality and integrity, and comply with the laws and regulations.



Teamwork

We work as a team by supporting and sharing of experiences with one another to achieve our organizational goals.



Staff as our greatest asset

We treat all our employees with fairness and respect; promoting and providing equal opportunities for staff development.



Stakeholders

We are committed to strengthen governmental, public and private partnerships by providing excellent service delivery and remaining sensitive to stakeholders needs.

The Guiding principles were developed by our employees to clearly articulate the principles that guide our behavior and the vision that will shape our future.



Our Strategic Imperatives



1

Strive to provide excellent service delivery with a high level of professionalism and remain highly proactive to the needs of its customers and stakeholders.

2

Continue to strive to bring greater equity at the work place whilst remaining sensitive to the developmental needs of all its employees.

3

Strive to provide its workforce with modern technology to be highly efficient and productive in service delivery.

4

Strive to efficiently manage its finances and resources in a transparent and accountable manner to maximize output.

5

Strive to build excellent rapport and relationship with its strategic partners and the wider public to enhance coherence and networking.

6

Be guided by internal and external policies and procedures to ensure good governance.

Priority Areas

5 year plan

1	Resurfacing of Primary and secondary roads where required depending on the available resources.
2	Victoria Traffic Management projects
3	Complete maintenance of Providence Highway (which will include resurfacing, guard rails , road markings, traffic signs and streetlights.
4	Construction of footpaths along primary roads
5	Construction of overhead footbridges in key areas
6	Signalizing of junctions and pedestrian crossings
7	Installation and commissioning of a modern traffic control room (integration of up to date IT into traffic management)
8	Pt Larue 3rd Lane continuation
9	Construction of multi-story car parks
10	New bridge construction near Pangia Beach

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- 11 Construction of new secondary roads to serve small communities
 - 12 Widening of Primary and secondary roads to improve traffic circulation
 - 13 Installation of new streetlights
 - 14 Maintenance of footpaths in greater Victoria
 - 15 Installation of new and maintenance of existing crash barriers
 - 16 Installation and maintenance of road signs, mirrors and markings
 - 17 Implement various engineering solutions to improve road safety
 - 18 Construction and maintenance of bus shelters and laybys
 - 19 Construction and maintenance of roadside drains
 - 20 Maintenance of bridges
 - 21 Upgrading and acquisition of necessary plants and equipment
 - 22 Staff Capacity building

(S.W.O.T) Analysis

Strengths, Weaknesses, Opportunities, Threats

The Seychelles Land Transport Agency operates under the influence of external and internal factors for success and progress in the aspiration to cater for the maintenance and management of the public road network of Seychelles.

Variations in the economic, political, physical and social landscape either exert stress on or provide a conducive environment for the agency to attain the set objectives on its 5 year Strategic Plan.

By incorporating these additional goals and objectives, the Seychelles Land Transport Agency can ensure the development of a sustainable, efficient, and collaborative land transport system that meets the needs of the population while minimizing environmental impact.



Strengths

- a) **Skilled Workforce:** The SLTA has a team of qualified professionals with expertise in road engineering, traffic management, and transportation planning.
- b) **Comprehensive Infrastructure:** The agency already possesses a network of roads and transportation infrastructure, providing a solid foundation for development.
- c) **Innovative Technology Adoption:** The SLTA has shown a commitment to integrating modern technology into traffic management, as evidenced by the intention to establish a modern traffic control room.
- d) **Financial Stability:** A history of sound financial management and budget allocation ensures the availability of funds for crucial projects.
- e) **Capacity Building Initiatives:** Ongoing staff training programs contribute to the professional development and competence of the workforce.

Opportunities

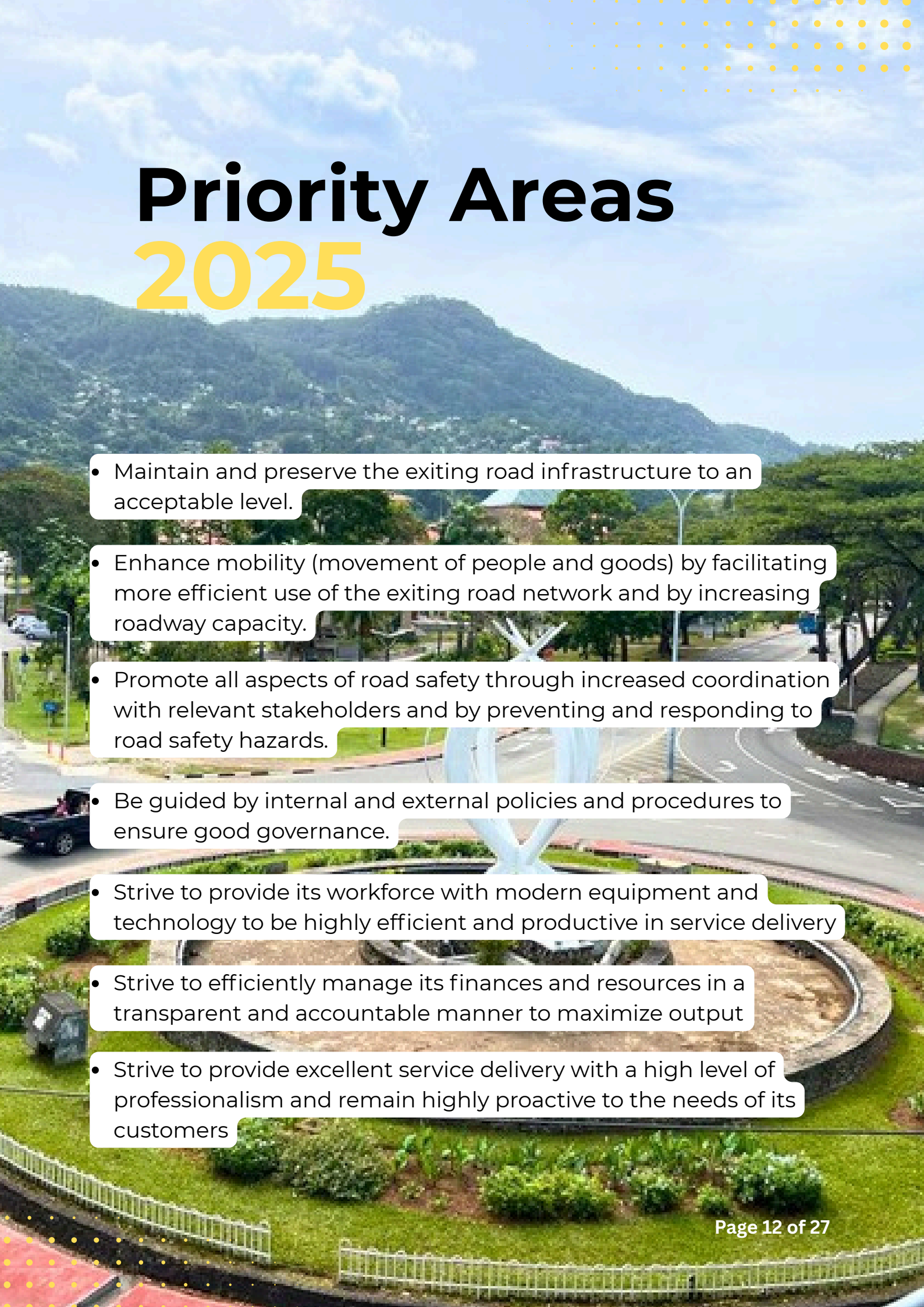
- a) **Government Support:** Continued support from the government can provide additional funding and resources for ambitious projects.
- b) **International Collaboration:** Partnerships with international organizations and other countries can bring in expertise, technology, and financial aid.
- c) **Green Transport Initiatives:** Growing global interest in eco-friendly transportation provides an opportunity for Seychelles to adopt sustainable practices.
- d) **Tourism Growth:** Given Seychelles' reliance on tourism, improving transportation infrastructure can enhance the overall visitor experience and support economic growth.
- e) **Technological Advancements:** Embracing emerging technologies in transportation, such as AI in traffic management and smart infrastructure, can improve efficiency and sustainability.

Weaknesses

- a) **Limited Resources:** Despite financial stability, there may be limitations in resources for extensive infrastructure projects and maintenance.
- b) **Bureaucratic Processes:** Internal and external bureaucratic procedures might slow down decision-making and project implementation.
- c) **Dependency on External Suppliers:** Reliance on external suppliers for technology, equipment and raw materials might lead to delays and dependencies.
- d) **Existing Infrastructure Issues:** Some existing infrastructure might require significant upgrades or renovations, posing challenges for funding and efficient traffic management.
- e) **Limited Public Awareness:** A lack of public awareness regarding the agency's initiatives and plans might hinder community collaboration.

Threats

- a) **Climate Change Risks:** Seychelles is vulnerable to climate change, and extreme weather events could damage infrastructure and disrupt transportation systems.
- b) **Economic Uncertainty:** Economic downturns or disruptions can impact funding availability for transportation projects.
- c) **Political Instability:** Political changes and instability may affect the continuity of long-term transportation plans.
- d) **Resource Scarcity:** Limited availability of construction materials or skilled labor could hinder project implementation.
- e) **Increased Traffic Congestion:** As Seychelles continues to develop, increased traffic congestion might become a significant challenge without proactive management.



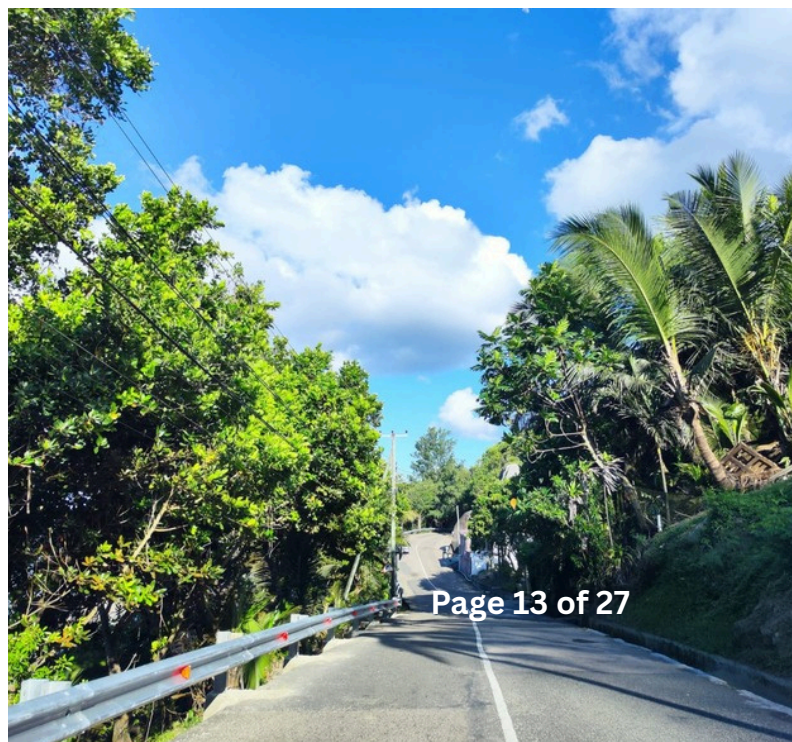
Priority Areas 2025

- Maintain and preserve the exiting road infrastructure to an acceptable level.
- Enhance mobility (movement of people and goods) by facilitating more efficient use of the exiting road network and by increasing roadway capacity.
- Promote all aspects of road safety through increased coordination with relevant stakeholders and by preventing and responding to road safety hazards.
- Be guided by internal and external policies and procedures to ensure good governance.
- Strive to provide its workforce with modern equipment and technology to be highly efficient and productive in service delivery
- Strive to efficiently manage its finances and resources in a transparent and accountable manner to maximize output
- Strive to provide excellent service delivery with a high level of professionalism and remain highly proactive to the needs of its customers



Goal 1:

Infrastructure Development and Maintenance



Objective 1: Resurfacing of Primary and Secondary Roads

Actions:

1. Conduct a comprehensive assessment of road conditions to determine resurfacing priorities based on available resources.
2. Develop a prioritized plan for resurfacing projects, considering traffic volume, road condition, and strategic importance.
3. Allocate resources efficiently to ensure the timely completion of resurfacing projects.
4. Monitor and evaluate the quality of resurfacing work to maintain high standards.

Objective 2: Complete Maintenance of Providence Highway

Actions:

1. Conduct a detailed assessment of Providence Highway to identify necessary maintenance requirements.
2. Develop a comprehensive maintenance plan that includes resurfacing, guard rails, road markings, traffic signs, and streetlights.
3. Implement the maintenance plan in a phased manner, ensuring minimal disruption to traffic flow.
4. Regularly inspect and maintain Providence Highway to ensure its optimal condition.

Objective 3: Construction of Footpaths along Primary Roads

Actions:

1. Identify primary roads with high pedestrian activity and assess the need for footpaths.
2. Develop a prioritized plan for constructing footpaths, giving priority to areas with significant pedestrian traffic.
3. Secure funding for footpath construction through budget allocation or seeking external funding sources.
4. Collaborate with relevant stakeholders, including local communities, to ensure footpath construction meets their needs.
5. Monitor and maintain footpaths to ensure safety and usability.

Objective 4: Construction of Overhead Footbridges in Key Areas

Actions:

1. Identify key areas with high pedestrian traffic and road crossing challenges.
2. Conduct feasibility studies and design suitable overhead footbridges for those areas.
3. Secure funding for the construction of overhead footbridges.
4. Collaborate with relevant stakeholders, including local communities, to ensure the location and design of footbridges meet their needs.
5. Regularly inspect and maintain footbridges to ensure safety and functionality.

Objective 5: Maintenance and Upgrading of Existing Bridges, Culverts, and Drainage Infrastructure

Actions:

1. Conduct regular inspections, condition assessments, and prioritization of maintenance and upgrading systems to ensure structural integrity and functionality.
2. Implement maintenance and rehabilitation programs to address identified defects, improve load-bearing capacity, and enhance climate resilience of existing structures.
3. Integrate environmentally sustainable design principles in all maintenance and upgrading activities, ensuring protection of natural waterways and minimising environmental impact.
4. Develop and maintain an updated inventory and database of bridge, culvert, and drainage infrastructure for effective planning and monitoring.



Goal 2:

Traffic Management
and Safety
Enhancement





Objective 1: Signalizing of Junctions and Pedestrian Crossings

Actions:

1. Identify junctions and pedestrian crossings that require signalization based on traffic volume, accident data, and pedestrian activity.
2. Develop a prioritized plan for signalization projects, considering the urgency and impact on traffic flow.
3. Install traffic signals and pedestrian crossings according to the plan, adhering to international standards and guidelines.
4. Regularly maintain and update signalized junctions and pedestrian crossings.

Objective 2: Installation and Commissioning of a Modern Traffic Control Room

Actions:

1. Assess the existing traffic control infrastructure and identify the need for modernization.
2. Develop a plan for the integration of up-to-date IT solutions into traffic management, including the establishment of a modern traffic control room.
3. Acquire and install necessary hardware and software for traffic monitoring, data analysis, and control.
4. Train staff on the use of the new technology and establish protocols for efficient traffic management.
5. Monitor the traffic control room's performance and make necessary improvements to optimize operations.

Objective 3: Implementation of Various Engineering Solutions for Road Safety

Actions:

1. Conduct a comprehensive road safety audit to identify areas of improvement.
2. Develop and implement engineering solutions, such as speed calming measures, crash barriers, road markings, and signage enhancements, to address identified safety concerns.



Goal 3:

Enhancing Public
Transportation
Infrastructure and
Services





Objective 1: Construction and Maintenance of Bus Shelters and Laybys

Actions:

1. Identify key bus stops and terminals that require construction or improvement of shelters and laybys.
2. Develop a plan for the construction or upgrade of bus shelters and laybys, considering passenger demand and safety.
3. Collaborate with local authorities and transport operators to ensure the optimal placement and design of bus shelters and laybys.
4. Regularly inspect and maintain bus shelters and laybys to ensure passenger comfort and safety.

Objective 2: Construction of Multi-Storey Car Parks

Actions:

1. Assess areas with high parking demand, particularly near to Victoria town and popular destinations.
2. Identify suitable locations for the construction of multi-storey car parks, considering land availability and accessibility.
3. Develop a detailed plan for the construction of multi-storey car parks, including design, funding, and construction timeline.
4. Collaborate with relevant stakeholders, including local authorities and private sector partners, to secure funding and implement the construction projects.
5. Regularly maintain and manage the multi-storey car parks to ensure efficient operation and customer satisfaction.

Objective 3: Construction of New Primary and Secondary and Access Roads to Serve Communities

Actions:

1. Identify Priority Areas for New Road Construction:
 - o Conduct assessments to identify communities with inadequate road access or poor connectivity to main roads.
 - o Prioritize areas based on population size, economic activity, social services accessibility, and development potential.
2. Develop Road Design and Construction Plans:
 - o Prepare detailed engineering designs for new secondary and access roads that meet SLTA's technical and environmental standards.
 - o Incorporate provisions for drainage, pedestrian paths, and safety features during the design phase.
3. Implement Construction in Phases:
 - o Schedule construction works based on funding availability and strategic importance.
 - o Ensure quality assurance through regular site supervision and adherence to SLTA construction standards.
4. Monitor and Maintain Newly Constructed Roads:
 - o Establish maintenance schedules for new roads to prevent premature deterioration.
 - o Conduct periodic reviews to assess the effectiveness of new roads in improving community access and connectivity.



Objective 4: Improvement and Upgrading of Existing Roads

Actions:

1. Conduct Comprehensive Road Condition Surveys:

- o Undertake regular inspections and pavement condition assessments to identify roads requiring rehabilitation, widening, or safety improvements
- o Prioritise roads with heavy traffic volumes, safety concerns, or structural wear.

2. Develop a Road Improvement and Rehabilitation Plan:

- o Prepare detailed plans outlining short, medium, and long-term rehabilitation projects.
- o Focus on road sections that require widening, resurfacing, and structural reinforcement to enhance durability and traffic flow.

3. Implement Road Upgrading Works:

- o Execute widening, surfacing, and pavement strengthening works in accordance with engineering standards.
- o Incorporate pedestrian walkways, improved drainage systems, and upgraded signage to improve safety and usability.

4. Integrate Road Safety Enhancements:

- o Install proper road markings, guardrails, mirrors, and street lightning to enhance visibility and reduce accident risks.
- o Introduce speed control measures such as traffic calming devices where necessary.



Goal 4:

Organizational Development and Capacity Building





Objective 1: Staff Capacity Building

Actions:

1. Identify skill gaps and training needs among SLTA staff.
2. Develop a comprehensive training and development plan to enhance staff competencies in areas such as road infrastructure management, plant operators, traffic engineering, and transport planning.
3. Provide regular training programs, workshops, and seminars to enhance staff knowledge and skills.
4. Establish partnerships with educational institutions and professional organizations to access specialized training resources.
5. Monitor the effectiveness of training programs and evaluate staff performance improvements.

Objective 2: Upgrading and Acquisition of Necessary Plants and Equipment

Actions:

1. Conduct an inventory of existing plants and equipment used for road maintenance and infrastructure development.
2. Assess the condition and functionality of the equipment and identify areas for improvement or replacement.
3. Develop a procurement plan to acquire necessary plants and equipment, considering budget constraints and technological advancements.
4. Collaborate with relevant stakeholders to secure funding and acquire the identified plants and equipment.
5. Regularly maintain and upgrade the acquired plants and equipment to ensure optimal performance and longevity.



Goal 5:

Infrastructure Resilience and Disaster Preparedness





Objective 1: Integration of Climate-Resilient Infrastructure

Actions:

1. Conduct a climate vulnerability assessment to identify areas prone to extreme weather events and natural disasters.
2. Develop engineering standards and guidelines for constructing and upgrading infrastructure to withstand climate-related challenges.
3. Prioritize the construction of counter/ protection measures in areas vulnerable to flooding and other environmental risks.
4. Collaborate with environmental agencies to integrate eco-friendly features into infrastructure projects, such as green roofs and permeable pavements.
5. Improve the emergency response plan to address infrastructure damage during disasters, ensuring quick rehabilitation and minimal disruption.

Objective 2: Regular Maintenance of Infrastructure for Longevity

Actions:

1. Implement a preventive maintenance program for bridges, car parks, guard rails, streetlights, drainages and surfaced roads to extend their lifespan.
2. Conduct regular inspections of infrastructure to identify signs of wear and potential issues.
3. Allocate resources for ongoing maintenance, including repairs, repainting, and structural assessments.
4. Establish partnerships with engineering firms and research institutions to stay updated on innovative maintenance practices.
5. Promote community awareness on the importance of reporting infrastructure issues promptly to facilitate timely repairs.

An aerial photograph of a waterfront area. In the foreground, a multi-lane asphalt road curves from the bottom left towards the right. A blue car is visible in the bottom left corner, and a red car is in the middle of the road. To the left of the road is a green field with a white fence. To the right of the road is a body of water with several small boats docked. In the background, there are buildings and more boats. The text "Goal 6:" is overlaid in large yellow font on the left side of the image.

Goal 6:

Smart Technology Integration for Enhanced Transportation



Objective 1: Utilization of Intelligent Streetlights and Roadside Sensors

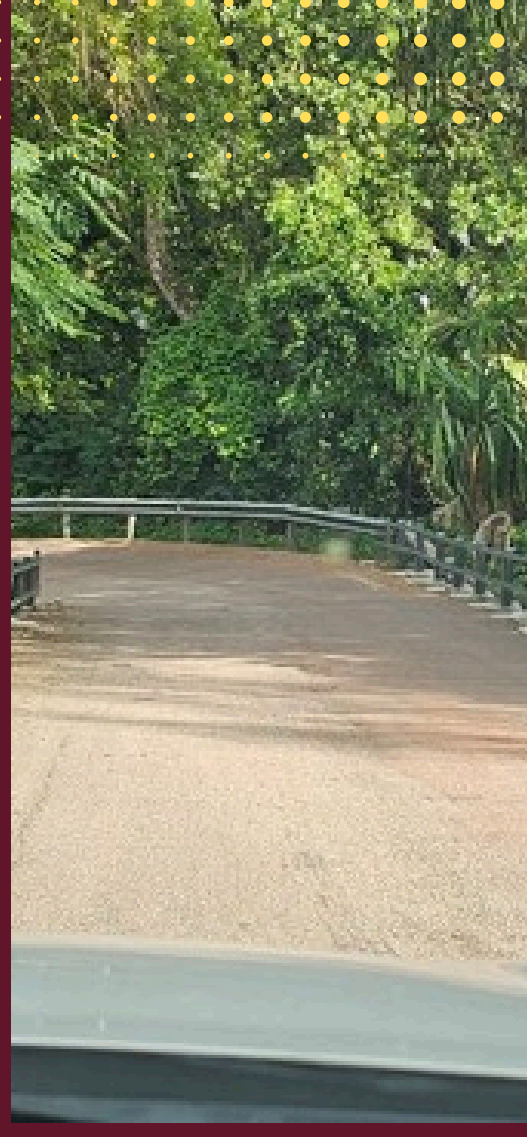
Actions:

1. Develop a plan for the installation of smart streetlights using energy-efficient technologies and motion sensors.
2. Integrate roadside sensors to monitor traffic flow, detect congestion, and provide real-time data for traffic management.
3. Collaborate with technology companies to implement adaptive lighting systems that respond to traffic patterns and weather conditions.
4. Establish a centralized monitoring system for streetlights and sensors in the modern traffic control room.
5. Regularly update and maintain smart technologies to ensure optimal performance and reliability.

Objective 2: Digital Mapping and Traffic Optimization

Actions:

1. Implement digital mapping systems to provide real-time traffic information to commuters.
2. Develop and deploy intelligent traffic management algorithms to optimize signal timings and improve traffic flow.
3. Collaborate with app developers to integrate traffic data into navigation applications for public use.
4. Establish partnerships with telecommunications companies to enhance communication infrastructure for data transfer.
5. Train staff on the use of advanced traffic management software and technologies, ensuring a seamless integration into daily operations.





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