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Tool for the evaluation of Performance of Veterinary Services

oie PVS Tool

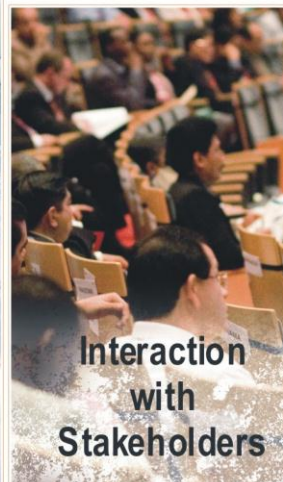
PVS Evaluation Report



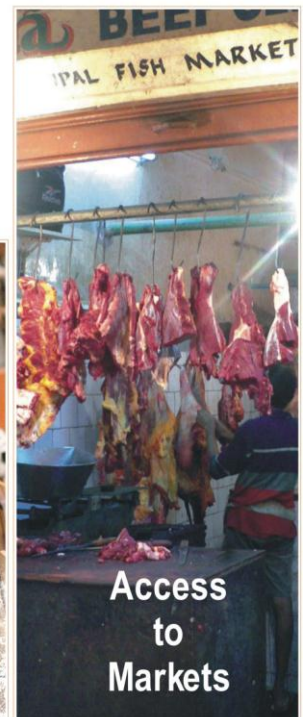
**Human, Physical
and Financial
Resources**



**Technical
Authority and
Capability**



**Interaction
with
Stakeholders**



**Access
to
Markets**

July
2011

Seychelles

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OIE PVS EVALUATION REPORT OF THE VETERINARY SERVICES OF SEYCHELLES (July 2011)



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Disclaimer

This evaluation has been conducted by an OIE PVS Evaluation Team authorised by the OIE. However, the views and the recommendations in this report are not necessarily those of the OIE.

The results of the evaluation remain confidential between the evaluated country and the OIE until such time as the country agrees to release the report and states the terms of such release.

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List of acronyms, abbreviations and/or special terms

AAHS	Aquatic Animal Health Service
ADB	African Development Bank
AI	Avian Influenza
AU-IBAR	African Union – Interafrican Bureau for Animal Resources
CE	Continuing Education
CEO	Chief Executive Officer
CIRAD	Centre de coopération internationale en recherche agronomique pour le développement
COMESA	Common Market for Eastern and Southern Africa
CVO	Chief Veterinary Officer
DOC	day-old-chicks
DVS	Director of Veterinary Services
EU	European Union
FAO	Food and Agriculture Organization (United Nations)
FCT	Fonds de Coopération Territoriale (Ile de la Réunion, France)
FIQCU	Fish Inspection and Quality Control Unit
FMD	Foot and Mouth Disease
FVO	Food and Veterinary Office of the European Commission (EU)
GDP	Gross Domestic Product
GEF	Global Environment Facility (Financial Mechanism for several global conventions)
GOS	Government of Seychelles
HPAI	Highly Pathogenic Avian influenza
IBD	Infectious Bursal Disease (Gumboro Disease)
IBDV	Infectious bursal disease virus (Gumboro virus)
IDC	Island Development Company
IMF	International Monetary Fund
IOC	Indian Ocean Commission (COI in French)
IOT	Indian Ocean Tuna
ISO	International standards Organisation
LC/MS	Liquid Chromatography / Mass Spectrometry
MDGs	Millennium Development Goals
MENRT	Ministry of Environment, Natural Resources and Trade
MINRI	Ministry of Investment, Natural Resources & Industry
MoE	Minister of Education
MoH	Ministry of Health
MoHSS	Ministry of Health and Social Services
MOU	Memorandum of Understanding
NatCoF	National Consumer Forum
NGO	Non-governmental Organization
ND	Newcastle Disease
OIE	World Organisation for Animal Health
OIE PVS	OIE Performance of Veterinary Services Evaluation Tool
OVI	Ondestepoort Veterinary Institute (South Africa)
PACE	Pan-african Program for the Control of the Epizootics / Programme Panafricain de Contrôle des Epizooties
PAHS	Plant and Animal Health Services
PHL	Public Health Laboratory
PHO	Public Health Officer
PVO	Principal Veterinary Officer
QA	Quality Assurance
RA	Risk Analysis
RECOMAP	Regional Coastal management Programme of the Indian Ocean Countries
RVF	Rift valley Fever
SAA	Seychelles Agricultural Agency
SADC	Southern African Development Commission
SBP	The Seychelles Biosecurity project

SBS	Seychelles Bureau of Standards
SCP	Secretariat of the Pacific Community
SeyFA	Seychelles Farmers Association
SFA	Seychelles Fishing Authority
SFC	Seychelles Farmers Cooperative
SMB	Seychelles Marketing Board
SMCA	Seychelles Medicines Control Act
SOPs	Standard Operating Procedures
SPC	Secretariat of the Pacific Community
SPS	Sanitary and Phytosanitary Agreement of the WTO
SR	Seychelles' Rupees
SSPCA	Seychelles Society for Prevention of Cruelty in Animals
SVS	Seychelles Veterinary Services
UN	United Nations
UNDP	United Nations Development Programme
VO	Veterinary Officers
VPH	Veterinary Public Health
VPHO	Veterinary Public Health Officer
VS	Veterinary Services
VSB	Veterinary Statutory Body (see OIE Code definition)
WHO	World Health Organisation
WSPA	World Society for the Protection of Animals
WTO	World Trade Organisation

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EXECUTIVE SUMMARY

I.1 Introduction

At the request of the Government of Seychelles, the evaluation of the Seychelles's Veterinary Services (SVS) was conducted in July 2011, from 11th to 22nd, by a team of three OIE certified experts, using the OIE Tool for the Evaluation of Performance of Veterinary Services (OIE PVS Tool¹).

The objectives of an OIE PVS evaluation is to assist countries to establish their current level of performance, form a shared vision, establish priorities and carry out strategic initiatives. The evaluation aims to give a picture of the VS level of compliance with the OIE international standards at the time of the mission. It is a collaborative process. There is no judgement; it is not an audit. The present report is the property of the Seychelles Government that will decide how to use and release it.

The OIE PVS Tool comprises four fundamental components (*Human, physical and financial resources; Technical authority and capability; Interaction with stakeholders; Access to markets*) that encompass 46 critical competencies, for each of which five qualitative levels of advancement are described. The objective of a country is not to comply with higher level for each critical competency, but to assess how far the country organisation allows fulfilling its national policy and international commitments.

The parameters of the mission have included services in charge of terrestrial animals and animal products control (SVS, MoH) (the reference being the “*OIE Terrestrial Animal Health Code*”) and the service in charge of fish and fish products control (FIQCU). As there is almost no aquaculture in the Seychelles (all fishes are harvested from the wild), the “*OIE Aquatic Animal Health Code*” was not applicable (there is no Aquatic Animal Health Service as such in Seychelles at this time).

The Seychelles' context: some key elements with regards to the OIE-PVS mission.

- Seychelles Membership to OIE is very recent (2010); the country is seeking WTO membership (target: 2014): the OIE-PVS evaluation took place at a time when the country is formally entering the international scene and therefore seeks to ensure compliance with international standards.
- The Governmental strategy focuses on the need to improve food security and notably the need to enhance self-sufficiency in poultry and pig production. Together with the on-going liberalization of the economy, the Government continues to strongly support national livestock production.
- A “Mariculture Master Plan” is in progress to develop a new economical sector. Currently, aquaculture activities belong to the past and the future.
- Important reforms are in progress in all domains, notably due to the 2008 crisis and the IMF intervention. Regarding VS activities, the Seychelles Biosecurity Project (SBP) proposes to reorganize the sector significantly, in particular the animal health legislative framework. The SBP purpose is to revise all the legislation and the management of border control (including control between islands). Animal health legislation is therefore part of its duty. Nevertheless the SAA (governmental agency) will be in charge to implement and update it.
- The country considers itself as having a historically favourable animal health status, being an island, protected by the surrounding seas and strict border controls. However, some contagious diseases are present and considered to be endemic, e.g.

¹ Available at http://www.oie.int/eng/oie/organisation/en_vet_eval_tool.htm?e1d2

Gumboro and Marek's diseases in poultry. The status of neighbouring countries could be a concern (Rift Valley Fever, Classical Swine Fever, Newcastle diseases, Foot and Mouth Disease...) as increasing threats linked with tourism and globalization, ...

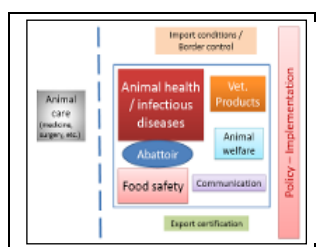
- Last but not least, the all country is under very strict budget constraints.

The concept of Veterinary Services

As there is currently only one private veterinary practitioner, the Seychelles' VS are in charge of all the activities linked to the veterinary profession, including:

- general health care (medicine, surgery, nutrition, reproduction, etc.) to companion and farm animals (these activities would usually be provided by private veterinarians in countries where private practice is developed);
- official duties of a statutory nature falling under the responsibility of Governments according to the *OIE Code* such as: control and prevention of contagious diseases (notifiable diseases) including zoonosis; animal welfare policy; animal products, food safety (consumer protection); international certification for export; negotiation of import conditions and border controls; etc.

In Seychelles, the official duties mainly comprises import controls for meat, edible offals and hatching eggs and the import control for dogs and cats (including quarantine) - plus export control for dogs and cats and stray dogs controls. They represent only small percentage of the total work-time. Control of contagious animal diseases is a relatively under-developed activity.



→ In the framework of this OIE-PVS evaluation, it was difficult to focus only on official tasks, as activities within the SVS were often closely linked, especially when considering resources, workforce...

I.2 Main strengths

- There is a strong and clear chain of command.
- Most of the personnel are motivated.
- The team is diverse (range of ages, place of study, experience, expertise).
- The team manager promotes continuous improvement.
- Interactions within the SAA and with other Government bodies are well established.
- Interaction with stakeholders (Seychelles Farmers' Association, SSPCA) is well established and provides for two way communication.
- An effective network has been established between farmers and various government bodies that make regular visits on farm.
- SVS are involved in various projects at the regional level and the CVO is very aware of the international context...

I.3 Key messages

Five key messages have been identified in the framework of the mission.

1. An Animal Health Strategy

Despite, or due to, the good animal health status in the Seychelles, there is currently no systematic approach regarding contagious animal disease and animal health issues², limited knowledge of the current disease situation, and no shared strategy for the future. A likely reason for this situation is that the Seychelles does not export any livestock or terrestrial animal products, and therefore there has been no driver to identify the animal health status of the country. However, things are changing and projects are being carried out at the regional level.

Recommendation:

A comprehensive Animal Health Strategy for contagious diseases (or Road Map) should be developed, in collaboration with all stakeholders (MoH, SeyFA...), to set up priorities (which disease to deal with, to achieve what, why, when...), involving a cost-benefits analysis. Taking into account the regional and global context, this strategy will identify national needs and purposes.

The Strategy should identify which diseases (if any) should be the focus of preparedness and contingency plans, identification and traceability needs, etc.

2. Legislation reviews

Most of the Acts SVS are working with are out of date but are currently under review (Animal Act, Pharmacy Act, Prevention of Cruelty to Animals Act). This is a positive situation but it is important that the implementation of the new Acts is handled carefully to ensure all people working under these Acts are well trained in their responsibilities.

Recommendations:

OIE Guidelines on Veterinary Legislation³⁴, should be considered when drafting the revised Acts, in particular the Biosecurity Act, to ensure legislation is suitable for now and the future.

Coordination should be organised to ensure coherence between all the Acts under review (Biosecurity Act, Food Act, Medicine Act and Animal Welfare Act), so as to avoid both gaps and duplications.

Consideration should be given as to the **consequences of the revised legislation for the VS**, e.g. resources required, needs for training...

The implementation phase of the new legislation should be well planned to ensure that the new Acts **come into effect in an effective manner**. For example, enforcement and compliance will require prior participation of stakeholders to its current revision, awareness raising of stakeholders and strong support from the Government.

3. Border control

Legislation for the importation of animal products is not risk based, for example import permits and conditions are only required for meat, edible offals and hatching eggs, and are not required for other “risk goods”, e.g. processed meat products, dairy products.

² No structured national disease surveillance system, no formal network for early detection, no procedures for early warning...

³ For a few years, the OIE is working on guidelines to support members to improve their veterinary legislation. This relatively new area came out because, as the Seychelles, many of the OIE members have an out-dated legislation.

⁴ Available at <http://www.oie.int/en/support-to-oie-members/veterinary-legislation/veterinary-legislation-resources/>

VS have not developed sufficient written procedures for official duties, in particular border inspection, to guide decision-making and ensure consistency in decision-making.

There is little awareness of the risk based decision making approach. There is no documentation of decision-making in the development of import health conditions.

There is inconsistency in the clearance procedures for 'animal products' at the airport and the seaport, and airline passengers. Inspection facilities are inadequate. The Plant Inspection Officers who are responsible for the clearance of 'animal products' at the airport are not under the direct responsibility of the CVO. There are no mechanisms for the prosecutions of offenders. Only minimal controls are in place for airline passengers, due to a lack of legislation.

The border is a critical control point and requires good co-ordination between various government bodies.

Recommendations:

The legislation regarding **restricted goods** should be reviewed to take into account all 'risk' animal products.

The overall organisation for import controls and clearance should be reviewed to clarify who does what and who is **responsible** for what (Note: this is to be addressed under the SBP).

Written Standard Operating Procedures (**SOPs**) should be developed. All staff should be trained in areas of relevant responsibility.

A **risk profiling approach** to inspection and compliance should be developed to optimise resource allocation.

Risks associated with the **passenger pathway** should be reviewed.

4. Farm to fork approach

The modern approach in food safety is based on the so called “farm to fork” approach, which considers interactions during all the stages of the food chain.

The slaughterhouse is a point of intersection for much information relevant to animal health, food safety and animal welfare. In particular, information and data of interest for animal health policy can be collected in a formal way and/or informally. In practise, the key link between animal health and food safety occurs at the only slaughterhouse in the Seychelles. Here, inspection is done by Public Health Officers from the MoH and there is no formal link to VS who are in charge of animal health. Poor hygiene conditions exist at the slaughterhouse and there is a failure in the system for decision-makers to recognise the possible consequences of this situation on human health and tourism.

Recommendations:

At the slaughterhouse, the VS and Public Health Officers should develop a more formal working relationship which may include sharing of relevant information and documentation of roles and responsibilities. Systematic official coordination procedures should enable the VS to access to routine information from the slaughterhouse that they can utilise to monitor and improve the on-farm phase of animal health.

Slaughtering conditions should be improved to comply with international hygiene standards. Facilities and general hygiene and carcase handling should be improved without delay.

5. Personnel

While adapted to the size of the country, the VS team is small and therefore vulnerable to staff departures. The VS has no control over the training of new veterinarians (due to a lack of coordination between MoE and VS), and therefore has no accessible pool of veterinarians for recruitment.

Veterinarians are paid less compared to other professionals employed in the Government with similar qualifications, complexity of the position and level of responsibilities. Because of the small number of veterinarians employed and the stability of staff, there is little opportunity for younger staff members to move into senior positions.

Recommendations:

Ensure that staffs in the VS remain valued and motivated so that they wish to remain at the VS. Although the VS engage in many 'non official' activities (e.g. small and large animal clinics), it is important they ensure sustainability and efficiency of their services and their capacity in order to respond to any potential animal health emergency situation.

Staff should feel valued and be provided with a good working environment and conditions. The level of incomes should be evaluated according to the Government purposes and the value on the employment market. Adoption of a new scheme of services in 2011 could constitute a good step.

If the time comes for privatisation of clinical activities, care should be taken to keep sufficient experienced and competent staff in the public VS to be in a position to deal with contagious animal health diseases and any animal health emergency situation.

I.4 Key findings of the evaluation

In addition to the five key messages above, the main outcomes of the evaluation, classified according to the OIE-PVS plan, are summarized below. The aspects relative to the 5 key messages are NOT repeated below.

I.4.A Human, physical and financial resources

Main strengths

- Due to the small size of the country, the current system, with a team sharing all the activities, seems appropriate to face the range of activities covered and the absence of staff due to leave, missions etc. As long as the workload does not increase significantly, the staffing level seems appropriate to the daily workload for both the VS and FIQCU.
- Veterinarians work under 2-year contracts with written performance objectives. Remuneration is linked to performance. Job descriptions have been developed, are under review, and are used as part of the performance evaluation process. A number of the veterinarians are particularly motivated, in particular the Director of VS.
- A clear chain of command is and should remain in place. The structures are stable. Structural changes have been in response to a specific situation/ context rather than political.
- Personal relationships with external organisations are generally good, and communication networks are well established.
- There is a sustainable budget which is reviewed on an annual basis. Funding may be available upon request, if justified. Office equipment, cars, telecommunications and field equipment is adequate.
- A Strategic document set the Government priorities for (inter alias) animal production.
- A Targeted Performance System is used by the CVO that is reported to the Director of SAA (CEO).

Main weaknesses

- VS do not have sufficient written procedures for official duties (for example border inspection procedures) to back up decisions, ensure consistency in decision-making and avoid pressure from stakeholders.
- There is no strategic vision regarding staffing. There is no administrative staff.
- The team leader, the Director of VS, appears to be a critical person leading this team, e.g. generating ideas, initiating projects, establishing networks.
- Continuing education is dependent on international proposals offered by donors rather than specific training required by the personnel.
- The building for VS is old and has had ad hoc additions; and is currently insufficient to house all staff comfortably due to the expansion of the service.
- There is neither emergency fund nor a mechanism to seek funding in an emergency.
- There is no provision in the budget for compensation to farmers. Although compensation funds have never been required, the Animal Act only provides compensation for some of the animal's value.
- Basic analysis of activities is not undertaken. Data are not generally organised in a manner that enables easy analysis.
- The chosen indicators used in the quarterly report to CEO may be of limited use as they register activities that are mainly at the initiative of stakeholders, and these indicators are considered by themselves, without comments or explanations.

1.4.B Technical authority and capability

Main strengths

- Officials from a range of Ministries (including Livestock Officers and VS Field Unit) visit licensed farms on a regular basis, providing an opportunity for the detection of any unusual animal health event.
- The Indian Ocean Animal Risk Program provided the first opportunity and experience to evaluate the disease status for farm animals (using blood screening); useful information regarding Seychelles animal health status; and good networking with regional VS and scientists.
- An Integrated (multi-sectoral) National Action Plan for HPAI was drawn up in 2005 and revised in 2007 with the active participation of members from all key Ministries.
- The VS utilize the existing laboratory network in the Seychelles, e.g. Public Health Laboratory, and a network of international laboratories. The main laboratories the VS use have QA systems in place.
- Good quarantine facilities and procedures exist for the importation of dogs and cats.
- Any premise processing meat products and selling meat/meat products, prepared foods, including 'cottage' industries, must be licensed and undergoes regular inspection (including sampling for microbiology and chemical analysis) from the Public Health Officers (PHO).
- Some diagnostic tests are conducted at the Seychelles Public Health Laboratory and there is the capacity to send samples to overseas laboratories if required.
- A project to detect and monitor residues in meat and meat products, eggs and honey is under way; however the sustainability of this project is not clear.
- Regarding the export of fish and fish products, Seychelles complies with the EU import requirements, through devoted pathways (fishing vessels and plans) and residue controls on fish and fish products in the Seychelles Bureau of Standards' laboratory.

- Broilers, layers and pigs can be traced to a limited degree. The licensing/permit requirements do not allow movement of pigs between farms.
- There is a close collaboration with the SSPCA and people's awareness is increasing regarding welfare of dogs and cats.

Main weaknesses

- Even though working relationships are good, there are no formal agreements with partner laboratories in the country (PHL) regarding conducting diagnostic tests for the SVS.
- As laboratory diagnosis is not readily available and expensive if used (since samples are sent to foreign countries), veterinarians are not in the habit of utilizing this service.
- No procedures are in place to send infected samples abroad in case of contagious animal disease (ex: HPAI).
- The Food Act is outdated, and the MoH wants to review all food safety policy (pending a request of support to WHO). Food safety of animal products sold on the local market is inconsistent. There is no antimicrobial residue testing in animals and animal products.
- The Pharmacy Act (1983) is out-dated and insufficient in some areas. Animal owners (including pets' owners) can be authorized to import directly veterinary products for their own use with only limited justification and control. There are no regulations for stock feed regarding the addition of antibiotic, hormones... There are no conditions for use of veterinary medicines.
- The Prevention of Cruelty to Animals Act is outdated. A review is being undertaken by the SSPCA by a lawyer working on a voluntary basis on the project.

1.4.C Interaction with stakeholders

- Channels exist for consultation with main stakeholders (in particular the SeyFA). However, few activities require formal consultation with farmers or other stakeholders.
- While the VS can have access to media and newspaper, no specific person is allocated to oversee communication at the national level.
- OIE focal points have been nominated by the OIE Delegate and have participated in the relevant workshops.
- The mechanism to register a private veterinarian has been established with the registration of the Seychelles first private veterinarian in 2009.
- A "Veterinary Surgeon Act" is under development as part of the country's application for WTO membership (in case a veterinarian from another country wishes to come to Seychelles to practice). The establishment of a Veterinary Association is also under discussion.

1.4.D Access to markets

This component was of limited relevance to Seychelles, as they only 'export' dogs and cats (and fish and fish products of wild caught fish).

Main strengths

- The Animal Act is currently undergoing a major review and the VS are actively involved in the review process. It is also the case for the Prevention of Cruelty to Animals Act and the Pharmacy Act. International standards (OIE Codes) are taken into account when drafting Acts, especially the new Biosecurity Act.

- Seychelles VS are aware of the usefulness of regional coordination to participate in the international standard setting process (AU-IBAR project under way).
- Export of dogs and cats is well organised.
- Regarding the export of fish and fish products, Seychelles complies with EU import requirements.
- A focal point for disease reporting has been nominated and has attended OIE workshops.
- The VS meet their disease reporting obligations to the OIE.

Main weaknesses

- Current Acts are old and have not been aligned with the global context. The process of up-dating legislation and regulation is very new.
- Once a draft regulation is agreed on at the technical level, many changes can still occur during the adoption process, sometime leading to misunderstanding or inconsistency with international standards.
- VS (and PHO) do not have the power and authority to ensure that stakeholders (importers, slaughterhouse) are in compliance with legislation under their mandate.
- There are few written procedures for official duties (e.g. Standard Operating Procedures, SOPs).
- Currently there is little harmonization between actual activities and little documentation of procedures that would withstand an external audit.

I.5 Key recommendations

I.5.A Human, physical and financial resources

- Processes for decision making should be more structured, standard operating procedures (SOPs) and Manuals should be developed, both in the same ministry and between ministries/ agencies. This concerns several domains, the most important being border controls.
- Relationships should be formalized, through formal agreements (for example, what services laboratories have to provide to VS and how, role and right of VS in the slaughterhouse...).
- Coordination between VS and Ministry of Education should be improved regarding when veterinarians need to be selected for training and the choice of veterinary school.
- A continuing education plan for the VS/FIQCU should be strengthened and financed by government to respond to need, in addition to opportunistic donor support.
- Support should be given to the proposal for a new building, sized to allow for current activities, including the hosting of livestock officers, and also considering possible future developments.
- An increase in the prices of certain services offered should be considered to generate more income and cost recovery.
- Consideration should be given to establishing a mechanism to readily access emergency funding.
- The issue of compensation and indemnisation should be addressed in the future Biosecurity Act. SAA should consider a fair scheme in consultation with the livestock stakeholders.

- The capability of the VS to document and manage their resources and operations should be improved, in order to analyze, plan and improve both efficiency and effectiveness: identify what data is of interest (e.g. data to ensure the more efficient use of staff's time, data regarding non-compliance of consignments at the border...); develop methods for data collection, handling and analysis for relevant activities identified as being important (e.g. data to inform risk profiling decisions).

1.5.B Technical authority and capability

- **A strategic and long-term vision of the Seychelles laboratory** capacities and needs should be documented, and consider recommendations from the proposed Animal Health Strategy.
- Detailed procedures to ship infected biological samples abroad should be prepared and tested (in the framework of contingency planning).
- There is need for those staff that develop import health conditions to understand the application of **risk analysis in the international context** and from a practical point of view. The procedure used to develop import health conditions should be documented and used by those staff responsible for this area of work.
- All farmers should record all details of treatments using veterinary medicines (including reason for treatment. The provision of this information could be a condition for direct import authorization of veterinary products.
- **The whole system regarding veterinary drugs and biologicals** should be reviewed, including monitoring and testing for drug residues. When drafting the new Medicines Control Act, consideration should be given to good international practices regarding use of veterinary drugs (e.g. the legislation framework developed by the OIE). Consideration should be given to projects for veterinary drugs at regional level – together with the coordination of human, plant and veterinary initiatives at the regional level.
- The VS (the Government) should lead the development of the new Animal Welfare Act and ensure compliance with OIE animal welfare standards.

1.5.C Interaction with stakeholders

- Should more private veterinarians become established, consideration should be given to strengthening the mechanism for registration and regulation of these veterinary professionals.

1.5.D Access to markets

- The Mariculture Master Plan should take into account international standards such as the OIE Aquatic Animal Health Code, for relevant aquaculture activities.
- Ensuring compliance of Acts with international standards should be ensured throughout the legislative review process.
- Discussions should be led with stakeholders' representatives all along the process (design and setting of legislation; implementation) to explain and support the new rules, in the interest of all.

Table 1: Summary of OIE PVS evaluation results

PVS results summary of Seychelles (July 2011)	Central level of VS
I. HUMAN, PHYSICAL AND FINANCIAL RESOURCES	
I.1.A. Staffing: Veterinarians and other professionals	4
I.1.B. Staffing: Veterinary paraprofessionals and other	3
I.2.A. Professional competencies of veterinarians	3
I.2.B. Competencies of veterinary paraprofessionals	3
I-3. Continuing education	2
I-4. Technical independence	3
I-5. Stability of structures and sustainability of policies	4
I-6.A. Internal coordination (chain of command)	4
I-6.B. External coordination	2
I-7. Physical resources	3
I-8. Operational funding	4
I-9. Emergency funding	2
I-10. Capital investment	3
I-11. Management of resources and operations	2
II. TECHNICAL AUTHORITY AND CAPABILITY	
II-1. Veterinary laboratory diagnosis	not graded
II-2. Laboratory quality assurance	3
II-3. Risk analysis	1
II-4. Quarantine and border security	2 (products) / 3 (live animals)
II-5.A. Passive epidemiological surveillance	1
II-5.B. Active epidemiological surveillance	1
II-6. Early detection and emergency response	1
II-7. Disease prevention, control and eradication	1
II-8.A. Ante and post mortem inspection	1
II-8.B. Inspection of collection, processing and distribution	2 (fish/fish Prod.)
II-9. Veterinary medicines and biologicals	2
II-10. Residue testing	2
II-11. Emerging issues	1
II-12. Technical innovation	1
II-13.A. Animal identification and movement control	2
II-13.B. Identification and traceability of animal products	-
II-14. Animal welfare	1
III. INTERACTION WITH STAKEHOLDERS	
III-1. Communications	2
III-2. Consultation with stakeholders	2
III-3. Official representation	3
III-4. Accreditation/authorisation/delegation	-
III-5.A. Veterinary Statutory Body Authority	1
III-5.B. Veterinary Statutory Body Capacity	-
III-6. Participation of producers and other stakeholders in joint programmes	-
IV. ACCESS TO MARKETS	
IV-1. Preparation of legislation and regulations	1
IV-2. Implem. of legislation and regulations and stakeholder compliance	2
IV-3. International harmonisation	2
IV-4. International certification	3
IV-5. Equivalence and other types of sanitary agreements	2
IV-6. Transparency	3
IV-7. Zoning	-
IV-8. Compartmentalisation	-

PART II: CONDUCT OF THE EVALUATION

II.1 OIE PVS Tool: method, objectives and scope of the evaluation

To assist countries to establish their current level of performance, form a shared vision, establish priorities and carry out strategic initiatives, the OIE has developed an evaluation tool called the OIE Tool for the Evaluation of Performance of Veterinary Services (OIE PVS Tool⁵) which comprises four fundamental components:

- Human, physical and financial resources
- Technical authority and capability
- Interaction with stakeholders
- Access to markets.

These four fundamental components encompass 46 critical competencies, for each of which five qualitative levels of advancement are described. For each critical competency, a list of suggested indicators was used by the OIE Evaluation Team to help determine the level of advancement.

A glossary of terms is provided in Appendix 2.

The report follows the structure of the OIE PVS Tool and the reader is encouraged to consult that document to obtain a good understanding of the context in which the evaluation was conducted.

The objective and scope of the OIE PVS evaluation includes all aspects relevant to the OIE *Aquatic and Terrestrial Animal Health Codes* and the quality of Veterinary Services. In addition, the scope and objectives were clarified before the mission (see Appendix 7) as appropriate to the mandate and context of the VS in this country.

II.2 Country information (geography, administration, agriculture, livestock, aquaculture)

Geography and Politics

The Republic of Seychelles is a remote, small island-state with middle income country characteristics.

The population is estimated at 84,845 persons as at 31st December 2010 (88% on Mahé, 7% on Praslin, 3% on La Digue). This represents a decrease of 2,277 persons between January and December 2010 or an annual growth rate of -2.7% over 2009. The country has approximately 21,000 houses.

As with other island states, the size of the economy is small (US\$833 million GDP in 2008) and is predominantly service-based and highly vulnerable to global shocks and climate change due to its isolation and small size. The limited land space, capital, and human resources restrict Seychelles' ability to benefit from economies of scale in production and economic diversification. Seychelles relies on imports for almost all raw materials, products, and specialized services. Fisheries and its processing are important activities, both for industrial and artisanal ends.

⁵ Available at http://www.oie.int/eng/oie/organisation/en_vet_eval_tool.htm?e1d2

Seychelles is classified by the World Bank as an upper-middle income country with the highest estimated per capita income in Africa of about US\$6,780.

The Republic of Seychelles consists of over 116 islands scattered over an exclusive economic zone of 1 million km² in the middle of the Western Indian Ocean, north-east of Madagascar, with a land mass of 455 km². The Seychelles archipelago is divided into two distinct collections: the Mahé group, 43 islands in all, granitic with high hills and mountains and the outlying islands (coralline group) numbering 73 or more for most part only a little above sea-level. Habitation is limited to 10 of the islands and around 90% of the population of Seychelles live on the largest island, Mahé (60% urbanized), where the capital, Victoria, and the main fishing port are located.

Mahé is the most important island. It is 27 kms long and 11 kms wide, rising abruptly from the sea to a maximum altitude of 905 metres in the mountain of Morne Seychellois. Two other islands of major importance as regards to size and population are Praslin, 33.6 km from Mahé and La Digue, 48 kms away.

The Republic of Seychelles is divided into 23 administrative districts. The legal system is based on English common law, French civil law, and customary law.

A lengthy struggle between France and Great Britain for the islands ended in 1814, when they were ceded to the latter. Independence came in 1976. Socialist rule was brought to a close with a new constitution and free elections in 1993. President France-Albert Rene, who had served since 1977, was re-elected in 2001, but stepped down in 2004. Vice-President James Michel took over the presidency and in July 2006 and then May 2011 was elected and re-elected to a new five-year term.



Economy⁶:

Seychelles faces constraints typical of a small island state; including, lack of economic diversification, vulnerability to external shocks, distance from markets, and risks of

⁶ Source : <http://web.worldbank.org/WBSITE/EXTERNAL/COUNTRIES/AFRICAEXT/SEYCHELLES>

environmental degradation and weather-related disasters. Seychelles has extensive marine space and accessible coastlines.

Tourism is the predominant sector, accounting for 25 % of GDP, 30 % of employment and 70 % of foreign exchange earnings. It has been developing since the construction of the international airport on Mahé, in 1971.

The fish canning industry, especially tuna processing, contributes 15% to GDP, 97% of goods exported and employs 17% of the workforce.

After suffering a huge balance of payments and debt crisis in 2008, Seychelles has now achieved a two-year successful track record. Macroeconomic stabilization was attained thanks to bold fiscal reforms and fundamental exchange liberalization. Fiscal and monetary policies have been on target, as evidenced by the low and stable inflation rate, falling interest rates, and positive economic growth performance since mid 2009. The rate of growth for 2010 is estimated at 6.2 %. The economic sectors leading the recovery are tourism, communication as well as construction activities. Preliminary estimates forecast the economy to grow by 4 % in 2011 increasing to 5% in 2012.

→ **In the course of this report, many references are made to changes that have been introduced as a consequence of the 2008 debt crisis** that led to a major intervention by the International Monetary Fund (IMF). Most of these reforms are still in progress.

Before 2008, most of the economic tools and equipment were owned by the State and most of the activities and employments were under the State's control. The IMF-driven reforms led to the progressive privatisation of the economy; a lot of things changed and are still changing.

Seychelles' social indicators are ranked among the highest of the small state Middle Income Countries. Seychelles ranked 57th (out of 182) in the United Nation's 2009 Human Development Index rankings (the highest African country ranked) and not surprisingly has met the target for most of the eight Millennium Development Goals (MDGs). Health outcome indicators, including life expectancy, child and maternal mortality rates are better than many other small islands states and are comparable to European levels. Life expectancy is 73 years.

Agriculture⁷:

Currently the agriculture sector in general (including fisheries) is contributing 3% of the GDP.

The most important food and agricultural commodities produced in Seychelles in 2009 and ranked by value are hen eggs, in shell (1,210 Tonnes) ; indigenous chicken meat (658 T) ; bananas (1.733 T), indigenous pig meat (310 T) ; fresh vegetables (2.211 T) ; coconuts (1.400 T) ; tomatoes (383 T) ; tropical fresh fruit (243 T) ; cinnamon, canella (63 T) ; tea (63 T) ; cow's milk: whole and fresh (157 T) ; indigenous goat meat (20 T) fresh fruit (101 T) ; other bird eggs, in shell (12 T).

Livestock production⁸:

Prior to the 1970s it was traditional practice for each small homestead to keep some chickens of local breeds and one or two pigs for special occasions. The larger homes could in addition support maybe one or two head of cattle. But with the advent of rapid urbanisation and development of residential areas and other socio-economic infrastructural development (including the development of tourist activity), it became necessary for the Government to introduce a system of licensing and permits to keep livestock, especially pigs. This was in

⁷ Source: <http://faostat.fao.org/>

⁸ Main source: "Seychelles: OIE Baseline AW Status Report », draft, Seychelles VS

keeping with environmental and health concerns. Land for grazing and forage collection became scarce and so cattle production decreased.

Up to 2008/2009, all the livestock commercial activities were run and organized by the Government. Liberalisation occurred after this time and is still in a transition phase.

Before 2008, the country was 80% self-sufficient for pig and poultry meat, the remaining 20% being imported as the result of a political decision (i.e. to have operational channels for import in case any problems would reduce local production). But the local production was deeply impacted by the 2008 crisis, with several farmers going out of business, mostly smaller ones (even local production mostly relies on imports of fertilizers, raw or processed feed...). The total liberalisation of imports in April 2010 worsened the local production decrease (local meats are more expensive than imported ones). Activities have now started to gradually recover.

Most of the domestic meat production is consumed by locals. Hotels and restaurants mainly rely on imported products.

Seychelles is still a primary consumer of fish and it is estimated that it is among the highest in the world. Up until the early 1990s the average household consumed fish daily. Pork, other meats and/or poultry were consumed on Sundays and special occasions. Within the past ten to twenty years, pork and poultry are being consumed on a daily basis and hence demand has increased significantly.

The main livestock production is poultry (layers and broilers) and pigs (breeders and fatteners). The few hundred heads of cattle in the country are mostly kept as a source of manure and lately (2010) farmers have been encouraged to go into small ruminant production (goats) following the importation, by the Government, of breeding stock from Australia.

The major focus is commercial production based on breeds imported from abroad and adapted to the local climate/ environment.

The majority of livestock are kept by licensed commercial producers. Some households keep a few poultry and fewer still pigs, partially as a leisure activity and to supplement the family grocery bill.

Recent records number around:

- 400 registered crop production farms,
- 33 registered commercial layer farms (3 on Praslin),
- 16 registered commercial broiler farms (1 on Praslin, 12.000 broilers)
- 36 pig breeding units,
- 700 pig fattening units (but not all active).

Poultry production

Commercial poultry in the Seychelles is regulated by law. All chickens for commercial production of meat and eggs are hatched from eggs imported from The Netherlands and handled in the only hatchery in Mahé. Prior to 1991, Seychelles were importing day-one-chicks (DOCs) from Mauritius and Europe (Netherlands and France) for broiler and layer production but, after the introduction of IBDV, it was decided to set up a hatchery and import only hatching eggs from the Netherlands.

DOCs are sold to registered farmers and all finished birds (broiler) are slaughtered at the designated slaughter house. Spent birds in the layer industry are sold on farm. There is no live bird market in the Seychelles. The broiler production is an all-in all-out system. Hatchery to farm to abattoir is the main poultry movement in the production cycle. All commercial poultry farmers operate under license (Poultry Keepers Act) and between farm movement of stock is prohibited. Eggs are sold on the free market.

Commercial layer production is sufficient to meet local demand, as few table eggs are imported. 33 commercial layer farms are registered, with a farm carrying capacity between 1.000 to 33.000 birds.

Regarding **poultry meat**, 16 registered commercial broiler farms (carrying capacity 4.000 to 40.000 each) **produce about 25 % of the national consumption** (in 2004, 86%).

Since households are allowed up to 25 poultry without a license, several home owners purchase chickens from the hatchery and raise them as backyard poultry.

Regarding other poultry, there is no commercial production of ducks, turkeys, geese, swan or quails. However they can be found in a few homes as pets. Some homes also keep rabbits and guinea pigs. Whereas rabbits are consumed by a few locals, guinea pigs are not.

Besides hatching eggs from the Netherlands, Seychelles is also importing whole frozen chicken and chicken parts, duck, goose and turkey from Brazil, EU, Australia and Mauritius.

Pig production

This activity is regulated by the Pig Production Act, Public Health Act, Town and Country Planning Act and Environment Act.

Since the beginning, the Government established a Pig Genetic Centre to provide farmers with F1 progeny for breeding and fattening. Initially the genetics were imported from U.K but the last imports have been from South Africa (2003) and Spain (2008). The main breeds Seychelles are Landrace, (Saddleback), Large White and Duroc. There have been no private importations of live pigs.

F1 progeny are sold to 36 licensed breeders (carrying capacity from 15 to 200 sows max. -but no farm is doing that amount), who produce piglets for fattening.

There are approximately 775 farms permitted to fatten pigs who purchase piglets from breeders; however, only about half are active (with 1 to 100 pigs); as many breeders farms have also been progressively involved in fattening, it has become more difficult for fattener farms to find piglets.

Porkers are sold to local butchers and mainly reach the market as fresh pork.

Currently, less than 40% of the total national pork consumption is produced locally (62% in 2004).

Ruminants

Regarding cattle, almost 99% of the beef consumed locally is imported.

On Mahé and Praslin, cattle rearing are primarily to produce manure for crop cultivation. Farmers and some households often keep one or two cattle for grazing.

The last import of live cattle (Australian Milking Zebu) dates back to 1979 but prior to this there had been introductions of Zebu and Jersey and Friesian. In 1994 there was an attempt to introduce artificial insemination (Brown Swiss) to improve the local genetics but due to difficulties in getting liquid nitrogen the project had a relatively short life.

The only Governmental farm was closed in 2008.

A herd of economic importance is on La Digue Island, where ox-drawn carts are a prominent tourist attraction. All the cattle are Creole breeds.

To preserve cattle numbers, slaughtering of pregnant cows is forbidden (females cannot be slaughtered without authorisation from the VS).

There is no large scale goat production in the country. In the 1980s some goats were imported from the United Kingdom. In the effort to promote small ruminant production some

new bloodlines (Boer, Anglo Nubian and Saanen) were imported from Australia in 2010 by the Government.

Organisation and tools

The livestock sector in the Seychelles is controlled by licenses and permits issued by the Government.

Licenses for farms are issued on request if the farm meet the various regulations (notably environmental). A team comprising of an Official Veterinarian, a Livestock Officer, a Public Health Officer, and an Environment Officer visit the farm before the license is issued; follow up visits are carried out on a regular basis.

Most of the agriculture takes place on State's lands (95% of the registered farms), rented to farmers for a very low fee. Due to the absence of any « plan d'aménagement du territoire » (proposed by France but never accepted), this is the only way to prevent this land from being sold for private non-agricultural use.

A livestock trust fund, from levies on imported poultry meat, was established in 2009 to support the development of the sector. Managed by the Farmers' Association, this tool is intended to be removed when the chain of production has reached a sustainable efficiency.

The only animal feed plant produces fish meal as a by-product from the canning factory and vessels. It is used locally to feed poultry and pigs or exported (to Australia and Japan). This factory also produces animal feed for the local producers from various imported raw materials.

In 2009, the animal feed plant, hatchery and abattoir were transferred from the Government to the Seychelles Farmers' Association while the control (inspection) remained under the MoH.

The state of play of mariculture in Seychelles

Present:

There is currently no aquaculture nor mariculture in Seychelles, other than a small pearl farming enterprise. All fish production (frozen, fresh and canned fish), for local consumption and for export, is produced from **fish harvested from the wild**.

Some crustaceans and mollusc are also harvested and sold on the local market, except for some sea cucumbers which are exported to the Asian market.

➔ As the OIE standards regarding aquatic animal health and welfare refer only to aquaculture, **the OIE-PVS Tool for Aquatic Animals Health was not applicable to the Seychelles' situation during the 2011 mission**. Therefore, in the present report, fish and crustacean products are considered only as regards the food safety issues.

Future⁹:

There are plans by Seychelles Fishing Authority (SFA) to venture in mariculture using a comprehensive approach.

The “**Seychelles mariculture scoping report**” has been produced within the ReCoMaP programme in 2009. ReCoMaP is a regional programme for the sustainable management of the coastal zones of the countries of the Indian Ocean. It is an initiative of the Indian Ocean Commission (COI) funded by the European Union for a total of €18 million. The Programme started in August 2006 and is scheduled to end in 2011. It involves seven focus countries of the region, namely the Comoros, Madagascar, Mauritius, Kenya, the Seychelles, Somalia and Tanzania.

⁹ Source: Seychelles mariculture scoping report, Enviro-Fish Africa (Pty) Ltd, ReCoMaP programme, March 2009.

Sixteen sea sites have been identified for production of high value species. Candidate species are: fin-fish, prawns, ornamental fish, pearl farming, sea cucumbers, corals, etc. (only endemic species would be authorised).

A master plan for mariculture development will be prepared by the end of 2012. The master plan will be overseen by a steering committee in which SVS will participate. Preparation of the master plan is to be funded by the African Development Bank (ADB). The involvement of the public sector will be to provide a platform for development and responsibility for monitoring and regulating the industry.

The principal objective is to develop a new economic sector.

Past (former experiences):

Until 2008 there was some aquaculture activity in the Seychelles for the production of black tiger prawns (*P. monodon*). A prawn farm was established on the island of Coëtivy in 1989. The farm was large, consisting of two hatcheries and around 200 ponds and occupying an area of around 96 ha, with a workforce of around 350 people (mainly Thai and Sri Lankan nationals). Production peaked at 1.200 tonnes per annum in 2004, but since then declined. It was generally acknowledged that the farm was poorly managed. In 2008 the Island of Coëtivy was purchased by a private person and the prawn farm shut down completely. The prawns were exported and sold locally.

Pearl farming in Seychelles commenced in 1995 and is supposed to continue on Praslin. The concession covers an area of around 19ha.

There is uncertainty as regards the current state of giant clam farming as the facility was apparently damaged by the tsunami event.

Table 2: Data summary for geography, agriculture and livestock

Geographic features

Climatic and/or agro-ecological zones	Rainfall (mm/year)	Topography	Km ²	%
Climate: tropical marine; humid; cooler season during south-east monsoon (late May to September); warmer season during north-west monsoon (March to May)	2 327 (in 2009)	Total area	455	-
		Exclusive economic zone	over 1 million	-
		Pasture lands	-	5
		Arable land	-	10
		Forest	-	80
		Wetlands/deserts	-	5
		Highlands	-	-

Demographic data

Human population		Livestock households/farms	
Total number	86 500 (2010)	Total number ¹⁰ (<i>licence and fattening permit</i>)	+/- 860
Average density / km ²	190	% intensive	20
% of urban	75 - 85	% agro-pastoral (mixed)	30
% of rural	15 - 25	% extensive	50

Current livestock census data

Animals species	Total Number (Source: FAOSTAT 2008)
Chickens	430 000
Cattle	530
Goats	5 200
Pigs	7 750
Ducks	5 000

Animal and animal product trade data

Animals and animal products	Average annual import (2010)		Average annual export	
	Quantity	% total consumption	Quantity	Value
Broiler	2 452	75%	-	-
Beef	647	99%	-	-
Pork	693	63%	-	-

Economic data

National GDP (2009, current USD)	0.8 billion (8 688 per capita)
National budget (2009, provisional)	4 109,6 million rupees ¹¹ (approx. 324,3 MUSD)
Livestock GDP	Agriculture and fishing produce 4% of GDP
Economic value of livestock population	-
Annual public sector contribution to agriculture	Approx. 1% of National budget
Annual budget of the Veterinary Services (2010)	2 084 450 SR = approx. 164 500 USD

II.3 Context of the evaluation

II.3.A Availability of data relevant to the evaluation

A list of documents received by the Team before and during the PVS Evaluation mission is provided in Appendix 6.

All documents listed in Appendix 6 are referenced to relevant critical competencies to demonstrate the levels. Documents and pictures are also referenced to relevant critical competencies to support the related findings.

The following table provides an overview of the availability of the main categories of documents or data needed for the evaluation, taking into account the information requirements set out in the OIE Terrestrial Animal Health Code.

¹⁰ Livestock section, SAA

¹¹ SEYCHELLES IN FIGURES 2010 EDITION

Table 3: Summary of data available for evaluation

Main document categories	Data available in the public domain	Data accessible only on site or on request	Data not available
Animal census:			
○ at 1st administrative level		X	
○ per animal species		X	
Organisations charts			
○ Central (<i>and only</i>) level of the VS		X	
Job descriptions in the VS			
○ Central level of the VS		X	
○ 2 nd level of the VS		X	
Legislations, regulations, decrees ...			
○ Animal health and public health		X	
○ Veterinary practice			not relevant since no legislation exists on the matter
○ Veterinary statutory body			not relevant
○ Veterinary medicines and biologicals		X	
○ Official delegation			not relevant
Veterinary census			
○ Global (public, private, veterinary, para-professional)		X	
○ Per level		X	
○ Per function		X	
→ Census of logistics and infrastructures		X	
→ Activity reports		X	
→ Financial reports		X	
→ Animal health status reports		X	
→ Evaluation reports			X
→ Procedures, registers, records, letters ...		X	

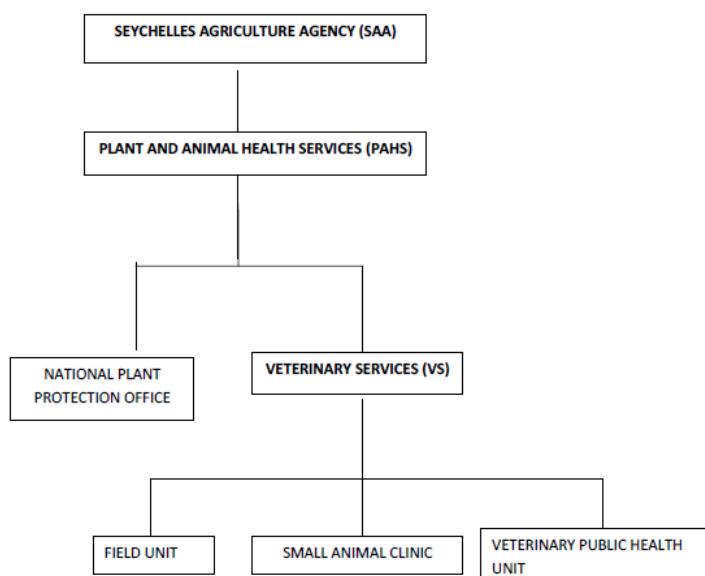
II.3.B General organisation of the Veterinary Services (VS)

Veterinary Services (VS) ¹²

VS is the Official Veterinary Authority of the Republic of Seychelles and its main objectives is to contribute to the production of food of animal origin by improving animal health and to protect the public against animal diseases transmissible to humans.

The VS of Seychelles is a body of the Seychelles Agricultural Agency (SAA), a parastatal body within the Ministry of Investment, Natural Resources & Industry (MINRI). The VS falls under the Plant and Animal Health Services (PAHS) of SAA.

¹² Source : Seychelles PVS Evaluation, July 2011, document compiled by Dr Jimmy G. Melanie.



As a Government institution, it operates under the Public Service Orders for civil servants and is guided by the following main statutes:

- SAA Act
- Animal (Diseases & Imports) Act
- Control of Dogs Act
- Prevention of Cruelty to Animals Act.

The application of the Pharmacy Act is covered by the MoH.

As there is currently only one private veterinary practitioner, the Seychelles' VS are in charge of all the activities linked to the veterinary profession, including:

- health care (medicine, surgery, nutrition, reproduction, etc.) to companion and farm animals (that are assumed by private veterinarians in countries where private practice is developed);
- official tasks of statutory nature falling under the responsibility of Governments according to the OIE Code such as: control and prevention of contagious diseases (notifiable diseases) including zoonoses; animal welfare policy; animal products food safety (consumer protection); international certification for export; negotiation of import conditions and border controls; etc.

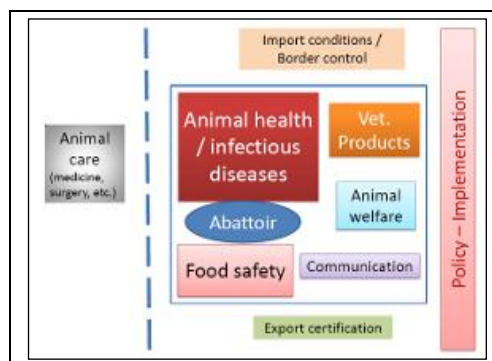
Concretely,

- about 50/60 % of the SVS work-time is devoted to pets ,
- about 20/30 % to farm animals (predominantly poultry and pigs),
- about 10/20% to administrative duties.

As regards official duties, in Seychelles, they currently mainly comprise of:

- import controls for meat, edible offals and hatching eggs,
- import control for dogs and cats (quarantine),
- export control for dog and cats, stray dogs controls.

Control of contagious animal diseases has not been tested due to few contagious disease outbreaks (Gumboro disease, Marek disease; see Critical Competency II-6).



➔ It was sometimes difficult, in the framework of the OIE-PVS evaluation, to focus only on official tasks, as everything is often closely linked in the SVS, especially when considering resources, workforce...

The SAA is a body corporate created in January 2009 by Law (SAA Act).

Following the IMF intervention at the end of 2008, several agencies were created as parastatal bodies to take charge of the execution roles previously assumed by the ministries, together with a significant labour-force reduction.

SAA was set up to deal with animal and crop issues jointly. The objectives of the Agency are:

- to facilitate and support the enhancement of national food security;
- to facilitate the increase of the contribution of agriculture in the country's gross domestic product;
- to facilitate the modernization and development of the agricultural sector.

SAA's mission is to provide a wide range of goods and services to the members of the farming community (and the public at large), to get a higher level of food security. It has to provide all that is required by any producer to run its activities in a sustainable manner. This includes a lot of varied activities that are not yet covered by the private sector (e.g. 99% of agricultural inputs (fertilizers...) are provided by SAA shops). SAA is also in charge of State land administration.

The VS comprises of three (3) units: Small Animal Clinic; Field Unit; Veterinary Public Health Unit, with a veterinarian as Head of each Unit.

Small Animal Clinic and Quarantine

The main responsibilities of the Unit are: therapeutic, prophylactic and surgical treatment of pets/companion animals (cats and dogs mainly); importation of veterinary products for small and large animals; importation (including quarantine)/ exportation of pets / companion animals.

Veterinary Field Services

The main responsibilities are: monitoring and maintenance of the farm animals' health status throughout the islands through farm visits and other veterinary extension work, to assist the Livestock Section and farmers in general in their livestock and poultry production.

Veterinary Public Health

The Unit is mainly responsible for veterinary public health issues such as: enforcement of the Control of Dogs Act (stray dog control), enforcement of the Animal (Diseases and Imports) Act with regards to the importation of meat and edible offals, liaison between the VS and Ministry of Health with regards to food safety and other related issues.

The VS has a technical staff of:

- 7 qualified veterinarians, with an average age of 40 years, consisting of the Principal Veterinary Officer (PVO), 1 Senior Veterinary Public Health Officer (VPHO), 2 Senior Veterinary Officers and 3 Veterinary Officers;
- 2 veterinary technicians and 2 veterinary nurses.

The support service working closely with the VS comprises of the administrative unit consisting 2 receptionist/ clerks, and 1 driver. Field Officers working in the Veterinary Public Health Unit assist in stray dog control.

There are two veterinary clinics in the Seychelles; one being on the main island, Mahé and the other one on the second largest island, Praslin.

- In the capital Victoria, on Mahé, the VS facilities consist of a veterinary clinic for companion animals, quarantine facilities for dogs and cats and offices.
- The Praslin veterinary clinic is hosted in the building devoted to all the SAA services; it has only one veterinary technician who attends to small animals, livestock and poultry.
- There are very minimal disease cases on the other islands and a Veterinary Officer only displaces when the need arises.

Being a parastatal body, the Government supports the financial activities of SAA, but the VS charges a fee for its services as well as pass on the costs of veterinary drugs purchased onto its clients. Procurements for both clinics are done centrally at the Mahé veterinary clinic and then distributed to its Praslin counterpart.

The Seychelles has joined the OIE in May 2010 and intends to join the WTO in 2014 (they are member of the Codex Alimentarius since 1984).

Aquatic animal health services¹³:

As there are almost no aquaculture activities, and no animal health concerns for these activities, no AAHS have been clearly designated amongst the three structures involved in fishing support and fish and fish products control (SFA, FIQCU and SVS).

Fishing from the wild is the second pillar of the Seychelles economy after tourism. Seychelles export mainly to the EU. Other clients are Russia, Belarus, Mauritius ... Fish meal is exported to Australia and Japan, Tuna oil to Switzerland (Nestlé) and EU. Four companies are concerned, 2 for fresh fish, 1 for canned fish and black oil and 1 for fish oil. There are 8 registered vessels and about 100 artisanal vessels. Industrial/semi-industrial fishing (long liners) and artisanal fishing are the main fishing activities currently being carried out in the Seychelles. Port Victoria is amongst one of the mayor tuna fishing ports in the western Indian Ocean.

Seychelles Fish Agency (SFA)

¹³ Source: document compiled by Dr Jimmy G. Melanie.

SFA is the agency responsible for the management of the fisheries resources of the country (Fisheries Act, 1986).

Their main sources of funding are from the national budget and assistance from the EU through the Fisheries Partnership Agreement.

Until 2009 the Competent Authority for the export of fish and fishery products was a Unit under the Veterinary Services but with re-organization of the Department of Natural Resources it is now under the management the Seychelles Bureau of Standards (SBS). The legal basis concerning the organization, competencies, prerogatives and powers are laid down in the Export of Fishery Products Act.

Any aquaculture activities would be subject to a license from the Government (Town and Country planning Authority).

Fish Inspection and Quality Control Unit (FIQCU)

FIQCU is responsible for the food safety of fish products being exported from the Seychelles. SFA and Seychelles Bureau of Standards (SBS) under which FIQCU fall are under the parent Ministry of Investment, Natural Resources and Industry just like Seychelles Agriculture Agency (SAA).

The National Reference Laboratory, within SBS, is responsible for official testing of fish and fish food products. It is in the process of accreditation for ISO 17025 (refer to critical Competency II-1 & 2).

FIQCU deals with the food safety concerns of fish and fish products for export purposes only. It issues sanitary agreements (landing sites, vessels, processing plans) and certificates for export.

FIQCU has benefited from significant supports from the EU, in particular in the framework of the programme « Strengthening Fishing Production Health Conditions » (2002/2010) built to allow SIP-OCT countries fulfilling EU standards for export (4 modules, of which “institutional strengthening of the competent authority” (ISO 17020 pre-study, 2 cars, equipment...) and “strengthening of the analytical laboratory” (equipment, consultant for accreditation...)).

Other Governmental organisation involved

Minister of health (MoH)

The MoH is responsible for the inspection at slaughterhouse (ante and post mortem inspection, hygiene of the process) and for the safety of all the products sold on the local market, including fish and fish products.

40 to 50 officers are based throughout the Seychelles Districts. One person is in charge of the outland islands.

Livestock Department

This department has direct responsibilities neither in animal health nor in food safety, but is a very close partner of the farmers and SVS, present every day in the field.

The 5 Livestock Officers carry out routine visits to poultry farms and pig breeding farms. Two are primarily involved in poultry production, two (plus one person on contract from Cuba) in pig production. They make regular visits and record various data on each farm (e.g. housing details, water, feed, mortality, ...) and advise farmers on general animal husbandry and hygiene management (cleaning, ...). Where there are problems, visits can be more frequent (e.g. every second day); the Officer can even help directly with everyday care of animals (e.g. debecking, in about 50% of the farms).

The livestock department is hosted in the VS building. In the absence of director, the Senior Officer acts as team leader (for five persons).

II.3.C Main stakeholders

Farmer's Association & Cooperative

The main players involved in livestock and poultry production are individual farmers and farmers belonging to the Seychelles Farmers Association (SeyFA) and Seychelles Farmers Cooperative (SFC).

The SeyFA was set up in 2002 as a political organisation, a platform for farmers to lobby and advocate with the Government and other stakeholders. Later on, a need for marketing activities was identified, that led to the “farmers to consumers market initiative”. The SFC was created in 2007 to take charge of farmers' economic activities.

The SeyFA is a NGO open to all farmers. Membership is voluntary (previously, memberships used to lead to advantages like import of material free of taxes, but it is less and less the case). About 50% of the farmers are members (fee: SR 100/month = less than USD 8).

Members of the SFC are mostly the same farmers who are members of the SeyFA. Fees are SR 300 for membership, plus SR 200 per share (reduction on the price of the feed, incomes if any ...).

In 2008, when the Government had to transfer the slaughterhouse, hatchery and feed plant to the private sector, the SFC applied for these and was successful in receiving these enterprises. The feed plant was transferred in 2009, the slaughterhouse and hatchery in April 2010.

The SeyFA commented that a farmer can get reasonable incomes, but they feel that agricultural production has decreased over the past 20 years due to reduced Government support (e.g. infrastructure, laboratories, public services ...). Some revenues have decreased due to the 2008 crisis and the sudden liberalisation of imports in 2010.

Consumer organization














National Consumer Forum (NatCoF) is the only national consumer organisation.

II.3.C Animal disease occurrence

Seychelles has a favourable animal health disease status and the islands are free from major animal diseases of economic, trade and public health importance. Over the years the seas surrounding the country has been an effective barrier against unwanted pests and diseases. Importation of animals is controlled and by law all animals require permit to import and upon arrival must undergo a period of quarantine.

Table 4: Disease status of the country from the OIE website (WAHID)

Diseases present in the Country

Disease	Domestic		Wild	
	Notifiable	Status	Notifiable	Status
Bovine babesiosis		Suspected (not confirmed)		No information
Infectious bursal disease (Gumboro)		Clinical Disease		Not reported for this Period (since 20091107)
Leptospirosis		Suspected (not confirmed)		No information
Low pathogenic avian influenza (poultry)		Confirmed infection (no clinical disease)		Not Applicable
Marek's disease		Clinical Disease		Not reported for this Period (since 20091212)
Newcastle disease		Suspected (not confirmed)		No information
West Nile Fever		Suspected (not confirmed)		No information

The country is a net importer of meat and meat products and for the past 40 to 50 years the main trading partners have been Europe, Australia and New Zealand. During the past ten years or so here have been imports from South Africa (frozen beef), Brazil (frozen beef & poultry), Belgium (poultry & pork), Denmark (pork, poultry & meat products), Canada (beef, pork & poultry), United Kingdom (beef, pork, poultry & processed meat products), Holland (pork & poultry), Ireland (beef, pork & processed meat), Mauritius (poultry), Paraguay (beef), Uruguay (beef) and lately India (deboned, deglanded, frozen buffalo meat).

Disease situation¹⁴

Due to the import controls and limited imports of live animals, Seychelles have managed to keep the country “relatively” free from major diseases of veterinary and public health importance. Leptospirosis is the main zoonotic disease causing mortality in the human population.

Of all the species being raised commercially, poultry is the species in which Seychelles have encountered most problems so far. IBD was thought to have been imported with day-old-chicks in the early 90s prior to the importation of hatching eggs. IBD, Marek's, reovirus infections, colibacillosis, infectious coryza, wing and body lice infestation, coccidiosis, heterakis and ascaridia have all been diagnosed in commercial and backyard poultry. Sporadic cases of IBD, colibacillosis and

¹⁴ “Brief on Seychelles current animal health status”, document from Seychelles VS (no date)

coccidiosis, ecto and endoparasitism are still being observed and work is ongoing to determine the strain of IBD virus in circulation so that VS can develop a national vaccination strategy.

Work carried out recently under an ongoing regional project¹⁵ showed the following for the diseases listed hereafter: Avian influenza, African Swine Fever, Classical Swine Fever, Newcastle Disease, Infectious Bursal Disease, Rift valley Fever and West Nile.

MALADIES PAYS	IAA	IAH5	IAH7	H1N1	H3N2	ND	IBD	PPC	PPA	RVF	WNE
Seychelles	4/363	0/28	0/28			175/323	260/323	0/270	0/269		4/338
Maurice	50/368			0/92	0/92	292/368		67/180	0/183		0/260
Madagascar	8/489	0/28	0/28			271/377		39/515	1/495		67/442
Comores		0/71	0/71			26/69				173/518	0/71
Réunion	0/500			0/120	0/120	0/500		0/120	0/120	0/100	

■ Absence de la maladie
■ Vaccination avérée
■ Vaccination possible mais suspicion de présence de la maladie
■ Présence d'anticorps / circulation virale?
■ Analyses en cours

II.3.D Seychelles' Governmental strategy regarding livestock production

According to the Primary Secretary of the Minister, the main focus of the Government regarding agriculture and livestock is **food security**, with two axes: **increasing local production and securing imports** (noting that, even for local production, many incomes rely on import ...).

The “Agricultural Development Strategy 2007-2011” set that “*Government will endeavour to facilitate sustainable local livestock sub-sector development and production to meet the entirety of local demand for broiler poultry, table eggs, and pork for both the fresh and processed market by the end of 2011, without compromising human health and the environment.*”

However, this document was adopted in 2007, before the 2008 crisis, the IMF intervention and the 2010 liberalisation of imports. Furthermore, the decision to apply for WTO membership could restrict the tools available to sustain local production.

It is considered that there is the capacity, in the national territory, for 100% self-sufficiency in pork and chicken meat, as for eggs (already reached); other production as small ruminants could be increased. However, decision makers guess now that it will not be possible to come back to 80% of self-sufficiency in poultry and pork (as before 2008), but that the situation should be significantly improved.

Considering that there is a huge level of inefficiency in the food chain production, the Government expects guidance from a forthcoming FAO mission aimed at evaluating the value chain. Identifying where to adjust policy and tools would allow improving national competitiveness.

Let's recall that the objects of the Seychelles Agricultural Agency (SAA), set in 2009, the VS are part of, are fully in line with this strategy, the first of these objects being “*to facilitate and support the enhancement of national food security*”. The same, the functions of the Agency include “*to facilitate the maximization of local production of meat, such as pork and broiler poultry, table eggs and valorise other livestock types*”.

¹⁵ Programme Animal Risk (Cirad, CRVOI, UE, Région Réunion, Préfecture de la Réunion)

The Seychelles Biosecurity project (SBP)

This project (2008/2013, \$USD 2 million), is funded by the Global Environment Fund (GEF) and implemented by the UNDP.

The objective is to prevent and control invasive species enter the country and/or to circulate in the national territory, notably from one island to another (internal control). Animal health and plant health concerns are included.

A model elaborated for SPC is to be adapted to the local context.

The SBP expected outputs are:

- regulatory policy (reviewing regulations and addressing current deficiencies),
- capacity strengthening (training in the new disposals),
- improved knowledge.

The team project comprises an international consultant and a local project manager. They work in close collaboration with the SAA that will have to implement most of the programme.

It is said that the project will consolidate the organisation already decided by the Government (the SAA), combining animal and animal imports, plants and plant imports, quarantine and public health), creating a “Biosecurity Service”.

The SBP will lead to a new integrated regulation for animal and plant health concerns.

→ **The current evaluation often refers to the SBP expected outcomes**, as they are supposed to give solutions to many of the current weaknesses and gaps regarding animal health concerns, in particular in the legislative domain. However, the OIE mission had to evaluate the current situation and to pick up the current gaps. It should be noted that, once adopted, the new rules will have to be properly implemented.

II.4 Organisation of the evaluation

II.4.A Timetable of the mission

Appendix 3 provides a list of persons met

Appendix 4 provides the timetable of the mission and details of the facilities and locations visited by the OIE-PVS Team.

Appendix 5 provides the international air travel itinerary of team members.

The map in Appendix 5 indicates the travel undertaken by the assessors.

II.4.B Categories of sites and sampling for the evaluation

The table 5 lists the categories of site relevant to the evaluation and the number of each category of site in the country. It indicates how many of the sites were visited, in comparison with the suggested sampling framework (“ideal” sampling) recommended in OIE PVS Manual. Due to the small size of the country, some of the criteria usually used to sample sites to visit were not relevant in Seychelles.

Appendix 4 provides a detailed list of sites visited and meetings conducted.

Table 5: Site sampling	Terminology or names used in the country	Number of sites	“Ideal” sampling	Actual sampling
GEOGRAPHICAL ZONES OF THE COUNTRY				
Climatic zone	<i>tropical marine, humid</i>	1	1	1

Topographical zone	<i>islands</i>	1	1	1
Agro-ecological zone		1	1	1
ADMINISTRATIVE ORGANISATION OF THE COUNTRY				
1st administrative level	<i>districts</i>	23	-	7
VETERINARY SERVICES ORGANISATION AND STRUCTURE				
Central (Federal/National) VS	<i>VS in Mahé</i>	1	1	1
Internal division of the central VS		1	1	1
1st level of the VS	<i>veterinary clinic in Praslin</i>	1	1	1
2nd level of the VS		1	1	1
3rd level of the VS		-	-	-
Veterinary organisations (VSB, unions...)		-	-	-
FIELD ANIMAL HEALTH NETWORK				
Field level of the VS (animal health)	<i>veterinary clinic in Praslin</i>	1	1	1
Private veterinary sector		-	-	-
Other sites (dip tanks, crush pens....)		-	-	-
VETERINARY MEDICINES & BIOLOGICALS				
Production sector		-	-	-
Import and wholesale sector	<i>VS in Mahé</i>	1	1	1
Retail sector	<i>VS in Mahé</i>	1	1	1
Other partners involved	<i>Ministry of Health</i>	1	1	1
VETERINARY LABORATORIES				
National laboratories	<i>Public Health Laboratory</i>	1	1	1
Regional and local laboratories		-	-	-
Associated, accredited and other laboratories	<i>SMB lab. (fish and fish products)</i>	1	1	1
ANIMAL AND ANIMAL PRODUCTS MOVEMENT CONTROL				
Bordering countries		-	-	-
Airports and ports border posts		2	2	2
Main terrestrial border posts		-	-	-
Minor terrestrial border posts		-	-	-
Quarantine stations for import		1	1	1
Internal check points		-	-	-
Live animal markets		-	-	-
Zones, compartments, export quarantines		-	-	-
PUBLIC HEALTH INSPECTION OF ANIMALS AND ANIMAL PRODUCTS				
Export slaughterhouse		-	-	-
National market slaughterhouses		1	1	1
Local market slaughterhouse		-	-	-
Slaughter areas/slabs/points		-	-	-
On farm or butcher's slaughtering sites		Few	2	2
Processing sites (milk, meat, eggs, etc)		3?	1	0
Retail outlets (butchers, shops, restaurants)		?	?	3
TRAINING AND RESEARCH ORGANISATIONS				
Veterinary university		-	-	-
Veterinary paraprofessional schools		-	-	-
Veterinary research organisations		-	-	-
STAKEHOLDERS' ORGANISATIONS				
Agricultural Chamber / organisation		-	-	-
National livestock farmers organisations	<i>Farmers association & cooperative</i>	2	2	2
Local livestock farmers organisations		-	-	-
Other stakeholder organisations		-	-	-
Consumer organisations		(1)	-	-

PART III: RESULTS OF THE EVALUATION & GENERAL RECOMMENDATIONS

This evaluation identifies the strengths and weaknesses of the Veterinary Services, and makes general recommendations.

FUNDAMENTAL COMPONENTS

1. HUMAN PHYSICAL AND FINANCIAL RESOURCES
2. TECHNICAL AUTHORITY AND CAPABILITY
3. INTERACTION WITH STAKEHOLDERS
4. ACCESS TO MARKETS

Veterinary Services are recognised by the international community and by OIE Members as a **'global public good'**. Accordingly, it is essential that each country acknowledges the importance of the role and responsibilities of its Veterinary Services and gives them the human and financial resources needed to fulfil their responsibilities.

This OIE-PVS Evaluation examined each critical competency under the 4 fundamental components, listed strengths and gaps where applicable, and established a current level of advancement for each critical competency. Evidence supporting this level is listed in Appendix 6. General recommendations were provided where relevant.

The current level of advancement for each critical competency is shown in cells **shadowed in grey** in the table.

III.1 Fundamental component I: human, physical and financial resources

This component of the evaluation concerns the institutional and financial sustainability of the VS as evidenced by the level of professional/technical and financial resources available and the capacity to mobilize these resources. It comprises eleven critical competencies:

Critical competencies:

Section I-1	Professional and technical staffing of the VS A. Veterinary and other professionals (university qualification) B. Veterinary para-professionals and other technical personnel
Section I-2	Competencies of veterinarians and veterinary para-professionals A. Professional competencies of veterinarians B. Competencies of veterinary para-professionals
Section I-3	Continuing education
Section I-4	Technical independence
Section I-5	Stability of structures and sustainability of policies
Section I-6	Coordination capability of the VS A. Internal coordination (chain of command) B. External coordination
Section I-7	Physical resources
Section I-8	Operational funding
Section I-9	Emergency funding
Section I-10	Capital investment
Section I-11	Management of resources and operations

Terrestrial Code References:

Points 1-7, 9 and 14 of Article 3.1.2. on Fundamental principles of quality: Professional judgement / Independence / Impartiality / Integrity / Objectivity / Veterinary legislation / General organisation / Procedures and standards / Human and financial resources. Article 3.2.2. on Scope.

Points 1 and 2 of Article 3.2.3. on Evaluation criteria for the organisational structure of the Veterinary Services.

Point 2 of Article 3.2.4. on Evaluation criteria for quality system: "Where the Veterinary Services undergoing evaluation... than on the resource and infrastructural components of the services".

Article 3.2.5. on Evaluation criteria for human resources.

Points 1-3 of Article 3.2.6. on Evaluation criteria for material resources: Financial / Administrative / Technical.

Points 3 and Sub-point d) of Point 4 of Article 3.2.10. on Performance assessment and audit programmes: Compliance / In-Service training and development programme for staff.

Article 3.2.12. on Evaluation of the veterinary statutory body.

Points 1-5 and 9 of Article 3.2.14. on Organisation and structure of Veterinary Services / National information on human resources / Financial management information / Administration details / Laboratory services / Performance assessment and audit programmes.

I-1. Professional and technical staffing of the Veterinary Services <i>The appropriate staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively.</i> A. Veterinary and other professionals (university qualification)	Levels of advancement
	1. The majority of veterinary and other professional positions are not occupied by appropriately qualified personnel.
	2. The majority of veterinary and other professional positions are occupied by appropriately qualified personnel at central and state / provincial levels.
	3. The majority of veterinary and other professional positions are occupied by appropriately qualified personnel at local (field) level.
	4. There is a systematic approach to defining job descriptions and formal appointment procedures for veterinarians and other professionals.
5. There are effective management procedures for performance assessment of veterinarians and other professionals.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E1 – E2 – E33 – E35 to E38

Findings

SVS comprises 7 veterinarians. The number of veterinarians has been increasing over time, from 1 to 5, with the expansion to 7 due to the recent appointment of 2 veterinarians in 2009 and 2010.

These veterinarians (together with 2 technicians) cover a wide range of activities including both a small and farm animal clinic that represent from 70 to 90% of their activities and the national VS responsibilities according to the *OIE Code* (negotiating and developing import health conditions; border control incursion investigations; recommendation for the importation of veterinary drugs; negotiating and developing export certification for dogs and cats; contagious disease investigations; administrative tasks; international obligations (OIE, IOC, SADC; COMESA; miscellaneous projects...)).

Each veterinarian has his/her main domain of responsibilities and competencies: 1 in veterinary public health (the head of the VPH Unit), 1 in animal production (the head of the Field Unit), 4 in small animals (Clinic Unit), 1 in management and administrative tasks (the CVO). However, they are all (including the CVO) involved in the main routine activities (small and production animal clinic and border controls) as part of after-hours service (evenings and weekends) and during normal working hours where they are rostered to spend at least half-day per week on another activity. This ensures that veterinarians maintain their competencies in all areas of the VS work.

The OIE-PVS Team notes that, although the main activities of the VS involve routine activities and little with regard to contagious animal diseases, it is critical that the veterinary team be maintained at a sufficient size to be able to respond to an emergency situation, e.g. a disease outbreak (HPAI, FMD, H1N1...).

Privatisation of small and production animal clinic activities was considered by most of the people interviewed to be a likely development in the future, as in other economic sectors, especially for small animals where there is an increasing demand. Decision makers within the Seychelles Government interviewed considered that this could happen during the next 10 years and saw it as a natural evolution and maturing of the VS.

Recruitments:

Previously, people started working in the ministry as technicians and received scholarships, often offered by partner countries, to study veterinary science abroad. Veterinarians were then bonded to the VS for a number of years.

Nowadays, every year, the Minister of Education (MoE) makes the decision to provide scholarships (fully paid) for the top 10 professions for the country, and veterinary science may or may not be included in this prioritised list. The VS were not consulted by the MoE regarding the future needs for veterinarians.

Nor does the MoE inform the VS of students undergoing study in veterinary sciences. In 2009 and 2010, two Seychelles nationals about to graduate contacted the SAA regarding employment. The SAA was obliged to find funding to employ them as the graduates were bonded to the government and to ensure the country benefited from their training.

NB: It is possible to recruit foreign graduates if the need for more veterinarians arose, and has happened in the past.

As regards to Aquatic Animals, the Competent Authority (FIQCU) comprises 10 persons: 7 Authorized Officers (inspectors), 2 support staff and the director, appointed by the CEO.

They are in charge of food safety controls of fish and fishery products for export purposes: sanitary agreements (landing sites, vessels, processing plans) and certificates for export.

Strengths

- Due to the small size of the country, the current system, where all team members are exposed to all activities of the VS, seems appropriate given the range of activities covered, the need to provide veterinarians for after-hours service and during staff absences, evolving duties, and the ability to respond an emergency situation that could always occur.
- Although it could be useful to have more specialisation of veterinarians within the team, the current level of staffing seems to be appropriate to the daily workload and the VS's ability to respond to an emergency situation.
- Staff (average age of 40 years) ranges from recent graduates, to those close to retirement. Therefore the system seems quite sustainable, e.g. if older veterinarians retires.
- A number of the veterinarians are particularly motivated, in particular the Director of VS.
- Although creating some constraints, the fact that everybody has to deal with most of the activities allows sharing of experiences and avoids having one single person dealing with the same domain of activities by him/herself for years.
- Despite real constraints, ways to recruit new veterinarians in the VS seems to remain quite pragmatic.

As regards to Aquatic animals:

- The level of FIQCU staffing seems to be appropriate to the daily workload that can be planned by advance.
- Staff ranges from experienced seniors to newly graduated inspectors.

Weaknesses

- There is no strategic vision regarding staffing, e.g. the Ministry of Education (MoE) does not inform the VS of undergraduates in veterinary schools. The VS cannot control the supply of new graduates in veterinary science.

- The team leader, the Director of VS, appears to be a critical person in leading this team, e.g. generating ideas, initiating projects, established networks.

Recommendations

- Coordination between VS and Ministry of Education should be improved (or developed) with regards to veterinarians in training and the selection of veterinary schools.
- If privatisation of clinical activities becomes a reality, care should be taken to ensure sufficient personnel with appropriate competencies are maintained within the public VS to ensure they have the capacity to deal with contagious animal health diseases and emergency situations.
- If the need to recruit more people should arise, consideration could be given to the category of personnel needed (e.g. veterinarians or technical assistants).

I-1. Professional and technical staffing of the Veterinary Services <i>The appropriate staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively.</i> B. Veterinary para-professionals and other technical personnel	Levels of advancement
	1. The majority of technical positions are not occupied by personnel holding technical qualifications.
	2. The majority of technical positions at central and state / provincial levels are occupied by personnel holding technical qualifications.
	3. The majority of technical positions at local (field) levels are occupied by personnel holding technical qualifications.
	4. The majority of technical positions are effectively supervised on a regular basis.
	5. There are effective management procedures for formal appointment and performance assessment of veterinary para-professionals.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E1 – E2 – E33 – E39 to E43

Findings

The VS has 2 veterinary technicians. One of them is working in the Field Unit on Mahé and has been trained in epidemiology. He services farmers on Mahé in a similar way to the veterinarian in the Field Unit and will involve the veterinarian if the case is beyond his knowledge and experience. He represents the SVS in regional programs. The other one is the representative of the VS on the island of Praslin, where she is mainly involved in running routine activities in a basic small animal clinic (including minor surgery). She goes to poultry and pig farms for routine visits usually together with a livestock officer. Veterinarians from Mahé come to Praslin on a regular basis and can be called at any time when necessary.

The team also comprise of:

- a driver, who drives the car for field visits during working hours and can provide assistance to the veterinarian during visits;
- two veterinary nurses in the small animal clinic (currently one vacancy to be filled due to the recent recruitment of one nurse).

On the island of La Digue, a former employee acts as an informal contact point (“unpaid para-professional”) between the few remaining farms on La Digue and the VS.

Strengths

- There is a representative on Praslin, who is well known and has an established role in the community.
- There is an informal contact point on La Digue who is well known and has an established role in the community.

Weaknesses

- The para-professional on La Digue is not officially appointed and employed by the VS (even to act as a contact point). It could be difficult to replace him should he choose to stop undertaking this role.

Comment on the level of advancement:

3 shall be understood as a “3 minus”.

I-2. Competencies of veterinarians and veterinary para-professionals <i>The capability of the VS to efficiently carry out their veterinary and technical functions; measured by the qualifications of their personnel in veterinary and technical positions¹⁶.</i> A. Professional competencies of veterinarians	Levels of advancement
	1. The veterinarians' practices, knowledge and attitudes are of a variable standard that usually allow for elementary clinical and administrative activities of the VS.
	2. The veterinarians' practices, knowledge and attitudes are of a uniform standard that usually allow for accurate and appropriate clinical and administrative activities of the VS.
	3. The veterinarians' practices, knowledge and attitudes usually allow undertaking all professional/technical activities of the VS (e.g. epidemiological surveillance, early warning, public health, etc.).
	4. The veterinarians' practices, knowledge and attitudes usually allow undertaking specialized activities as may be needed by the VS.
5. The veterinarians' practices, knowledge and attitudes are subject to regular updating, or international harmonisation, or evaluation.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E33 - E35 to E38

Findings

Veterinarians are educated abroad as there is no veterinary school in Seychelles.

Veterinarians currently employed in the SVS have been trained in Cuba (1), Czech-Republic (2), and, more recently, Australia (1) and Malaysia (3).

Scholarships are sometimes paid by the Seychelles Government and sometimes by the hosting country. Malaysia was chosen by the MoE due to lower costs.

Some farmers expressed the need for more specialised clinical skills in poultry and pig diseases and production. The CVO would like to develop one of the newly recruited veterinarians as a specialist in poultry health and production.

FIQCU:

The Director has a MSc in food safety and food quality management from the United Kingdom and a diploma in organizational management.

The principal inspector has a BSC in food science and food technology (Australia).

Strengths

- Veterinarians having been trained at a range of veterinary schools throughout the world may result in a wider range of experiences and professional networks.
- The SBP intends "to anticipate the future competencies needed for veterinarians".

Weaknesses

- Recruitment is not a competitive process, ie. the VS take on new graduates as they become available following training sponsored by the MoE (this point should be considered more as a remark than as a weakness as such).
- A number of farmers interviewed indicated a lack of confidence in the clinical skills of some veterinarians.
- It can be difficult to motivate people in a system where no promotion could be expected for years due to the lack of positions and where one cannot choose his/her domain of specialisation.

¹⁶Not all professional positions require an academic degree. Nonetheless, the proportion of academic degrees serves as an indicator of professional quality of the VS.

- (FIQCU) There is always a risk for best trained people to be recruited abroad, especially in the private sector and international organisations where they get higher salaries.

Recommendations

- Should the VS be in a position to choose the veterinary school, consideration should be given to sending undergraduates to countries with similar species and similar level of practice and clients.
- Coordination between VS and Ministry of Education should be improved (or developed) as regards to veterinarians in training and location of veterinary schools.

Comment on the level of advancement

“3” shall be understood as a “3 minus” as there is no evidence of competency for most of the official core activities of VS (e.g. epidemiological surveillance, early warning, etc.), as they do not have the opportunity to undertake many of these activities.

The OIE-PVS levels of advancement refer to uniformity of official veterinarians skills, with regards to the curriculum of the country’s veterinary faculties. This is not applicable to the Seychelles situation, as veterinarians are trained in different universities around the world. However, all received training in poultry and pig health and production and small animals.

B. Competencies of veterinary para-professionals	Levels of advancement
	1. The majority of veterinary para-professionals have no formal entry-level training.
	2. The training of veterinary para-professionals is of a very variable standard and allows the development of only limited animal health competencies.
	3. The training of veterinary para-professionals is of a uniform standard that allows the development of only basic animal health competencies.
	4. The training of veterinary para-professionals is of a uniform standard that allows the development of some specialist animal health competencies (e.g. meat inspection).
	5. The training of veterinary para-professionals is of a uniform standard and is subject to regular evaluation and/or updating.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E33 – E39 to E43

Findings

The technician working in the Field Unit has been trained in Cuba and Australia sometime ago, and more recently undertook studies in epidemiology in France (CIRAD Montpellier).

The assistant working on Praslin holds an Animal Husbandry certificate.

FIQCU:

Two inspectors have a certificate from a Canadian course in fish quality control and quality management, organized on purpose. The four other ones have a local certificate (marine training centre). All of them were already working in the AAHS when they were trained. It is not easy to recruit somebody already trained in food safety.

Strengths

- The technicians and inspectors work in very close collaboration and in the same teams as veterinarians / fish inspectors.

Comment on the level of advancement

The OIE-PVS levels of advancement refer to training of a uniform standard. This is difficult to apply to the Seychelles situation, as only one para-professional has been trained with specialized skills.

I-3. Continuing education (CE) ¹⁷ <i>The capability of the VS to maintain and improve the competence of their personnel in terms of relevant information and understanding; measured in terms of the implementation of a relevant training programme.</i>	Levels of advancement
	1. The VS have no access to continuing veterinary, professional or technical CE.
	2. The VS have access to CE (internal and/or external programmes) on an irregular basis but it does not take into account needs, or new information or understanding.
	3. The VS have access to CE that is reviewed annually and updated as necessary, but it is implemented only for some categories of the relevant personnel.
	4. The VS have access to CE that is reviewed annually and updated as necessary, and it is implemented for all categories of the relevant personnel.
5. The VS have up-to-date CE that is implemented for all relevant personnel and is submitted to periodic evaluation of effectiveness.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

Most of the VS personnel have been overseas for training courses, sometimes for extended periods to undertake specialised courses that lead to a post-graduate diploma.

When studying abroad, personnel received financial support from the VS (e.g. full salary is maintained for 3 months, and later on a single person will receive 1/3 of his/her salary, while a married person will receive up to 2/3 of his/her salary).

Records of these trainings are kept in individual dossiers.

Before 2008, the CVO used to establish the CE needs and priorities for his staff annually. This stopped due to the current lack of resources to fund these requests.

In the framework of the SAA's new 5-year Strategic Plan (under study), the CVO would like to develop specialisation of veterinarians, i.e. train one veterinarian in poultry diseases, one in small ruminants, and one in pig diseases.

The SBP includes a component on capacity strengthening, with specific training for all relevant people (e.g. SAA, public health, customs, immigration, border security, seaport, department of environment, NGOs, etc.). This training will be run in Mahé by the project leader.

FIQCU:

The situation is almost the same. Short trainings are undertaken on an ad hoc basis usually following offers from donor countries (e.g. Korea, China). The Director is trying to get support for planned training needs rather than one off courses.

As an example, Australia grants some scholarships to the Seychelles government in the country's priority fields (including food safety). In this framework, in 2011, the FIQCU's principal inspector has applied for a 2-year Master's degree in food safety in Australia.

Strengths

- Most of the staff do participate in regular CE courses provided abroad, covering a range of topics and length of course (e.g. short courses through to post graduate level qualifications).
- Although most CE courses arise on an ad hoc basis, care is taken to send the relevant staff member to the course on offer.

¹⁷ Continuing education includes Continuous Professional Development (CPD) for veterinary, professional and technical personnel.

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- Despite the current lack of resources, the CVO has developed a CE strategy for his team for the next 5 years.
 - VS had annual CE plans prior to 2008.
 - Informal CE is provided to young graduates on the job by senior staff.

Weaknesses

- There is currently no CE plan for the VS (due to the lack of budget).
- CE is on an ad hoc basis and is dependent on international proposals offered by donors rather than specific CE required by the veterinarians.
- Informal on the job-training poses the risk of perpetuating routine practices and bad habits.

Recommendations

- A CE plan for the VS/FIQCUC should be developed regarding the improved competencies required.
- A CE plan should be developed for each person to ensure the VS/FIQCUC can continue to meet their responsibilities.
- veterinarians/inspectors/technicians should be sent to the relevant courses according to this plan.

I-4. Technical independence <i>The capability of the VS to carry out their duties with autonomy and free from commercial, financial, hierarchical and political influences that may affect technical decisions in a manner contrary to the provisions of the OIE (and of the WTO SPS Agreement where applicable).</i>	Levels of advancement
	1. The technical decisions made by the VS are generally not based on scientific considerations.
	2. The technical decisions take into account the scientific evidence, but are routinely modified to conform to non-scientific considerations.
	3. The technical decisions are based on scientific evidence but are subject to review and possible modification based on non-scientific considerations.
	4. The technical decisions are based only on scientific evidence and are not changed to meet non-scientific considerations.
5. The technical decisions are made and implemented in full accordance with the country's OIE obligations (and with the country's WTO SPS Agreement obligations where applicable).	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E24 to E30 – E32a – E32b – E54 – E55 – E100 to E104

Findings

The SAA staff work under the Public Service Order for Civil Servants.

Civil servants are recruited under a letter of appointment. For higher positions, each individual is offered the option to switch from a letter of appointment to a 2-year contract with target objectives. All the Official veterinarians have chosen the contract option because this results in more incentives¹⁸. In addition, veterinarians can get an additional bonus of 5 to 15% of their yearly salary if they have fulfilled their objectives. This modulation of salaries is used as a management tool, on the basis of the performance.

The Scheme of Service set up the various incentives that one can receive according to his/her specific tasks and constraints¹⁹. Considering that veterinarians incomes are quite low compared to other professionals, a new Scheme of Service was proposed by the CVO and the SAA, as a first step of adjustment and accepted by the Government in July 2011.

Job descriptions have been developed, for example for Animal Health Officer, Veterinary Nurse, etc. However, personnel are not always aware of their own job description. Job description documents are a little outdated (and do not correspond to people actually present). They are under review in the framework of the SAA 5-year strategic plan.

Some standard operating procedures (SOPs) have been developed for each of the VS Units. They are a good start to describe some of the functions of each Unit. However, they do not constitute a guidance/ support to deal concretely with complex tasks, for example border controls where other services are involved and where operators have strong economic stakes. VS would feel more secure with such document to support some decisions.

Strengths

- Job descriptions have been developed, are under review, and are used as part of the performance evaluation process.
- Some basic SOPs have been developed.
- Public veterinarians are not allowed to undertake private veterinary activities.
- Veterinarians work under 2-year contracts with written performance objectives which are reviewed by the VS Director (and by the SAA Director for the VS Director).

¹⁸ Under the letter of application, incentives would be about SR 5.000 every 5 years. Under contract, they come to SR 2000 / month.

¹⁹ Ex: after hours, transport allowance...

- Remuneration is linked to performance.

Weaknesses

- VS lack sufficient SOPs for official duties, e.g. border inspection, to back up their decisions and avoid pressure from stakeholders.
- Veterinarians are paid less compared to other professionals employed in the government with similar qualifications, complexity of position and level of responsibilities.

Recommendations

- Staff should feel valued and be provided with a good working environment and conditions.
- The level of incomes should be evaluated according to Government objectives and the value on the employment market, considering the crucial necessity to keep trained and experienced personnel in the VS, in order to guarantee the sustainability and efficiency of these services and their capacity to react in case of an emergency. Keeping staff is of particular importance for SVS due to the very low number of personnel and the difficulty of recruitment. Adoption of the new scheme of services in 2011 could constitute a good step.
- More SOPs (or manuals) should be developed, especially for border inspection, to ensure consistency in decision-making. SOPs and manuals are important to ensure harmonisation of procedures and technical justification; they should be linked to the legislation that supports these activities. A manual can also be used to inform other stakeholders of reasons for actions. This should be considered under the SBP.
- Documents (SOPs, job description, strategies...) shall be dated and their status clearly indicated. Final documents should be secured under, for example, a .pdf format.

I-5. Stability of structures and sustainability of policies <i>The capability of the VS structure and/or leadership to implement and sustain policies over time.</i>	Levels of advancement
	1. Substantial changes to the organisational structure and/or leadership of the public sector of the VS frequently occur (e.g. annually) resulting in lack of sustainability of policies.
	2. The organisational structure and/or leadership of the public sector of the VS is substantially changed each time there is a change in the political leadership and this has negative effects on sustainability of policies.
	3. Significant changes to the organisational structure and/or leadership of the public sector of the VS occur rarely, but this stability does not have a positive impact on the sustainability of policies.
	4. Some changes occur in the organisational structure and/or leadership of the public sector of the VS following a change in the political leadership, but these have little or no negative effect on sustainability of policies.
5. The organisational structure and leadership of the public sector of the VS are generally stable. Modifications are based on an evaluation process, with positive effect on the sustainability of policies.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E1 – E2 – E23 – E32a

Findings

Political regime and leadership are very stable in Seychelles since independence.

The VS has had two recent major restructures (which were independent of ministry changes that had no impact for the SVS themselves):

- in January 2009, FIQCU was split from the VS to address the export of fish and fish products;
- in 2009, the SAA was established which resulted in a merging with other services, including the animal and plant health services.

The SBP intends to consolidate the organisation already established by the Government (the SAA), combining animal, plant and public health, to create a “biosecurity service”. Gains including solutions to the lack of personnel are expected from merging services, especially at the border posts by avoiding duplication or overlapping in responsibilities.

As regards changes in the position of Director of VS, Dr Boudane replaced the former CVO, Dr Molinier, when he was promoted to Director General of the Animal Health Service. In 2000, Dr Boudane was replaced by Dr Melanie, who still holds this position. When SAA was established, Mr Moustache, ex-Director General of the crops department, was appointed as the SAA Director (merging the Plant and the Animal health departments). Dr Molinier's position was dis-established and he decided to retire.

The Director of FIQCU has been in place since 1999, firstly under the CVO's authority, now under the CEO of SBS.

The Director position of the SAA is a non-political position and is unlikely to change if the Minister were to change.

Regarding the internal organisation of the VS, they have tried different solutions for servicing Praslin (e.g. having a veterinarian full-time on the island) but are happy with the current arrangement.

Strengths

- The organisational structures are stable. Although they have had some structural changes these have been in response to a specific situation/ context.
- Staff including Director VS and FIQCU has been stable.
- A clear chain of command is and should remain in place.
- The SBP has proposed some restructuring but this is intended to address specific needs identified in the structure, leading to consolidation of decisions that have already been taken when SAA was established.

Weaknesses

- Because of the small number of veterinarians employed and the stability of staff, there is little opportunity for younger staff members to move into senior positions.

Comment on the level of advancement

5 cannot be reached because of the lack of evaluation of competency of people for positions, i.e. limited opportunity for individuals to change positions to create a more efficient structure.

I-6. Coordination capability of the VS	Levels of advancement
A. Internal coordination (chain of command)	1. There is no formal internal coordination and the chain of command is not clear.
<i>The capability of the VS to coordinate its resources and activities (public and private sectors) with a clear chain of command, from the central level (CVO), to the field level of the VS in order to implement all national activities relevant for OIE Codes (i.e. surveillance, disease control and eradication, food safety and early detection and rapid response programs).</i>	2. There are internal coordination mechanisms for some activities but the chain of command is not clear.
	3. There are internal coordination mechanisms and a clear and effective chain of command for some activities.
	4. There are internal coordination mechanisms and a clear and effective chain of command at the national level for most activities.
	5. There are internal coordination mechanisms and a clear and effective chain of command for all activities and these are periodically reviewed/audited and updated.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): P19

Findings

Coordination between the islands of Mahé and Praslin seems to work well. Personnel from Mahé go on Praslin on a regular basis and can reach the island very quickly on request (several planes and boats link the two islands every day). The presence of an informal contact point on La Digue is very valuable to ensure a link between Mahe and La Digue.

On Mahé, the staff is small and they share most of the tasks. As a consequence they keep in close contact. However, information is usually shared on an informal basis (e.g. feedback on new information learned on a mission). Regular team meetings normally planned do not often occur.

Strengths

- The VS is centralised with clear coordination with the other 2 main islands.
- The VS have easy access to the 3 main islands where animal production is undertaken.
- A clear chain of command is and should remain in place.

Weaknesses

- The Field Veterinary Officer on Praslin does not maintain documentation for on farm visits.
- Regular meetings are planned within the service (in the plan and in targets) but are rarely held.

Recommendations

- The service could benefit from regular internal meetings, where information could be shared and discussed. These meetings could be short and focused on a specific topic (e.g. outcomes of an international mission or training; the use of a given drug; a disease outbreak and its investigation; concerns about an importation/importer).
- Reports from missions (currently sent to the Ministry) could be shared between colleagues for information and to enhance the team culture.

B. External coordination	Levels of advancement
<i>The capability of the VS to coordinate its resources and activities (public and private sectors) at all levels with other relevant authorities as appropriate, in order to implement all national activities relevant for OIE Codes (i.e. surveillance, disease control and eradication, food safety and early detection and rapid response programs). Relevant authorities include other ministries and competent authorities, national agencies and decentralised institutions.</i>	1. There is no external coordination.
	2. There are informal external coordination mechanisms for some activities, but the procedures are not clear and/or external coordination occurs irregularly.
	3. There are formal external coordination mechanisms with clearly described procedures or agreements for some activities and/or sectors.
	4. There are formal external coordination mechanisms with clearly described procedures or agreements at the national level for most activities, and these are uniformly implemented throughout the country.
	5. There are national external coordination mechanisms for all activities and these are periodically reviewed and updated.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E63 to 65 – E96 – E97 – P10 – P12 – P17 – P18 – P31

Findings

The main partners involved, to various extents, in official duties linked with VS officials are:

- MoH :
 - Food Safety department:
 - responsible of slaughterhouse inspection (refer to II-8-A);
 - responsible for food safety controls for all animal products on the national market (refer to II-8-B);
 - Public Health Laboratory (refer to II-1);
 - Public health services, especially in the framework of the global HPAI crisis (drafting of a national contingency plan...);
 - for veterinary drugs regulation (refer to II-9);
- Customs, Immigration, and Port and Airport authorities, including SAA Plant Health Officers who assume some border control responsibilities (refer to II-4);
- The Ministry of the Environment (issue licenses for farms ...);
- The Livestock Dept., because of its presence in the field (refer to II- 5 et 6);
- Minister of Finance...

Regarding aquatic animals:

- FIQCU, in charge of the food safety controls of fish and fish products for export;
- SFA, to a less extent, but perhaps more in the future if mariculture develops;
- Seychelles Bureau of Standards (SBS) and namely his laboratory (analysis of fish and fish products).

In the field, everyday working relationships between individuals seemed to work well; they know each other, they are used to working together (see each quoted Critical Competence for details).

However, when it comes to decision making, difficulties could arise due to a lack of documented procedures and overlapping areas of responsibilities. This finding was confirmed by the SBP 'upstream diagnosis', which considered that improving the country's biosecurity "will require more transparency in communications between the agencies, a factor that is not a strong point for many of the organisations especially the Government" (Institutional Analysis Final_MAY09.pdf). As far as official VS tasks are concerned, currently, it is mainly a concern

at the border points, where restrictive decisions may be applied on imported consignments of animal products; it could also be a critical issue in the case of a contagious animal disease outbreak where rapid and far reaching decisions will need to be made (e.g. destruction of animals).

Strengths

- Personal relationships with external organisations are generally good, relevant staff is well known to each other and communication networks are well established.
- Effective working relationships have been established, e.g. with the Public Health Laboratory.
- The VS are used to working in close collaboration with other organisations regarding animal production farms, e.g. visiting farms on a regular basis to issue and maintain licenses (Environment, MoH, Livestock Dept. and VS). In case of animal health issues, it is expected that Livestock Officers (that are hosted in the neighboring offices in the same building), or Public Health Officers, will immediately advise the VS.
- VS are used to collaborating with various partners in the framework of international projects.
- All partner organisations are centrally located in the same city in Victoria.

Weaknesses

- At the slaughterhouse level: veterinarians do not have routine access to information of interest for animal health issues (refer to II-8-A).
- With Plant Inspection Officers at the border points (refer to II-4).
- With laboratories: collaborations function on an informal case by case basis, and requests are very rare. VS often feel that they have to ask for services as if they were personal favours (refer to II-1).
- Coordination with MoE is totally lacking regarding the needs for new veterinarians and the choice of veterinary schools (refer to I-1-A and I-2-A).

Recommendations

- There is a need for a more structured process for decision making (“who is in charge of what”), for SOPs and Manuals, both within a Ministry and between Ministries/Agencies. This concerns several domains, but the priority area to consider is border control.
Note: this is intended to be addressed through the SBP, at least with respect to border controls.
- Relationships should be documented and formalized through written, signed agreements. Documentation is always useful to clarify who does what and to clarify, for example, what services laboratories have to provide to VS and how (refer to II-1 and II-10). A written, signed agreement could assist in clarifying the role and responsibilities of the VS in the slaughterhouse (refer to II-8-A).

I-7. Physical resources <i>The access of the VS to relevant physical resources including buildings, transport telecommunications, cold chain, and other relevant equipment (e.g. computers).</i>	Levels of advancement
	1. The VS have no or unsuitable physical resources at almost all levels, and maintenance of existing infrastructure is poor or non-existent.
	2. The VS have suitable physical resources at national (central) level and at some regional levels, and maintenance and replacement of obsolete items occurs only occasionally.
	3. The VS have suitable physical resources at national, regional and some local levels and maintenance and replacement of obsolete items occurs only occasionally.
	4. The VS have suitable physical resources at all levels and these are regularly maintained.
5. The VS have suitable physical resources at all levels (national, sub-national and local levels) and these are regularly maintained and updated as more advanced and sophisticated items become available.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): P1 – P2 – P3 – P4 – P6 – P19

Findings

On Mahé, the VS are housed in an old building on a compound close to the city centre of Victoria. The compound also includes a quarantine facility for small animals (see II-4), the Plant Health Service building, and a car parking. The VS building also provides office space for 5 livestock officers (2 offices) and the SSPCA (2 rooms) (refer to II-14).

Despite regular efforts to maintain the building in a workable condition (e.g. air conditioners), the building does not comply with an expected work environment, especially when compared to other Government institutions, e.g. FIQCU, SBS. Due to the recent expansion of staff numbers, space is lacking for a meeting room (for rapid and informal staff meetings), and a designated area for autopsy and sample collection.

The CVO has proposed a new building in the framework of the SAA 5-years strategic plan, however the SAA Director indicated there was no budget for such a building.

Of the three VS vehicles, a jeep is dedicated to the Field Unit (field visits); another can be used in case of an emergency or if the jeep is unavailable. SAA used part of its operational budget to renew the derelict fleet inherited from the Ministry in 2009.

Mobile phones (1/person) were provided in the framework of an Avian Flu project. SR300/month are paid by the VS to cover professional calls. Computers (1 per veterinarian) and internet connection are available and working. Cold chain capacities are appropriate (fridge, freezers...) for drugs and samples.

FIQCU is hosted in a new and well-equipped building in the port area. It has 2 new vehicles, including one provided by the EU.

On Praslin, the VS technician occupies 2 rooms in the SAA building that hosts other services and people (e.g. Plant Officers). The premises are simple but large, with basic but relevant equipment.

Strengths

- Office equipment, telecommunications and field equipment is adequate.
- VS have sufficient cars and the possibility to rent cars when necessary.

Weaknesses

- The building for the VS is old and has had ad hoc additions and renovations; it has insufficient space to house all staff comfortably due to the expansion of the service.

Recommendations

- With respect to a good working environment and conditions, support should be given to the proposal for a new building, sized to allow for current activities, including the hosting of livestock officers, and also consider possible future developments.

I-8. Operational Funding <i>The ability of the VS to access financial resources adequate for their continued operations, independent of political pressure.</i>	Levels of advancement
	1. Funding for the VS is neither stable nor clearly defined but depends on resources allocated irregularly.
	2. Funding for the VS is clearly defined and regular, but is inadequate for their required base operations (i.e. disease surveillance, early detection and rapid response and veterinary public health).
	3. Funding for the VS is clearly defined and regular, and is adequate for their base operations, but there is no provision for new or expanded operations.
	4. Funding for new or expanded operations is on a case-by-case basis, not always based on risk analysis and/or cost benefit analysis.
5. Funding for all aspects of VS activities is adequate; all funding is provided under full transparency and allows for full technical independence, based on risk analysis and/or cost benefit analysis.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E9 – E52 – E53 – E87

Findings

The whole country is under budget constraints because of the country's financial crisis in 2008. The SAA budget is allocated on a quarterly basis, under very strict control.

99.9% of the SAA budget comes from the Government with minimal contribution from international projects (e.g. FAO TCP...). As a Middle Income Country, Seychelles has no access to international donors (e.g. GTZ, USAID). They have access to FAO TCPs under the United Nation system, but are a net contributing country under the UNDP.

SAA charges for many services, while many others are still free of charge. SAA recovers about 50% of its budget. These incomes go into the national budget.

VS incomes are generated from clinical activities (not from official duties).

- The small animals' clinic earns between SR2.000 to 3.000 per day, from consultations (12-20 per day at prices of: SR100 per consultation during working hours; SR200 per consultation after hours). Surgical procedures (e.g. neutering, fracture reductions) are charged at a minimum fee of SR 300. Revenue is also derived from drugs sales. The number of small animal clients is increasing progressively, perhaps due to the increasing awareness of pets' owners and to the involvement of younger veterinarians.
- Visits on farms (2 to 7 farms a day) are more time-consuming because of distance to farms and of the state of most of the roads. SR100 are charged for travel, SR75 per visit (during working hours) or 150 per visit (after hours), plus drugs and other procedures.
- Mark up on drugs is 5%.

Compared to the general costs of living and to most veterinary clinics worldwide, SVS can be considered to be very inexpensive. Service fees are also cheaper than those charged by the only private small animal veterinarian in the Seychelles.

FIQCU resources come from:

- certificates (including non commercial certificates: SR 50);
- agreements with 8 vessels;
- inspection fees.

The SBP intends to include cost recovery for any service provided by the future Biosecurity Service. Full cost recovery is a new concept for most Government services.

Strengths

- There is a sustainable budget which is reviewed on an annual basis.
- Budgeted activities can be negotiated.
- The annual budget is sized according to activities required.
- Funding is available upon request if justified.
- VS have some cost-recovery activities.

Weaknesses

- 87% of the SAA budget is spent on personnel, leaving only 13% for operational activities (including consumables).
- VS could come into competition with SAA's other services for budget allocation (e.g.: VS have to anticipate ordering drugs for the clinic).

Recommendations

- The SAA should re-evaluate the annual budget once the Animal Health Strategy (as proposed by the PVS mission) has been drafted to ensure high prioritised areas have sufficient funding.
- An increase in the prices of some services offered should be considered to generate more funds: e.g. mark up on drugs; price of consultations and surgical procedures. Greater cost recovery should be considered for some official activities e.g. import permits; import clearance fee; animal quarantine; export health certificates. This will likely be addressed in the framework of the SBP.

Comment on the level of advancement

The level of advancement is 4, but one should note that the SVS currently do not undertake basic animal disease surveillance, early detection and rapid response; **should such needs be identified in the future, the budget may need a significant increase to cover these costs.**

I-9. Emergency funding <i>The capability of the VS to access extraordinary financial resources in order to respond to emergency situations or emerging issues; measured by the ease of which contingency and compensatory funding (i.e. arrangements for compensation of producers in emergency situations) can be made available when required.</i>	Levels of advancement
	1. No contingency and compensatory funding arrangements exist and there is no provision for emergency financial resources.
	2. Contingency and compensatory funding arrangements with limited resources have been established, but these are inadequate for expected emergency situations (including emerging issues).
	3. Contingency and compensatory funding arrangements with limited resources have been established; additional resources for emergencies may be approved but approval is through a political process.
	4. Contingency and compensatory funding arrangements with adequate resources have been established, but in an emergency situation, their operation must be agreed through a non-political process on a case-by-case basis.
5. Contingency and compensatory funding arrangements with adequate resources have been established and their rules of operation documented and agreed with stakeholders.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

No additional funds are readily available to cope with an emergency disease situation.

An emergency situation would go beyond the SAA's jurisdiction and fall under the direct responsibility of the Minister, who will have to obtain costs from Finance. However, no such event has taken place to test the system.

The Animal Act includes compensation for stock slaughtered on the demand of the VS (article 21). However there are no mechanisms in place to activate this payment, nor has it ever been implemented.

The current compensation scheme only provides partial cost recovery for farmers, e.g. where stock is affected with a notifiable disease, compensation will not exceed one-half of its value immediately before it became infected; where stock is suspected of being infected, the amount will not exceed its value immediately before it was slaughtered. There are no provisions to compensate for killing for disease control, restocking, etc.

Strengths

- In principal, additional funding can be negotiated for specific situations. However, this has never been tested in an animal health emergency situation.
- The current Animal Act sets provisions for compensation for slaughtered animals.

Weaknesses

- There is neither an emergency fund nor a mechanism to seek funding in an emergency.
- There is no provision in the budget for compensation, and it has never been requested.
- Current compensation only provides for part of the animal's value.

Recommendations

- Consideration should be given to establish a mechanism to enable access to emergency funding e.g. the Ministry of Finance should be involved in the development of contingency planning.

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- The issue of compensation should be addressed in the future Biosecurity Act. SAA should consider a fair compensation scheme in consultation with livestock stakeholders.
 - It is worth noting that fair and timely compensation after depopulation/destruction of stock is of crucial importance in order to get full co-operation of the farming community in times of disease emergencies.

Comment on the level of advancement

The level of advancement is 2, not 3 because, although funding requests can theoretically be made, the system for emergency and compensatory funds had never been implemented.

I-10. Capital investment <i>The capability of the VS to access funding for basic and additional investments (material and non material) that lead to a sustained improvement in the VS operational infrastructure.</i>	Levels of advancement
	1. There is no capability to establish, maintain or improve the operational infrastructure of the VS.
	2. The VS occasionally develops proposals and secures funding for the establishment, maintenance or improvement of operational infrastructure but this is normally through extraordinary allocations.
	3. The VS regularly secures funding for maintenance and improvements of operational infrastructure, through allocations from the national budget or from other sources, but there are constraints on the use of these allocations.
	4. The VS routinely secures adequate funding for the necessary maintenance and improvement in operational infrastructure.
5. The VS systematically secures adequate funding for the necessary improvements in operational infrastructure, including with participation from stakeholders as required.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Strengths

- The annual budget includes provisions for minor capital outlays (e.g. vehicles, computer hardware and software, office equipment).
- A system exists to manage new proposals, e.g. new building.

Weaknesses

- Due to the overall budget constraint in the country, the request for a new building for the VS has not been allocated (see I-7).

I-11. Management of resources and operations <i>The capability of the VS to document and manage their resources and operations in order to analyze, plan and improve both efficiency and effectiveness.</i>	Levels of advancement
	1. The VS have some records or documented procedures, but these do not provide for adequate management of resources and operations.
	2. The VS routinely use records and/or documented procedures in the management of resources and some operations, but these do not provide for adequate management, analysis, control or planning.
	3. The VS have comprehensive records, documentation and management systems and they regularly use records and documented procedures in the management of resources and operations, providing for the control of effectiveness and the conduct of analysis and planning.
	4. The VS have adequate management skills, including the capacity to analyse and improve efficiency and effectiveness.
5. The VS have fully effective management systems, which are regularly audited and permit a proactive continuous improvement of efficiency and effectiveness.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E9 – E33 – E35 to 51 – E54 – E55 – P2 – P6 – P19 – P31

Findings

A strategic document was developed in 2007: “Agricultural development strategy 2007-2011”. From this, the SAA developed its own action plan “Food security strategy 2007-2011” (FSS), which is reviewed every year. A request for assistance from FAO to review the document is pending.

In the new Scheme of Service (approved July 2011), the job description of a Senior Veterinary Officer and Principal Veterinary officer (CVO) includes “a Certificate in Management or Management of Veterinary Services”. The CVO has such a certificate.

The staff management is made by the competent service of the ministry. It is the CVO who manages his personnel (about 10 persons) on daily basis.

The SBP will provide for realignment of the services, better use of resources, in particular with regards to border and internal controls. There is general agreement amongst people interviewed that there is a need for clarification of who does what.

FIQCU:

FIQCU is on the process of certification according to the ISO17020 standard; the process was initiated when the service was still part of the VS and received support from an EU project. Documents are in place and the quality manager is managing this process competently.

The 2011 EU inspection was generally positive regarding FIQCU management: “Documented control procedures are being implemented. The organisation of the work according to standard ISO 17025 (General criteria for the operation of various types of bodies performing inspection) is under consideration. Documents will be sent to the African body for certification (SADCAS) till the end of 2011”. The conclusion stated that “the competent authority is clearly organized, has adequate powers and independence to perform its duties”.

Strengths

- A strategic document set the government priorities for animal production.
- Some data are collected, documented and archived by the VS, e.g. approved import certificates, farm visit record sheets, etc.

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- Some reports are developed and provided to the CVO on a quarterly basis from each VS Unit.
 - A Targeted Performance System is used by the CVO that is reported to the Director of SAA (CEO) on a quarterly basis. Recruitment contracts provide for targets and Objective Verifiable Indicators.

Weaknesses

- Basic analysis of activities is not undertaken.
- Data are not generally organised in a manner that enables easy analysis.
- There is no administrative staff to undertake this analysis.
- The chosen indicators used in the quarterly report to the CEO may be in question because they register activities that rely mainly on stakeholders' initiative (e.g. number of imports) and because they are not subject to comments or explanations.
- The strategic document needs review, with regards to the 2008/2009 reform in particular.

Recommendations

- Identify what data is of interest to ensure the efficient management of the VS, e.g. data to ensure efficient use of staff's time, data regarding non-compliance of consignments at the border etc.
- Develop methods for data collection, handling and analysis for relevant activities identified as being important, e.g. data to inform risk profiling decisions.

III.2 Fundamental component II: Technical authority and capability

This component of the evaluation concerns the authority and capability of the VS to develop and apply sanitary measures and science-based procedures supporting those measures. It comprises thirteen critical competencies

Critical competencies:

Section II-1	Veterinary laboratory diagnosis
Section II-2	Laboratory quality assurance
Section II-3	Risk analysis
Section II-4	Quarantine and border security
Section II-5	Epidemiological surveillance
	A. Passive Epidemiological surveillance
	B. Active Epidemiological surveillance
Section II-6	Early detection and emergency response
Section II-7	Disease prevention, control and eradication
Section II-8	Food safety
	A. Ante and post mortem inspection at abattoirs and associated premises
	B. Inspection of collection, processing and distribution of products of animal origin
Section II-9	Veterinary medicines and biologicals
Section II-10	Residue testing
Section II-11	Emerging issues
Section II-12	Technical innovation
Section II-13	Identification and traceability
	A. Animal identification and movement control
	B. Identification and traceability of products of animal origin
Section II-14	Animal welfare

----- Terrestrial Code References:

Chapter 2.1. on Import risk analysis.

Points 6, 7 and 9 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation / General Organisation / Procedures and standards.

Point 1 of Article 3.2.4. on Evaluation criteria for quality systems.

Point 3 of Article 3.2.6. on Evaluation criteria for material resources: Technical.

Points 1 and 2 of Article 3.2.7. on Legislation and functional capabilities: Animal health, animal welfare and veterinary public health / Export/import inspection.

Points 1-3 of Article 3.2.8. on Animal health controls: Animal health status / Animal health control / National animal disease reporting systems.

Points 1-5 of Article 3.2.9. on Veterinary public health controls: Food hygiene / Zoonoses / Chemical residue testing programmes / Veterinary medicines/ Integration between animal health controls and veterinary public health.

Sub-point f) of Point 4 of Article 3.2.10. on Veterinary Services administration: Formal linkages with sources of independent scientific expertise.

Points 2 and 5-7 of Article 3.2.14. on National information on human resources / Laboratory services / Veterinary legislation, regulations and functional capabilities / Animal health and veterinary public health controls.

Chapter 4.1. on General principles on identification and traceability of live animals.

Chapter 4.2. on Design and implementation of identification systems to achieve animal traceability.

Chapter 6.2. on Control of biological hazards of animal health and public health importance through ante- and post-mortem meat inspection.

Chapters 6.6. to 6.10. on Antimicrobial resistance.

Chapter 7.1. Introduction to the recommendations for animal welfare.

Chapter 7.2. Transport of animals by sea.

Chapter 7.3. Transport of animals by land.

Chapter 7.4. Transport of animals by air.

Chapter 7.5. Slaughter of animals.

Chapter 7.6. Killing of animals for disease control purposes.

II-1. Veterinary laboratory diagnosis <i>The authority and capability of the VS to identify and record pathogenic agents, including those relevant for public health that can adversely affect animals and animal products.</i>	Levels of advancement – NOT GRADED (see comments)
	1. Disease diagnosis is almost always conducted by clinical means only, with laboratory diagnostic capability being generally unavailable.
	2. For major zoonoses and diseases of national economic importance, the VS have access to and use a laboratory to obtain a correct diagnosis.
	3. For other zoonoses and diseases present in the country, the VS have access to and use a laboratory to obtain a correct diagnosis.
	4. For diseases of zoonotic or economic importance not present in the country, but known to exist in the region and/ or that could enter the country, the VS have access to and use a laboratory to obtain a correct diagnosis.
5. In the case of new and emerging diseases in the region or world, the VS have access to and use a network of national or international reference laboratories (e.g. an OIE Reference Laboratory) to obtain a correct diagnosis.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E56 – E57 – E66 – P8 – P9

Findings

There is no basic veterinary laboratory diagnostic facility in the Seychelles.

Current needs are mainly for basic diagnostic tests to support the everyday work in both small and farm animals.

Requests for a small diagnostic laboratory, with basic facilities in bacteriology, serology, parasitology and clinical pathology, have been made by the CVO for a number of years (e.g. in 2005 in the framework of a FAO international programme on HPAI). The “Agricultural Development Strategy” (2007) refers to the setting up of such a laboratory (with reference to the threats to the poultry sector), “in collaboration with private sector interests, bilateral and multilateral partners”.

In the 1970s, the VS used to have a small laboratory, but it ceased functioning in 1999. Two rooms in the VS building have been identified for the location of a basic laboratory for VS.

Currently, samples are either send abroad (OVI and Netherlands) or to the Seychelles Public Health Laboratory (e.g. bacteriology).

The main partner laboratory abroad is the Ondestepoort Veterinary Institute (OVI) in South Africa, where all samples are sent for the screening of pets being exported (at the owner’s expense). Moreover rabies diagnostic are confirmed in South Africa. However, due to the high costs related to sample packaging, shipping and laboratory services, it is not feasible to send samples for diagnostic testing.

On a case by case basis, there are also relationships with other laboratories, for example in Mauritius or la Réunion, in particular in the framework of regional projects.

In the country, the main partner laboratory is the Public Health Laboratory (PHL) under the MoH. Being in charge of food safety and water analysis for the MoH (microbiology), it can implement some bacteriology for the VS on a case by case basis (a few cases a year if any). Most of the time testing is done free of charge, especially if there are possible public health concerns (HPAI, salmonella in turtles, H1N1).

The small animal clinic occasionally uses a private human laboratory for some tests where owners are willing to pay. The VS small animal clinic have started to use some rapid tests (kits) (e.g. parvovirus).

The Laboratory of the Seychelles Bureau of Standards (SBS) is a modern and well equipped laboratory working in food safety domains. It analyses samples collected by FIQCU in the

framework of fish and fish products (fish meal, fish oil, canned fish...) export programs (chemistry: histamine, peroxide, acidity, moisture... proteins, calcium, fat... microbiology..., heavy metals...). Staff is stable (scheme of service). SBS has access to up-to-date laboratory equipments thanks to international support (EU) for export. SBS could work on other substrates (e.g. meat) and substances (e.g: antibiotics) if there was a regular demand.

FIQCU has a small laboratory where they conduct some tests for export certification (e.g. pH and sensor evaluation of the contents of canned tuna, physical examination of the cans). 5 inspectors (out of 8) conduct these analyses on rotational basis.

Strengths

- The VS utilise the existing laboratory network in the Seychelles, e.g. Public Health Laboratory.
- The VS utilise a network of international laboratories.
- The VS have developed a protocol for the export of biological samples.
- With regards to notifiable diseases, an on-going FCT (Fonds de Coopération Territoriale, led by the French Ile de la Réunion) project “Animal Risk in the Indian ocean” (refer to II-5-B) will deal with rapid tests for animal disease control. The project intends to (D4) identify deficits in diagnosis tools for priority diseases in the region; (D5) develop diagnosis tests, rapid and easy to use in field conditions in the Indian Ocean. The deadline is March 2012.

Weaknesses

- There are no formal agreements with partner laboratories in the country (e.g. PHL). Even if relationships are good, VS are always obliged to ask for help on a case by case basis.
- VS are dependent on factors out of their control for diagnosis (e.g. external laboratory may choose to process their own samples as a higher priority).
- As laboratory diagnosis is not readily available and expensive if used, veterinarians are not in the habit of utilising this service; they would likely use a laboratory more if it was more accessible and less expensive, e.g. Seychelles located laboratory.
- No other laboratories are used than the PHL. When the Veterinary Residues Programme was developed (refer to II-10), the PHL was chosen without consideration of other possible partners, e.g. SBS laboratory which has some suitable skills and facilities for such work.
- No procedures are in place to send infected samples abroad in case of a contagious animal disease (e.g. HPAI). There is no company agreed by WHO in the country.
- Seychelles laboratories using sophisticated equipment do not have local back-up which can result in significant delays in processing samples, e.g. in case of an equipment breakdowns, an engineer has to come from South Africa.

Recommendations

- A strategic and long-term vision of the Seychelles laboratory capacities and needs should be documented by the VS and their local partners.
 - The VS should precisely document their needs and expectations for veterinary laboratory diagnostic capacity;
 - A SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis should be undertaken to assess the needs and feasibility of this project;
 - Consideration should be given to the laboratory requirements and resources of other Ministries’ (e.g. Ministry of Health and SBS), in order to ensure efficient use of resources;

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- Continue to actively engage in the FCT project “Animal Risk in the Indian ocean” (refer to II-5-B);
 - Private needs and resources could be considered as part of the feasibility of a veterinary laboratory;
 - For contagious and notifiable diseases of interest at the international level, needs should be analysed in the context of the proposed Animal Health Strategy (refer to II-7).
 - Detailed procedure to ship infected biological samples abroad should be prepared and tested (in the framework of contingency planning). It could be relevant to train one of the Official veterinarians to pack and ship these samples.

Comment on the level of advancement (no grade)

According to the criteria for levels of advancement, the Seychelles could be graded 5 for this Critical Competency, as the VS can access laboratories (especially at the international level) for contagious and zoonotic diseases. However, as almost no analysis are requested in the animal health domain (except for rabies on pets for export), the above weaknesses indicate that there is a lot to do to improve access to a laboratory network.

II-2. Laboratory quality assurance <i>The quality of laboratories (that conduct diagnostic testing or analysis for chemical residues, antimicrobial residues, toxins, or tests for, biological efficacy, etc.) as measured by the use of formal QA systems and participation in relevant proficiency testing programmes.</i>	Levels of advancement
	1. No laboratories used by the public sector VS are using formal QA systems.
	2. Some laboratories used by the public sector VS are using formal QA systems.
	3. All laboratories used by the public sector VS are using formal QA systems.
	4. All the laboratories used by the public sector VS and most or all private laboratories are using formal QA systems.
5. All the laboratories used by the public sector VS and most or all private laboratories are using formal QA programmes that meet OIE, ISO 17025, or equivalent QA standard guidelines.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): P8 – P9

Findings

The Public Health Laboratory is certified (ISO 9001) for microbiology and plans to apply for certification for chemicals in the future. The laboratory building is too old to allow for accreditation. However, they use the ISO 17025 standard as reference standard and work with the SBS laboratory for proficiency tests.

The SBS laboratory is certified ISO 9001 and working towards ISO 17025 accreditation. They have received support from the South Africa accreditation body in the SADC region (SADCAS) to assist them with their accreditation application.

Rabies

Strengths

- All the laboratories the VS use have QA systems in place.

Comment on the level of advancement

The level of advancement is 3, not 4 because there are no private laboratories

II-3. Risk analysis <i>The authority and capability of the VS to base its risk management decisions on a scientific assessment of the risks.</i>	Levels of advancement
	1. Risk management decisions are not usually supported by scientific risk assessment.
	2. The VS compile and maintain data but do not have the capability to systematically assess risks. Some risk management decisions are based on scientific risk assessment.
	3. The VS can systematically compile and maintain relevant data and carry out risk assessment. Scientific principles and evidence, including risk assessment, generally provide the basis for risk management decisions.
	4. The VS systematically conduct risk assessments in compliance with relevant OIE standards, and base their risk management decisions on the outcomes of these risk assessments.
5. The VS are consistent in basing sanitary decisions on risk analysis, and in communicating their procedures and outcomes internationally, meeting all their OIE obligations (including WTO SPS Agreement obligations where applicable).	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

Import health requirements are developed by the Public Health Veterinarian but decisions are not usually supported by scientific risk assessment. Risk assessment decisions are not documented.

Strengths

- VS are aware that most of their everyday decisions can rely on professional experience and the use international standards (such as the OIE Codes).
- VS consider that it would be very useful to train their staff in RA, mainly to develop this way of thinking when facing any new situation. This would also lead to better documentation of the VS decisions. Formal RA would only be conducted in very specific cases.

Weaknesses

- There is little awareness of the risk based decision making approach.
- There is no documentation of decision-making in the development of import health conditions.

Recommendations

- There is need for those staff that develop import health conditions to understand the application of risk analysis in the international context and from a practical point of view.
- Import health conditions should be developed using a team approach, so that the VS are not dependent on one individual to conduct this work.
- The procedure used to develop import health conditions should be documented and used by those staff responsible for this area of work.

	Levels of advancement
II-4. Quarantine and border security <i>The authority and capability of the VS to prevent the entry and spread of diseases and other hazards of animals and animal products.</i>	1. The VS cannot apply any type of quarantine or border security procedures for animals or animal products with their neighbouring countries or trading partners.
	Animal products: 2. The VS can establish and apply quarantine and border security procedures; however, these are generally based neither on international standards nor on a risk analysis.
	Live animals: 3. The VS can establish and apply quarantine and border security procedures based on international standards, but the procedures do not systematically address illegal activities relating to the import of animals and animal products.
	4. The VS can establish and apply quarantine and border security procedures which systematically address legal pathways and illegal activities.
	5. The VS work with their neighbouring countries and trading partners to establish, apply and audit quarantine and border security procedures which systematically address all risks identified.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E22 – E23 to 30 – E98 to E121 – P4 – P17 – P18

Findings

Seychelles is an island country that had limited official points of entry. There are only two official ports of entry: Victoria harbor and the international Airport on Mahe (everything enters and is cleared on Mahe before moving to other islands).

Imports of live farm animals are sporadic (the last importation was live goats that occurred four years ago) and, up to now, organised by the VS themselves (pigs and goats). Exporting countries are chosen carefully based on the type of animal and country disease status. Private importations would be possible but these would be organised in close collaboration with the VS. Quarantine has been compulsory for all the animals imported; the VS pet quarantine facility (the only official quarantine facility) has been requisitioned for this purpose when pigs or goats have been imported.

Pets (dogs and cats) may be imported into the Seychelles but must undergo quarantine in the official quarantine facility. VS supervise the arrival of any pet arriving at the airport, check the certification and transport the animal to the quarantine facility.

Pets arriving in the Seychelles on yachts must stay on board. The VS are informed of any animals on board arriving yachts by the Customs personnel.

As regards imported products, up to recently, a EU agreement had been required for any establishment willing to import to Seychelles. MoH together with VS have just started visiting candidate exporting establishments abroad (slaughterhouses in India and South Africa) (charged by the importer).

Import permits and import conditions are only required for meat, edible offals and hatching eggs, and are not required for other animal products that could be considered risk goods, e.g. processed meat products, dairy products, table eggs.

Importation of meat (fresh and frozen), edible offals and hatching eggs are under the VS control. Importers apply for a veterinary import permit.

Hatching eggs are imported into the Seychelles on a weekly basis to supply the hatchery and are all sourced from one supplier in the Netherlands. The VS issue an import permit and clearance is given by Plant Inspection Officers following examination of import documentation at the airport. Routine inspection of the consignment is not undertaken.

Commercial importers are usually issued with an import permit with one year validity, but this can be revoked or amended depending of the current disease status of the approved exporting country(ies). For non – commercial imports (up to 10 kg as accompanied luggage), an import permit is issued by VS and is only valid for a single consignment. All meat must originate from establishments approved to export by the Veterinary Authority of the exporting country. Each consignment must be accompanied by a Health Certificate issued by the Veterinary Authority of the exporting country, certifying that Seychelles` animal health and food safety requirements (as per the veterinary import permit) have been complied with. Representatives from the VS and MoH have undertaken missions to assess exporting establishments in exporting countries with no history of exporting to the Seychelles (e.g. buffalo meat exports from India).

At the seaport, VS staff will inspect each consignment of meat products imported prior to giving clearance and release to importer. Firstly, sea freight containers will be issued with a Landing Permit: for this step, the VS rely on the port technicians, especially to control the cold chain. Then Customs make an appointment with the importer to open the seal of the container; the importer informs the VS (VPH Unit) of the scheduled time, normally 24 hours in advance. The container is opened in the presence of the VS, Customs and importer (usually 2 to 3 containers are inspected per day). As cold storage is not available at the port, outside clearance is authorised for well known importers, especially in the industrial zone; the procedure is the same.

Problems are found on about 0,01% of the containers, mainly spoilage and labelling issues. There are also some issues with containers containing mixed consignments of products, i.e. meat products mixed with non meat products, as this makes inspection very difficult. Despite the requirement to not mix consignments, the VS have limited powers to prosecute importers.

At the airport (5/6 flights a day), Plant Health Officers (PHO) are in charge of the inspection and clearance of meat and meat products on behalf of the VS (as PHO are permanently staff at the airport). There is an authorized officer (PHO) on duty 24/7 (involving the rotation of 5/6 personnel). These Officers oversee inspection of passengers and their luggage as well as inspection and clearance of air freight (at the custom area close to the passenger arrivals area). They inspect import documents but they do not routinely inspect the meat, due to the shortage of time (as airfreight arrives on the same planes as passengers) and to their own priorities to clear plant products (e.g. imported meat products average 1,5 to 2 tonnes per containment versus 10 to 20 tonnes of fruit and vegetables). If non-compliant products arrive, they are destroyed (e.g. eggs from Oman, an unauthorised exporting country). The number of non-compliant consignments is low, probably because most importations are made by a small number of importers on a regular basis who understand the system.

Passengers are not controlled (e. g. for food in their baggage) due to the lack of a legal basis.

Some commercial fish is imported from Ivory Coast, Nigeria, Korea ... for use in the canning process when local fish levels are low. Although fish and fish products do not require import conditions, FIQCU checks if the exporting country and plan are authorised to EU and controls the certificates.

For products of animal origin other than frozen meat, e.g. fish and fish products, processed meat products, dairy products...), there are no specific import requirements (i.e. no permit, no import requirements, no sanitary control). They are authorised for clearance by Customs under the general rules.

The SBP intends to merge VS and Plant Service at the border posts, to ensure better training of staff to handle both animal and plant imports and to allow for staff to be present fulltime at both the seaport and airport.

Strengths

- There is a good working relationship between the VS and Customs both at the airport and the seaport.
- Live animals:
 - good quarantine facilities and procedures exist for the importation of dogs and cats;
 - good procedures and controls exist for managing animals on board visiting yachts;
 - past importations of live farm animals (pigs and goats) were managed well with import procedures and quarantine;
 - good procedures exist for the importation of hatching eggs.
- Animal products (meat, edible offals):
 - VS verify official documents for consignment clearance at the port and physically inspect consignments.

Weaknesses (As regards animal products):

- Legal pathway: Legislation is outdated; import permits and import conditions are only required for meat, edible offals and hatching eggs, and are not required for other animal products that could be considered risk goods, e.g. processed meat products, dairy products, table eggs.
- The Plant Inspection Officers who are responsible for the clearance of animal products at the airport are not under the direct responsibility of the CVO.
- There is inconsistency in the clearance procedures for animal products and passengers at the airport.
- Suitable equipment and facilities are not available (such as office, tables, fridge), in particular especially at the airport.
- There is no risk profiling approach for inspection of animal products at the airport and the seaport, e.g. all consignments arriving at the seaport are inspected with few non-compliances.
- It is not in the habits to prosecute importers not complying with import requirements.
- Passenger pathway: Only minimal controls are in place.

Recommendations

- The legislation regarding what is a restricted good should be reviewed to take into account other high risk animal products not currently considered to be restricted goods, e.g. meat products, table eggs, dairy products.
- The overall organisation for import control and clearance should be reviewed to clarify who does what and who is responsible for what. As border control is a complex duty, written procedures (SOPs) should be developed. This would allow for more consistency between the different points of entry and the different officers in charge.
- All relevant staff should be trained according to all the duties they are in charge. For example, the control of animal products should be carried out by somebody with relevant veterinary competencies (veterinarian or para-veterinarian working under the authority of a veterinarian).
- A risk profiling approach to inspection should be developed to optimise resource allocation.
- Some explanations: VS know how risks vary according to the country of origin, the importer, the product itself... A risk profiling approach would lead to more efficient use of resources with the degree of inspection dependent on the degree of risk, based on concrete experience. Document clearance would remain in 100% of cases, while physical inspection would be decided on the basis of a risk analysis approach. All

decisions should be documented, and subject to change as soon as a new information is known, while the process should remain simple and pragmatic.

- Risks associated with the passenger pathway should be reviewed (regulation, passenger arrival declarations, check of baggage and personal goods...).
- Relevant inspection equipment and facilities should be provided to authorised officers by the airport and seaport (office...).

Levels of advancement	
II-5. Epidemiological surveillance <i>The authority and capability of the VS to determine, verify and report on the sanitary status of the animal populations under their mandate.</i> A. Passive epidemiological surveillance	1. The VS have no passive surveillance programme.
	2. The VS conduct passive surveillance for some relevant diseases and have the capacity to produce national reports on some diseases.
	3. The VS conduct passive surveillance in compliance with OIE standards for some relevant diseases at the national level through appropriate networks in the field, whereby samples from suspect cases are collected and sent for laboratory diagnosis with evidence of correct results obtained. The VS have a basic national disease reporting system.
	4. The VS conduct passive surveillance and report at the national level in compliance with OIE standards for most relevant diseases. Appropriate field networks are established for the collection of samples and submission for laboratory diagnosis of suspect cases with evidence of correct results obtained. Stakeholders are aware of and comply with their obligation to report the suspicion and occurrence of notifiable diseases to the VS.
	5. The VS regularly report to stakeholders and the international community (where applicable) on the findings of passive surveillance programmes.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E45 – E67 to E74 – P22 to P30

General findings regarding animal health organisation (CC II-5, II-6 & II-7)

The country considers itself as having a historically favorable animal health status, being protected by being an island and having imported few high risk animals or products (refer to II – 3 – C).

Some contagious diseases are present and considered to be endemic, e.g. Gumboro disease (infectious bursal disease, IBD) and Marek's disease in poultry. Clinical outbreaks are suspected from time to time, and occasionally confirmed by overseas laboratories.

Gumboro Disease was introduced into the country in the 1990s with day-old-chicks from The Netherlands. From that time on, only hatching eggs have been imported.

However, there is no collective approach to the management of these diseases and no governmental policy has been implemented regarding the extend of the problem or the effectiveness of controls (e.g. vaccination) (Critical Competencies II-5 A & B and II-7). Vaccination is routinely used by some farmers at their own initiative and they import the vaccine themselves.

There is no animal health strategy in the country, no precise knowledge of the current disease situation and no vision for the future, e.g. what disease are considered a high priority.

Few ruminants are farmed on the islands and they have had no outbreaks of the main contagious diseases of ruminants that have led to many countries building a national animal health strategy. In addition, poultry and pig production is only for domestic consumption.

Representatives of the Seychelles Farmer's Association consider that each farmer should take responsibility on his own business and the prevention of diseases, as to maintain hygienic conditions in his poultry or pig farm. When they express need for VS support, they refer to all the livestock diseases and production concerns.

In general, when farmers and veterinarians speak about animal diseases, they generally are referring to livestock health problem linked with husbandry, nutrition problems (poultry and pigs owners complain about the irregular quality of the local produced feed), lack of competency of owners or farm employees, rather than contagious diseases because contagious diseases are uncommon in comparison to these issues.

Strengths

- There is a list of notifiable diseases in the law (Animal Act) and VS are aware of contagious animal diseases of concern in the Region through international relationships and programmes.
- Livestock Officers make regular monthly visits to licensed farms to check animal health and production (usually limited to pigs and poultry). If they find a significant mortality or animal health issue, they inform the VS for further investigation. Thanks to their everyday presence on farms, the 4 Livestock Officers have to be considered as the pivot of the de facto passive epidemiological surveillance. In addition, VS's Field Unit are visiting farms regularly as part of routine visits or because the farmer had placed a call.
- Public Health Officers in the MoH conduct ante and post mortem inspection at the slaughterhouse; they would contact VS if an issue regarding animal health was detected (a rare occurrence).
- Relationship between farmers and veterinarians is well established regarding animal health matters.

Weaknesses

- There is no strategy for passive surveillance, no structured national disease surveillance system in place.
- Identification of zoonoses and diseases of economic importance that should / could be the subject of passive surveillance has not been undertaken in a systematic method.
- When poultry or pigs are dead on arrival at the slaughterhouse, they are thrown away without any regard to the cause of the death, as this is usually considered to be due to heat stress during transport.

Recommendations

- A strategy regarding a passive surveillance programme should be developed as part of a larger Animal Health Strategy (see Critical Competency II-7).

II-5. Epidemiological surveillance <i>The authority and capability of the VS to determine, verify and report on the sanitary status of the animal populations under their mandate.</i> B. Active epidemiological surveillance	Levels of advancement
	1. The VS have no active surveillance programme.
	2. The VS conduct active surveillance for some relevant diseases (of economic and zoonotic importance) but apply it only in a part of susceptible populations and/or do not update it regularly.
	3. The VS conduct active surveillance in compliance with scientific principles and OIE standards for some relevant diseases and apply it to all susceptible populations but do not update it regularly.
	4. The VS conduct active surveillance in compliance with scientific principles and OIE standards for some relevant diseases, apply it to all susceptible populations, update it regularly and report the results systematically.
	5. The VS conduct active surveillance for most or all relevant diseases and apply it to all susceptible populations. The surveillance programmes are evaluated and meet the country's OIE obligations.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E45 – E58 to E74 – P22 to P30

Findings

VS were involved in an active surveillance research programme (Animal Risk Programme) during 2008/2009, together with La Réunion, Mayotte and Madagascar (see II-3-C). This programme has shown:

- for poultry production: suspected presence of Gumboro Disease and Newcastle Disease; presence of antibody for Avian Influenza type A (but not for H5 and H7);
- for pig production: absence of Classical Swine Fever and African Swine Fever;
- for horses: traces of antibodies for West Nile disease (on an old horse on La Digue; from human samples, it seems that the virus is circulating).

A previous surveillance programme was run in poultry in the 1990s, when Gumboro Disease was introduced in Seychelles. Day-old-chicks were tested for several pathogens in The Netherlands, the source of the disease.

Strengths

- The technician working in the VS Field Unit was specifically trained in 2008 (in CIRAD, Montpellier, France) to strengthen VS capacity in epidemiology. He undertakes CE courses as far as possible to maintain his skills.
- The regional Animal Risk Programme resulted in: a first experience; screening for a number of diseases in farm animals (blood screening); useful information regarding Seychelles animal health status; good networking with regional VS and scientists.

Weaknesses

- No strategy has been developed regarding an active surveillance programme.
- Due to reasons beyond VS control, the country did not benefit from previous capacity building program such as PACE and others carried out in the past.

Recommendations

- A strategy regarding active surveillance programme, if any, should be developed as part of a larger Animal Health Strategy (see Critical Competency II-7).

II-6. Early detection and emergency response <i>The authority and capability of the VS to detect and respond rapidly to a sanitary emergency (such as a significant disease outbreak or food safety emergency).</i>	Levels of advancement
	1. The VS have no field network or established procedure to determine whether a sanitary emergency exists or the authority to declare such an emergency and respond appropriately.
	2. The VS have a field network and an established procedure to determine whether or not a sanitary emergency exists, but lack the necessary legal and financial support to respond appropriately.
	3. The VS have the legal framework and financial support to respond rapidly to sanitary emergencies, but the response is not coordinated through a chain of command.
	4. The VS have an established procedure to make timely decisions on whether or not a sanitary emergency exists. The VS have the legal framework and financial support to respond rapidly to sanitary emergencies through a chain of command. They have national contingency plans for some exotic diseases.
5. The VS have national contingency plans for all diseases of concern through coordinated actions with all stakeholders through a chain of command.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E63 to E74

Findings

VS are sure that farmers will call the VS for any animal health concern as they work closely with farmers.

An outbreak of Marek's Disease was suspected and relevant poultry were sampled in March 2011. Day-old-chicks are routinely vaccinated at the hatchery, so investigations were to be conducted at the hatchery and relevant farms; however, nothing was conclusive as at July 2011 (the time of the PVS evaluation).

Strengths

- VS veterinarians and Livestock Officers visit licensed farms on a regular basis (monthly) providing an opportunity for early detection;
- An Integrated (multi-sectoral) National Action Plan for HPAI was drawn up in the year 2005 and revised in 2007 with the active participation of members from all key Ministries.
- Ante- or post mortem inspection of animals for slaughter is undertaken by Public Health Officers.

Weaknesses

- There is no formal network for early detection.
- The VS do not have procedures for early warning.
- The VS have had no experience in handling an emergency response situation.
- The VS have not undertaken a simulation exercise to test the emergency response plan for HPAI.
- The VS has not prioritised the high risk pathogens and developed preparedness plans for these pathogens (given that plans cannot be developed for all pathogens).
- The list of notifiable diseases is not regularly reviewed, although it is noted that they are currently under review as part of the SBP.
- Ante- or post mortem inspection of animals for slaughter is not undertaken by veterinarians and VS do not assume a regular presence in the slaughterhouse.

Recommendations

-
- The VS should develop preparedness and contingency plans for diseases assessed to be of high priority. These plans could include general approaches to poultry and pig diseases and then detailed requirements specific to diseases identified as high risk. Contingency plans should include detailed procedures to direct the actions to be taken in an emergency (e.g. where to bury carcasses? How to disinfect, where to obtain such products and how to use them...) – and should be updated on a regular basis.
 - The VS should develop international support, in advance, to assist them should they have to deal with an emergency response situation (and so they can take advantage of others' experience).
 - The list of national notifiable diseases should be regulated so it can be easily modified, e.g. a by-law rather than an Act.
 - The presence of the VS at the slaughterhouse and coordination with PHO should be reviewed (refer to II-8-A).

II-7. Disease prevention, control and eradication <i>The authority and capability of the VS to actively perform actions to prevent, control or eradicate OIE listed diseases and/or to demonstrate that the country or a zone are free of relevant diseases.</i>	Levels of advancement
	1. The VS have no authority or capability to prevent, control or eradicate animal diseases.
	2. The VS implement prevention, control and eradication programmes for some diseases and/or in some areas with little or no scientific evaluation of their efficacy and efficiency.
	3. The VS implement prevention, control and eradication programmes for some diseases and/or in some areas with scientific evaluation of their efficacy and efficiency.
	4. The VS implement prevention, control and eradication programmes for all relevant diseases but with scientific evaluation of their efficacy and efficiency of some programmes.
	5. The VS implement prevention, control and eradication programmes for all relevant diseases with scientific evaluation of their efficacy and efficiency consistent with relevant OIE international standards.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E58 to E66 - P22 to P30

Findings

No systematic vaccinations are carried out in livestock.

Marek's Disease: Day-old-chicks are vaccinated in the hatchery.

Gumboro Disease (IBD): The disease has been endemic in Seychelles for 20 years and some farmers experience clinical cases. Some farmers vaccinate routinely using vaccine that they import themselves... but the strain is not known.

Fowl pox: one poultry farm uses routine vaccination.

Newcastle Disease: The Animal Risk Programme identified positive cases. It is planned to sample backyard poultry (200/300) for screening to see if they are the reservoir. However, no clinical disease has been identified as would be expected for a newly introduced pathogen.

FMD: Serum samples from previous programmes are being kept in CIRAD La Réunion and could be used for FMD screening to start the process of the recognition of FMD freedom, should the Seychelles prioritise FMD under the proposed Animal Health Strategy.

Dogs are being vaccinated against leptospirosis, distemper, canine hepatitis and parvovirus on a voluntary basis.

Strengths

- There are no reported clinical cases of the majority of the OIE listed diseases, with the exception of some avian diseases.
- The VS do have the authority and some capability for disease prevention, control and eradication (refer to Animal Act).

Weaknesses

- There is no structured, systematic approach to disease investigation, e.g. Gumboro (IBD), Marek's.
- There is no strategy for the eradication and control for any diseases (endemic or exotic).

Recommendations

- The VS should develop an Animal Health Strategy to, notably:
 1. Decide which (if any) endemic diseases to actively manage;
 2. Identify which (if any) disease the country wishes to declare freedom from;
 3. Identify which diseases to actively prevent introduction;
 4. Develop a strategy for managing the detection of an exotic disease.

This strategy should:

1. clearly balance the reasons for each decision and the benefits expected from such a programme (i.e. cost-benefit analysis) - and establish who pays for what;
 2. take into consideration the diseases present in the region and the international commitments of the country;
 3. establish close collaboration with stakeholders, especially the Seychelles Farmers' Association, the MoH (zoonosis, place of the slaughterhouse in the system...);
 4. be prepared, as far as necessary, with the help of an international consultant aware of the situation in the Indian ocean region.
- The presence of the VS at the slaughterhouse and coordination with PHO should be reviewed (refer to II-8-A).

Comment on the level of advancement

The level of advancement is 1 – Although VS do have authority and some capability, they have not determined which diseases to prevent, eradicate or control.

II-8. Food safety A. Ante and post mortem inspection at abattoirs and associated premises (e.g. meat boning / cutting establishments and rendering plants). <i>The authority and capability of the VS to implement and manage the inspection of animals destined for slaughter at abattoirs and associated premises, including for assuring meat hygiene and for the collection of information relevant to livestock diseases and zoonoses. This competency also covers coordination with other authorities where there is shared responsibility for the functions.</i>	Levels of advancement
	1. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are generally not undertaken in conformity with international standards.
	2. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards only at export premises.
	3. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards for export premises and for major abattoirs producing meat for distribution throughout the national market.
	4. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards for export premises and for all abattoirs producing meat for distribution in the national and local markets.
5. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards at all premises (including family and on farm slaughtering) and are subject to periodic audit of effectiveness.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E21 – E44 – E95 to E97 – P11 – P13 – P14 – P25 – P26

Findings

There is only one slaughterhouse, on Mahé, with a line for pigs and ruminants (a few cattle a week) and a line for poultry (semi-automatic). On Praslin and La Digue, individual areas for slaughtering are authorised on farms. Mahé's farmers can also be authorised to slaughter broilers on farms if they built relevant premises. There is no export of products of animal origin (except from fishery).

Mahé's slaughterhouse was built 20 years ago. Before 2009, it was led by a governmental body, the SMB (Seychelles Marketing Board); maintenance has been lacking for many years. It was given to the Farmers' Cooperative for SR 1 in 2009 (including 3 months of stock, salaries and consumables) together with the hatchery and feed plant: the slaughterhouse does not make profit, but the hatchery and the feed plant do. Thanks to a levy on meat imports (SR5/kg of frozen chicken) set in 2009, slaughter is free of charge for the farmers (previously: SR 250/pig; SR 2,5/kg poultry).

Despite recent investments, the building is outdated; however, there is no alternative solution for the time being. The Seychelles Farmers' Association has a project for a new abattoir (SR 25 millions), with 3 lines dedicated to poultry (4/5.000/d), pigs and ruminants. Land is already leased. Possible sources of funding for this building include the Government²⁰ and international support²¹.

Hygiene conditions in the slaughterhouse are not satisfactory.

Pigs are held for 24h before ante-mortem inspection and slaughter. The abattoir can normally slaughter 100 pigs/ day (less in July 2011 because of water shortage).

²⁰ According to the "Agricultural Development Strategy 2007-2011", government had already given its approval for the construction of a new abattoir before the 2008 crisis and the subsequent privatization.

²¹ Commonwealth African Agricultural Development Programme to which Seychelles will sign for membership in September 2011; SACAU (Southern Africa Conference of African Union) => IFAD and EU supports.

Broilers²² are slaughtered on arrival. The date for slaughtering is planned according to the delivery of DOC to the hatchery. However, farmers complain about the slaughterhouse capacity (4.200 poultry/day: lots have to be divided in several batches, on 3 days or more) and the lack of flexibility.

Offal, organs and condemned carcasses are buried under the supervision of the PHO.

Cattle and pigs are generally bought on-farm by butchers who transport them to the slaughterhouse. Butchers sell meat to shops and hotels (2 or 3 stars). Some butchers also have their own farm. Butchers do not generally use refrigerated trucks to transport meat from the slaughterhouse to the food processing premises.

Ante- or post mortem inspection is undertaken by Public Health Officers (PHO) from the MoH. One of them works every day at the slaughterhouse; the other ones come on roster (3/day out of a pool of 25 officers). PHO undergo a 3 year course in Environment Public Health Sciences in the National Institute for Health and Social Studies (PHO, nurses, social workers, para-medicals...).

VS are represented on the slaughterhouse committee that meets about once a month. Visits of veterinarians from the VPH Unit to the slaughterhouse are possible but very occasional as they have no specific tasks to carry out there.

Strengths

- Ante- or post mortem inspection of animals for slaughter is undertaken by Public Health Officials trained for this purpose.
- The PHO in place at the slaughterhouse is motivated and doing her best to implement changes.
- The PHOs would advise the VPH Unit of any event of animal health concern (this happens less than once a year). Good relationships are in place.

Weaknesses

- No action has been taken to address problems of poor hygiene at the abattoir by the decision-makers in the government (MoH). Decision-makers have a lack of awareness of the possible consequences of this situation on human health and tourism.
- There is no documentation of the number of deaths of animals on arrival, the condemned carcasses or the reason for condemnation.
- There is no exchange of relevant information between the MOH and the VS.
- Few vendors use refrigerated transport of carcasses from the abattoir to the food processing premise.

Recommendations

- The VS and Public Health officers should develop a more effective working relationship including the documentation of roles and responsibilities. Systematic coordination procedures should enable the VS to have access to everyday information about what happens at the slaughterhouse (detection of low signals).
- Could be considered: planning systematic (random) weekly visits; having a veterinary technician working in the slaughterhouse together with the PHO team; MoH issuing weekly reports (death on arrival, condemnation...), etc.
- The key role of the slaughterhouse for the collection of information relevant to livestock diseases and zoonoses should be underlined in the future Animal health Strategy (to which the MoH will be associated).

²² Spent layers are sold directly from the farms to locals for traditional cook.

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- Slaughtering conditions should be improved to comply with international hygiene standards: facilities should be addressed without delay (building a new slaughterhouse being an effective solution) and, whatever the building is, live animals and carcasses should be handled in a professional hygienic condition. The fact that the current building is outdated means that even higher level of hygiene should be implemented without delay.
 - Decision makers should consider the consequences for the tourism sector of a food borne disease outbreak involving meat hygiene, especially given that the tourism sector uses some locally produced animal products. Furthermore, compliance with international standards becomes crucial with WTO accession as requirements on imported products cannot be more restrictive than the national conditions.
 - The cold chain should be implemented for meat transport (e.g. consideration could be given to buy a refrigerated truck for collective use).

B. Inspection of collection, processing and distribution of products of animal origin <i>The authority and capability of the VS to implement, manage and coordinate food safety measures on processing and distribution of products of animals, including programmes for the prevention of specific foodborne zoonoses and general food safety programmes. This competency also covers coordination with other authorities where there is shared responsibility for the functions.</i>	Levels of advancement
	1. Implementation, management, and coordination (as appropriate) are generally not undertaken in conformity with international standards.
	Fish and Fish products 2. Implementation, management and coordination (as appropriate) are generally undertaken in conformity with international standards only for export purpose.
	3. Implementation, management and coordination (as appropriate) are generally undertaken in conformity with international standards only for export purpose and for products that are distributed throughout the national market.
	4. Implementation, management and coordination (as appropriate) are generally undertaken in conformity with international standards for export purpose and for products that are distributed throughout the national and local markets.
5. Implementation, management and coordination (as appropriate) are undertaken in full conformity with international standards for products at all levels of distribution (including on farm-processing and farm gate sale).	

[Note: This critical competency primarily refers to inspection of processed animal products and raw products other than meat (e.g. milk, honey etc.). It may in some countries be undertaken by an agency other than the VS.]

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E17 – E18 – P11 – P21

Findings

Warning: Evaluation of this Critical Competency by the OIE-PVS mission was limited due to the shortage of time and to the specific situation of the country:

- For fish and fish products, the Seychelles' production is divided between: (i) traditional national consumption (direct sale of fresh fish from the wild) and (ii) large vessels and plans agreed for export to EU (and therefore controlled under the EU system);
- for meat products, industrial enterprises are very few.

1/ Animal products:

Most of the pig and poultry products produced locally are sold fresh. There are three main premises where meat products under-go further processing, and many smaller ones including 'cottage industries'.

Cottage industry is an at-home family activity based on traditional practices. Numerous take-away and cottage industries prepare and sell everyday foods. Most of them use quite good equipment and handle food in a hygienic manner.

Every food premise (hotel, restaurant, cottage industry, food plan) is licensed and undergoes visits, namely at the inception stage (MoH together with the Planning Authority, the Ministry of Environment, the Licensing authority...).

As regards stores, and especially cold chain, situation is very variable from place to place. In Victoria market, butchers are housed in a dedicated, recently renovated building. However, elsewhere, one can note obvious cold chain deficiencies (e.g. frozen meat in supermarkets, fresh meat, cheese on the market...).

From field observations, labelling is satisfactory on imported foodstuff while insufficient for most local products (e.g. no information on storage conditions).

Inspection of food in outlets includes monitoring programmes with routine sampling for food and milk for analysis by the Public Health Laboratory (microbiology and chemistry).

MoH oversees the inspection, collection, processing and distribution of products of animal origin, including local markets, hotels and restaurants, thanks to a team of 40 to 50 PHO.

As regards imported products, they are supposed to meet EU requirements (an EU agreement had been required for any establishment willing to import to Seychelles). However, MoH together with VS have started visiting candidate exporting slaughterhouses in India and South Africa; in this new framework, for requirements as antibiotics, Seychelles will rely only on the regulation of the exporting country.

Notification for food poisoning is compulsory but very few declarations are made per year (mostly sporadic and family cases). It is unclear what the actual occurrence is as many cases may not seek medical care and therefore not be recorded.

2/ Fish and fish products:

Export of fish and fish products represents a key economic activity in Seychelles for a long time.

Mahé's tuna canning factory (Indian Ocean Tuna Limited, IOT) processes 300.000 tonnes of fish per day from 52/54 fishing vessels, and produces 2,7 to 3 million cans per year. The factory operates 21 hours per day, 250 days/year. 90% of the production is exported to EU. FIQCU is in charge of sampling cans for analysis by the SBS laboratory according to an annual control programme, and for basic analysis in its own laboratory (4 cans/day).

The fish establishments are authorised to export to EU. Therefore, FIQCU, as the Competent Authority, together with the plans themselves, are subject to strict controls from the European union (2006, 2011). FIQCU is building a Quality System (ISO 17025) with financial support from the EU. The 2011 EU report concludes that: "the system for official controls implemented by the competent authority, the FIQCU, SBS, is able in general to offer adequate guarantees concerning the quality of the fishery products exported to the EU".

When it comes to local market, direct sale of fresh fish is very traditional. Fish harvested from the wild are directly sold (on markets, at landing points...) with little consideration to cold storage.

Strengths

- Any premise processing meat products and selling meat/meat products, prepared foods, including 'cottage' industries, must be licensed and undergoes regular inspection (including sampling for microbiology and chemical analysis) from the PHO.
- Some testing is done at the Seychelles Public Health Laboratory and there is the capacity to send samples to overseas laboratories if required.
- A project to detect and monitor residues in meat and meat products, eggs and honey is underway, the sustainability of this project is not clear (refer to Critical Competency II- 10).
- Regarding awareness and training, the PHOs participate in the hotels' food handlers training. The "Tourism Academy" includes issues on food safety.
- Regarding fish and fish products, Seychelles complies with the high level of EU requirements for the export of fish.

Weaknesses

- The Food Act is outdated; the MoH hopes to review this act and their food safety policies (pending a request of support to the WHO).
- Food safety of products sold on the local market is inconsistent.
- There is no antimicrobial residue testing in animals and animal products.

Comment on the level of advancement

2 is graded as regards fish and fish products

No level is applied for other products because they were not investigated thoroughly.

II-9. Veterinary medicines and biologicals <i>The authority and capability of the VS to regulate veterinary medicines and biologicals, i.e the authorisation, registration, import, production, labelling, distribution, sale and use of these products.</i>	Levels of advancement
	1. The VS cannot regulate veterinary medicines and biologicals.
	2. The VS has some capability to exercise administrative control over veterinary medicines and biologicals.
	3. The VS exercise effective administrative control and implement quality standards for most aspects of the regulation of veterinary medicines and biologicals.
	4. The VS exercise comprehensive and effective regulatory control of veterinary medicines and biologicals.
5. In addition to complete regulatory control, the VS systematically monitor for adverse reactions (pharmacovigilance) and take appropriate corrective steps. The control systems are subjected to periodic audit of effectiveness.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 – E75 to E91 – P5 – P10

Findings

The importation of veterinary vaccines, biologicals, serum etc. are regulated under the Animal Diseases and Imports Act (Animal Act) whilst all other products are covered by the Pharmacy Act which is being enforced by the Ministry of Health in collaboration with VS. Drafting the new Seychelles Medicine Control Act is in process which will subsequently replace the Pharmacy Act.

VS manage a drugs' store for their own use and for selling to animals owners. They order products (through the SAA revolving fund) from a wholesaler in United Kingdom, and from a supplier in South Africa. The stock is stored in a locked room which, is managed by the veterinary nurse under the direct authority of the Small Animals Unit Head. Before delivering drugs, veterinarians usually carry out a consultation of the animal(s), both for small and farm animals.

Animal owners can import drugs and vaccines directly. They apply to the MoH, who routinely ask for VS approval (a step that is not currently in the law but considered necessary because the VS has the expertise on the use of veterinary drugs).

Due to the lack of resources in the VS, control of veterinary drugs was transferred to the MoH about two years ago. However, the MoH Department in charge of authorization is also short staffed to handle applications for human and animal medicines (4 pharmacists are in charge of many duties).

Importers of pharmaceuticals must be licensed by the Seychelles Licensing Authority. Currently licensed are: dispensing doctors (7), pharmacies (5; some have started to dispense health products for pets), health care shops (25), pet shops, VS, farmers (10; for their own use). They have access to a limited list of drugs, classified according to the risk.

For each importation, invoices are sent to the MoH with relevant information (traceability, batch number, WHO certificate ...). Products eligible for import only have to be registered in the country of origin. No other assessment is conducted. Import dossiers are filed and kept by the MoH, which would allow tracing in case of issues. However, no statistical analysis is made regarding drug volumes, types etc.

The Quality Control Laboratory (within the MoH), currently performs analysis on some generic products to be used in the hospital to ensure quality and will be able to do the same for veterinary products under the new Act that will establish this laboratory as a legal institution. These analyses, while very expensive, are considered necessary as 85% of imported

products are now generic not branded (due to lower cost) but quality is not always as stated on the product information.

The use of drugs imported by farmers directly is not controlled on farms and the MoH has concerns that oxytetracycline imported by some pig and poultry farmers may be being sold illegally for use in illegal human abortion clinics.

Strengths

- An approval process for the importation of all veterinary medicines does exist. This process is documented.
- Seychelles mostly import veterinary medicines from the United Kingdom and South Africa and products must be registered for use in the exporting country.
- The Pharmacy Act is under review. VS are a member of the ad hoc committee responsible for reviewing the Act. The new Seychelles Medicines Control Act (SMCA) will address human and veterinary drugs and establish a controlling Board which will include the VS.

Weaknesses

- The Pharmacy Act (1983) is out-dated and insufficient in some areas (namely controls and prosecutions).
- Animal owners (including pets' owners) can be authorised to import directly veterinary products for their own use, and although this is controlled by the VS and MoH, importations can be made with little justification and control.
- There is no regulation for imported stock feed regarding the addition of antibiotics and hormones...
- There are no conditions for the use of veterinary medicines.

Recommendations

- There is a need to review the whole system regarding the control and use of veterinary drugs and biologicals, taking into account all the aspects, including withdrawal times, illegal use, parallel market, etc. Information on drugs residues will be helpful in guiding decisions regarding the control of veterinary medicines (refer to Critical Competency II-10).
- When drafting the new Act, consideration should be given to good international practises regarding use of veterinary drugs, e.g. the legislation framework developed by the OIE.
- A condition of import authorisation for farmers should be detailed records of all drug use including a description of the clinical disease, diagnosis, number of animals treated etc.
- A regular analysis of the quantity and type of medicines imported should be conducted to enable reviews of drug use.
- Consideration should be given to a project to harmonise veterinary drugs control and use at a regional level – and should also be coordinated with the control of drugs for human health and plant health.

II-10. Residue testing	Levels of advancement
<i>The capability of the VS to undertake residue testing programmes for veterinary medicines (e.g. antimicrobials and hormones), chemicals, pesticides, radionuclides, metals, etc.</i>	1. No residue testing programme for animal products exists in the country.
	2. Some residue testing programme is performed but only for selected animal products for export.
	3. A comprehensive residue testing programme is performed for all animal products for export and some for domestic use.
	4. A comprehensive residue testing programme is performed for all animal products for export and/or internal consumption.
	5. The residue testing programme is subject to routine quality assurance and regular evaluation.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): P8 – P9

Findings

VS and the Public Health Laboratory (PHL) of the MoH have a project underway: “Food safety capacity building and residue control”, also called the “veterinary residue programme”. The project is funded by SADC, for its 15 Member Countries. The laboratory capacity for this project is being provided by the PHL as they have a trained technician and premises who can undertake this work. This collaboration is being conducted by an informal agreement.

Up to now, some tests have been conducted on:

- chloramphenicol in eggs (local production), milk and honey (imported)
- sulfamides (new LC/MS) in pork and chicken - local (imported will be addressed in future work)
- pesticides...

However, the laboratory lacks staff for this work (2 people in the Chemical Unit). The project provided equipment and reagents (“starting package”) but the VS will have to pay for the reagents after the initial set up phase.

This work in residues is linked with Seychelles’ application to the WTO (be able to refuse products from any country).

The PHL plans to offer analysis to the private sector in the future (e.g.: Géant Casino, ship companies, hotels - for domestic products...).

As regards fish and fish products, official samples are taken regularly on vessels: once a year for contaminants (heavy metals) and 1-3 times a year for histamine.

In EU listed establishments, official samples are taken regularly according to an annual sampling and testing plan:

- Histamine testing: samples are taken from the relevant fish species, from raw material and finished products (940 in 2009, all acceptable results).
- Heavy metals: in 2009, one official routine sample was taken per EU listed facility and on every batch of fish oil. Ten samples were taken in total. One was found above the maximum limit for mercury.
- Dioxins and dioxin-like PCSs: one sample is taken per year per EU listed facility.

The establishment also performs tests for heavy metals for their own quality control checks.

The SBS laboratory is in charge of all these analysis (refer to the Critical Competencies II-1 and II-2)

No monitoring arrangement has been set up for PAHS and inorganic tin in canned food.

Under the EU rapid alert system (RASSP), Seychelles fishes have only been targeted on 2 occasions (histamine in 2007, mercury in 2009).

Strengths

- Residue controls on fish and fish products comply with EU requirements.
- A pilot project to detect and monitor residues in meat and meat products, eggs and honey is under way.

Weaknesses

- There has been no residue testing in animals and animal products to date.
- The sustainability of the Veterinary Residue Programme under way is not clear.

Recommendations

- A written agreement between the VS and PHL should be developed regarding the Veterinary Residue Programme, to ensure the commitment of both parties and the sustainability of the project (e.g.: what is the commitment of the laboratory regarding staffing of the programme; what will happen with equipment if PHL does not have staffing for the project; etc.)
- Despite the good relationships between VS and the PHL, the Veterinary Residue Programmes may be more sustainable if conducted in collaboration with the SBS laboratory as they have trained people working in this area, large premises, and are close to accreditation (refer to Critical competency II-1).
- According to the results of the project under way, follow up activities should be addressed (e.g. development of a national residue control programme). Actions to be taken when a result is positive will have to be considered and, as far as necessary, included in the relevant regulation.
- A scientific committee could be useful to steer the Veterinary Residue Programmes and determine the list of drugs that are to be monitored. This committee could guide the future national residue programme, if any.

Comment on the level of advancement

The level of advancement is only 2 - Noting that there is project under way to address the issue of residues in domestic products.

II-11. Emerging issues <i>The authority and capability of the VS to identify in advance, and take appropriate action in response to likely emerging issues under their mandate relating to the sanitary status of the country, public health, the environment, or trade in animals and animal products.</i>	Levels of advancement
	1. The VS do not have procedures to identify in advance likely emerging issues.
	2. The VS monitor and review developments at national and international levels relating to emerging issues.
	3. The VS assess the risks, costs and/or opportunities of the identified emerging issues, including preparation of appropriate national preparedness plans. The VS have some collaboration with stakeholders and other agencies (e.g. human health, wildlife and environment) and with stakeholders on emerging issues.
	4. The VS implement, in coordination with stakeholders, prevention or control actions due to an adverse emerging issue, or beneficial actions from a positive emerging issue. The VS have well-developed formal collaboration with stakeholders and other agencies (e.g. human health, wildlife and environment) and with stakeholders on emerging issues.
5. The VS coordinate actions with neighbouring countries and trading partners to respond to emerging issues, including audits of each other's ability to detect and address emerging issues in their early stages.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Strengths

- The VS are well aware of the international context, e.g. regular attendance at international meetings, conferences, and training workshops.
- At the local level, the VS work regularly with other Ministries and stakeholders that allow them to share information.

Weaknesses

- Written travel reports are not used to discuss and identify possible emerging issues.

Comment on the level of advancement

The level of advancement is 1 – however this Critical Competency does not appear to be crucial in the Seychelles context.

II-12. Technical innovation²³ <i>The capability of the VS to keep up-to-date with the latest scientific advances and to comply with the standards of the OIE (and Codex Alimentarius Commission where applicable).</i>	Levels of advancement
	1. The VS have only informal access to technical innovations, through personal contacts and external sources.
	2. The VS maintain a database of technical innovations and international standards, through subscriptions to scientific journals and electronic media.
	3. The VS have a specific programme to actively identify relevant technical innovations and international standards.
	4. The VS incorporate technical innovations and international standards into selected policies and procedures, in collaboration with stakeholders.
5. The VS systematically implement relevant technical innovations and international standards.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

- There are no national research institutions relevant to the VS in the country.

Strengths

- The VS participate in regional research projects (e.g. Animal Risk Programme, Veterinary Residue Programme).

²³Technical innovation includes new disease control methods, new types of vaccines and diagnostic tests, food safety technologies, and connections to electronic networks on disease information and food emergencies.

II-13. Identification and traceability A Animal identification and movement control <i>The authority and capability of the VS, normally in coordination with stakeholders, to identify animals under their mandate and trace their history, location and distribution for the purpose of animal disease control, food safety, or trade or any other legal requirements under the VS/OIE mandate.</i>	Levels of advancement
	1. The VS do not have the authority or the capability to identify animals or control their movements.
	2. The VS can identify some animals and control some movements, using traditional methods and/or actions designed and implemented to deal with a specific problem (e.g. to prevent robbery).
	3. The VS implement procedures for animal identification and movement control for specific animal sub populations as required for disease control, in accordance with relevant international standards.
	4. The VS implement all relevant animal identification and movement control procedures, in accordance with relevant international standards.
5. The VS carry out periodic audits of the effectiveness of their identification and movement control systems.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): P15 – P16

Findings

Commercial farms are registered by the Livestock and Crops Section (within SAA). A license is issued for each farm owner.

Livestock officers keep all the documents (hatchery, Pig Genetic Centre, farms) and oversee this work.

PIGS: Ear tags and ear notches are used as the identification methods mainly for breeding purposes in pig production.

- In the Pigs Genetic Centre, breeders are identified by individual numbers on yellow ear-tags if they stay in the Centre, on green ones if they are to be sold to farmers. Records are kept by the Livestock Department.
- On breed farms, identification of breeders is compulsory with the farm's code (ear-tag).
- Piglets for fattening are identified by an ear notch showing the code of the farm and where they were born.
- Fatteners have ear tag/notching requirements.
- Under the licensing permit, it is prohibited to move pigs between farms except from breeders to fatteners.
- Butchers purchase pigs from several farms for slaughter. No traceability method is currently being used for such movements but animals brought in for slaughter could normally be traced back to the farm of origin from information obtained from the butcher.

BROILERS

- Batches of broilers can be traced back from the abattoir to the farm, from the farm to the batch of DOCs in the hatchery, then to the day of import.

LAYERS:

- Batches of layers can be traced back from the farm to the batch of DOCs in the hatchery, then to the day of import.
- Some old layers are sold to locals (for traditional curry); none go to the slaughterhouse (and they encounter no control at all).

Strengths

- Broilers can be traced through:
 1. the date of import of the hatching eggs to the hatchery;
 2. the batch from the hatchery to the farm;
 3. the batch from the farm to the abattoir.
- Layers can be traced through:
 1. the date of import of the hatching eggs to the hatchery;
 2. the batch from the hatchery to the farm.
- Breeder pigs can be traced from the Pig Genetic Centre to the pig breeder farms.
- The licensing/permit requirements do not allow movement of pigs between farms.

Weaknesses

- Fattener pigs cannot be traced from the pig breeder farms to the abattoir.
- Since households are allowed up to 25 animals without a license, home owners who purchase chickens from the hatchery for self-consumption are not traceable.
- There is no mechanism for ensuring compliance with movement restrictions between farms because of lack of individual identification.

Recommendations

- Identification and traceability should be addressed depending on the outcomes of the proposed Animal Health Strategy.

B. Identification and traceability of products of animal origin <i>The authority and capability of the VS, normally in coordination with stakeholders, to identify and trace products of animal origin for the purpose of food safety, animal health or trade.</i>	Levels of advancement
	1. The VS do not have the authority or the capability to identify or trace products of animal origin.
	2. The VS can identify and trace some products of animal origin to deal with a specific problem (e.g. products originating from farms affected by a disease outbreak).
	3. The VS have implemented procedures to identify and trace some products of animal origin for food safety, animal health and trade purposes, in accordance with relevant international standards.
	4. The VS have implemented national programmes enabling them the identification and tracing of all products of animal origin, in accordance with relevant international standards.
5. The VS periodically audit the effectiveness of their identification and traceability procedures.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

The mission did not collect sufficient information to evaluate this competency

Strengths

Weaknesses

Recommendations

II-14. Animal welfare <i>The authority and capability of the VS to implement the animal welfare standards of the OIE as published in the Terrestrial Code.</i>	Levels of advancement
	1. The OIE standards are generally not implemented.
	2. Some of the OIE standards are implemented, e.g. primarily for the export sector.
	3. All of the OIE standards are implemented but this is primarily for the export sector.
	4. All of the OIE standards are implemented, for the export and the domestic sector.
	5. The OIE standards are implemented and implementation is periodically subject to independent external evaluation.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E92 to E94

Findings

There is one NGO involved in animal protection in Seychelles, the Seychelles Society for Prevention of Cruelty in Animals (SSPCA), formed in 2000 and linked with WSPA (World Society for the Protection of Animals). It is housed in the VS building free of charge (two rooms). SSPCA is focused on pets' welfare, through educational programmes in schools, neutering and re-homing of dogs and cats... It functions with two permanent staff, a Board of 10 members that help to raise funds and 15 subscribing members. Since 2003, 9.000 pets were neutered, 7.000 re-homed and about 4.000 euthanized.

Neutering of dogs and cats (SR100) use to be done by a veterinary nurse; but now is conducted by veterinarians from the VS free of charge as part of their work to control stray dogs which they are responsible for.

SSPCA has an ambitious programme for a new building on land already provided by the Government. If this programme is funded, their new small animal clinic will compete with current small animal activities of the VS.

It was reported that some poultry and the occasional pig are dead on arrival at the abattoir following transport, because of the heat stress as animals are transported (often in crowded conditions) during the day when temperatures can be very high.

Strengths

- The Prevention of Cruelty to Animals Act (revised 1991) exists and is under review (SSPCA is leading this review and is using a lawyer on a voluntary basis).
- Awareness is increasing about the importance of welfare of small animals.

Weaknesses

- The Prevention of Cruelty to Animals Act is outdated.
- Deaths of animals on arrival at the slaughterhouse are not investigated or recorded. No actions are taken to rectify the cause of the deaths on arrival: transport containers and time of transport does not take account of the hot and humid weather conditions at the time of transport.

Recommendations

- The VS (the Government) should lead the development of the new Animal Welfare Act and ensure the link to OIE animal welfare standards.

At the slaughterhouse, records should be kept for dead animals found on arrival and remedial actions taken with transporters to rectify transport conditions where relevant.

III.3 Fundamental component III: Interaction with stakeholders

This component of the evaluation concerns the capability of the VS to collaborate with and involve stakeholders in the implementation of programmes and activities. It comprises six critical competencies

Critical competencies:

Section III-1	Communications
Section III-2	Consultation with stakeholders
Section III-3	Official representation
Section III-4	Accreditation / Authorisation / Delegation
Section III-5	Veterinary Statutory Body (VSB)
	A. VSB authority
	B. VSB capacity
Section III-6	Participation of producers and stakeholders in joint programmes

Terrestrial Code References:

Points 6, 7, 9 and 13 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards / Communication.

Point 9 of Article 3.2.1. on General considerations.

Points 2 and 7 of Article 3.2.3. on Evaluation criteria for the organisational structure of the VS.

Sub-point b) of Point 2 of Article 3.2.6. on Administrative resources: Communications.

Article 3.2.11. on Participation on OIE activities.

Article 3.2.12. on Evaluation of the veterinary statutory body.

Points 4, 7 and Sub-point g) of Point 9 of Article 3.2.14. on Administration details / Animal health and veterinary public health controls / Sources of independent scientific expertise.

	Levels of advancement
III-1. Communications <i>The capability of the VS to keep stakeholders informed, in a transparent, effective and timely manner, of VS activities and programmes, and of developments in animal health and food safety.</i>	1. The VS have no mechanism in place to inform stakeholders of VS activities and programmes.
	2. The VS have informal communication mechanisms.
	3. The VS maintain an official contact point for communications but it is not always up-to-date in providing information.
	4. The VS contact point for communications provides up-to-date information, accessible via the internet and other appropriate channels, on activities and programmes.
	5. The VS have a well developed communication plan, and actively and regularly circulate information to stakeholders.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

As for all the VS activities in the Seychelles, we have to keep in mind that most of the daily activities of the SVS are related to animal clinic for small and farm animals. The main VS official tasks (as referred to in the OIE standards) are linked to import and export, domains where stakeholders are few.

Communication to farmers is mainly through the Seychelles Farmers' Association. As an example, VS wrote a letter to the SFA's president about drug uses; the SFA invited the VS to speak about drugs during one of its meetings. However, only 50% of the farm owners are SFA members.

VS consider that they could better communicate, but do not have sufficient time for this task. For example:

- They plan to organise a communication campaign in October 2011 to underline the role of the SVS in the country (linked with the World Veterinary Year).
- They would like to raise pet owners' awareness about the importance of vaccination etc.

VS can have access to TV, newspapers and radio but rarely use these due to lack of time to prepare communications.

The SAA is working on a website but specialized manpower is lacking.

Strengths

- The VS are aware and willing to communicate with stakeholders.
- The VS have access to media (TV, radio, newspaper) either free or paid.
- The VS have appointed an OIE focal point for communication.

Weaknesses

- There is no specific person allocated to this task at the national level.

III-2. Consultation with stakeholders <i>The capability of the VS to consult effectively with stakeholders on VS activities and programmes, and on developments in animal health and food safety.</i>	Levels of advancement
	1. The VS have no mechanisms for consultation with stakeholders.
	2. The VS maintain informal channels of consultation with stakeholders.
	3. The VS maintain a formal consultation mechanism with stakeholders.
	4. The VS regularly hold workshops and meetings with stakeholders.
5. The VS actively consult with and solicit feedback from stakeholders regarding proposed and current activities and programmes, developments in animal health and food safety, interventions at the OIE (Codex Alimentarius Commission and WTO SPS Committee where applicable), and ways to improve their activities.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E9 – E23 – E31 – P13

Findings

The Seychelles Farmers' Association is the only livestock farmer association and informal relationships exist with the VS. SFA consider that they are generally well represented. They are consulted when new subject are on the table (as for the Biosecurity Act on progress).

The President of the SFA is a member of the SAA board.

Importers: there are few importers of animal products and the VS know who they are and can easily contact them should consultation be required.

The SBP intends to set up a "Biosecurity Committee", as an advisory body (risk analysis, technical advice) - to bring in technical competencies that are outside the Government (industries, NGO, border management agency...).

Strengths

- Channels exist for consultation.
- The SBP intends to set a "Biosecurity Committee".

Weaknesses

- Few activities require formal consultation with farmers or other stakeholders.
- The SFA has no collective approach to issues and management of infectious diseases (up to now, there are no programmes based on this approach in the country).

	Levels of advancement
III-3. Official representation <i>The capability of the VS to regularly and actively participate in, coordinate and provide follow up on relevant meetings of regional and international organisations including the OIE (and Codex Alimentarius Commission and WTO SPS Committee where applicable).</i>	1. The VS do not participate in or follow up on relevant meetings of regional or international organisations.
	2. The VS sporadically participate in relevant meetings and/or make a limited contribution.
	3. The VS actively participate in the majority of relevant meetings.
	4. The VS consult with stakeholders and take into consideration their opinions in providing papers and making interventions in relevant meetings.
	5. The VS consult with stakeholders to ensure that strategic issues are identified, to provide leadership and to ensure coordination among national delegations as part of their participation in relevant meetings.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E9 – E23

Findings:

The Seychelles CVO participates in many international meetings and is fully aware of current and future projects. He is for example aware of the usefulness of a regional approach to participate in the international standard setting process (AU-IBAR project under way).

OIE focal points have been nominated. They attend relevant trainings and meetings.

The costs for attendance to two meetings are included in the SAA budget: the OIE General Session and the SADC Livestock Technical Committee. For the other meetings, SVS attendance relies on invitations.

Strengths

- OIE focal points have been nominated by the OIE Delegate and have actively participated in the relevant workshops.
- The VS budget for attendance of the CVO at 2 International meetings per year (OIE General Session, SADC Livestock Technical Committee).

III-4. Accreditation / authorisation / delegation <i>The authority and capability of the public sector of the VS to accredit / authorise / delegate the private sector (e.g. private veterinarians and laboratories), to carry out official tasks on its behalf.</i>	Levels of advancement
	1. The public sector of the VS has neither the authority nor the capability to accredit / authorise / delegate the private sector to carry out official tasks.
	2. The public sector of the VS has the authority and capability to accredit / authorise / delegate to the private sector, but there are no current accreditation / authorisation / delegation activities.
	3. The public sector of the VS develops accreditation / authorisation / delegation programmes for certain tasks, but these are not routinely reviewed.
	4. The public sector of the VS develops and implements accreditation / authorisation / delegation programmes, and these are routinely reviewed.
5. The public sector of the VS carries out audits of its accreditation / authorisation / delegation programmes, in order to maintain the trust of their trading partners and stakeholders.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

There is no delegation or performance of official controls to/by other official services or organisations, both for farm animals and fishery.

This Critical Competency has to be considered as not applicable in the current Seychellois context.

III-5. Veterinary Statutory Body (VSB) A. VSB authority <i>The VSB is an autonomous authority responsible for the regulation of the veterinarians and veterinary para-professionals. Its role is defined in the Terrestrial Code.</i>	Levels of advancement
	1. There is no legislation establishing a VSB.
	2. The VSB regulates veterinarians only within certain sectors of the veterinary profession and/or do not systematically apply disciplinary measures.
	3. The VSB regulates veterinarians in all relevant sectors of the veterinary profession and apply disciplinary measures.
	4. The VSB regulates functions and competencies of veterinarians in all relevant sectors and veterinary para-professionals according to needs.
	5. The VSB regulates and apply disciplinary measures to veterinarians and veterinary para-professionals in all sectors throughout the country.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E122 – E123

Findings

There is no VSB in the Seychelles. There are only 7 veterinarians in the country, all employed in the Government in the VS (work under the Public Service Order for Civil Servants) except one private veterinarian.

There is only one private practitioner in the country (who formerly used to work in the VS before retiring). The issue of his registration was addressed, in 2009, through the general procedures for licensing in the country. He sent his Veterinary Surgeon License Application to the Seychelles Qualification Authority and the Seychelles Licensing Authority (general procedure for most of the economic activities) referred the application to the VS. VS set the “General conditions and guiding principles for Veterinary surgery in Seychelles” which include the obligation to promptly inform VS of any animal affected or suspected to be affected by a notifiable disease.

Veterinarians are in the process of launching Seychelles Veterinary Association.

The SBP has proposed that the VS join the Commonwealth Veterinary Association to get support and share costs.

Strengths

- The process to register a private veterinarian was easily established once the need arose.
- A “Veterinary Surgeon Act” is in process, as part of the membership application to the WTO.
- The establishment of Seychelles Veterinary Association is in progress.

Recommendations

- Should more private veterinarians become established, consideration should be given to strengthening the mechanism for registration and regulation of these veterinary professionals.

Comment on the level of advancement

There is no VSB, but there are a small number of veterinarians and they are all, except one, employed by the public VS.

B. VSB capacity <i>The capacity of the Veterinary Statutory Body (VSB) to implement its functions and objectives in conformity with the OIE standards.</i>	Levels of advancement
	1. The VSB has no capacity to implement its functions and objectives.
	2. The VSB has the functional capacity to implement its main objectives.
	3. The VSB is an independent representative organisation with the functional capacity to implement all of its objectives.
	4. The VSB has a transparent process of decision making and conforms with OIE standards.
5. The financial and institutional management of the VSB are submitted to external auditing.	

Terrestrial Code reference(s): Annexe 1

Evidence

Findings

Not assessed as there is no VSB

Strengths

Weaknesses

Recommendations

III-6. Participation of producers and other stakeholders in joint programmes <i>The capability of the VS and stakeholders to formulate and implement joint programmes in regard to animal health and food safety.</i>	Levels of advancement
	1. Producers and other stakeholders only comply and do not actively participate in programmes.
	2. Producers and other stakeholders are informed of programmes and assist the VS to deliver the programme in the field.
	3. Producers and other stakeholders are trained to participate in programmes and advise of needed improvements, and participate in early detection of diseases.
	4. Representatives of producers and other stakeholders negotiate with the VS on the organisation and delivery of programmes.
	5. Producers and other stakeholders are formally organised to participate in developing programmes in close collaboration with the VS.

Terrestrial Code reference(s): Annexe 1

Evidence

Findings

There are no relevant activities to evaluate at this time

Strengths

Weaknesses

Recommendations

III.4 Fundamental component IV: Access to markets

This component of the evaluation concerns the authority and capability of the VS to provide support in order to access, expand and retain regional and international markets for animals and animal products. It comprises nine critical competencies.

Critical competencies:

Section IV-1	Preparation of legislation and regulations
Section IV-2	Implementation of legislation and regulations and stakeholder compliance
Section IV-3	International harmonisation
Section IV-4	International certification
Section IV-5	Equivalence and other types of sanitary agreements
Section IV-6	Transparency
Section IV-7	Zoning
Section IV-8	Compartmentalisation

Terrestrial Code References:

Points 6, 7 and 9 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards.

Points 1 and 2 of Article 3.2.7. on Legislation and functional capabilities: Animal health, animal welfare and veterinary public health / Export/import inspection.

Points 1 and 3 of Article 3.2.8. on Animal health controls: Animal health status / National animal disease reporting systems.

Sub-point g) of Point 4 of Article 3.2.10. on Veterinary Services administration: Trade performance history.

Article 3.2.11. on Participation in OIE activities.

Points 6 and 10 of Article 3.2.14. on Veterinary legislation, regulations and functional capabilities / Membership of the OIE.

Chapter 4.3. on Zoning and compartmentalisation.

Chapter 4.4. on Application of compartmentalisation.

Chapter 5.1. on General obligations related to certification.

Chapter 5.2. on Certification procedures.

Chapter 5.3. on OIE procedures relevant to the Agreement on the Application of Sanitary and Phytosanitary Measures of the World Trade Organization.

Chapters 5.10. to 5.12. on Model international veterinary certificates.

	Levels of advancement
IV-1. Preparation of legislation and regulations <i>The authority and capability of the VS to actively participate in the preparation of national legislation and regulations in domains that are under their mandate, in order to warranty its quality with respect to principles of legal drafting and legal issues (internal quality) and its accessibility, acceptability, and technical, social and economical applicability (external quality).</i>	1. The VS have neither the authority nor the capability to participate in the preparation of national legislation and regulations, which result in legislation that is lacking or is outdated or of poor quality in most fields of VS activity.
	2. The VS have the authority and the capability to participate in the preparation of national legislation and regulations and can largely ensure their internal quality, but the legislation and regulations are often lacking in external quality.
	3. The VS have the authority and the capability to participate in the preparation of national legislation and regulations, with adequate internal and external quality in some fields of activity, but lack formal methodology to develop adequate national legislation and regulations regularly in all domains.
	4. The VS have the authority and the capability to participate in the preparation of national legislation and regulations, with a relevant formal methodology to ensure adequate internal and external quality, involving stakeholder participation in most fields of activity.
	5. The VS regularly evaluate and update their legislation and regulations to maintain relevance to evolving national and international contexts.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E10 to E16 – E19 – E23 – E31 – E100 to E104 – P7

Findings

Most of the Acts in force are outdated and under review:

- The Animal Disease and Import Act, last reviewed in 1981, will be repealed by the Biosecurity Act (drawn up in the framework of the SPB);
- The Prevention of Cruelty to Animals Act, last reviewed in 1991, is under review under SSPCA leadership; it will become the Animal Welfare Act.
- The Pharmacy Act (1983) is under review and VS are member of the ad hoc committee; the new Seychelles Medicines Control Act (SMCA) will address human and veterinary drugs and set a Board involving the VS.

There are no by-laws, orders or notices relative to the Animal Act (there are some for the Fish Act).

There is no legislative support in the ministry itself. A new regulation is prepared by the services and sent to the Attorney General's Office who cleans up the draft. Major changes can occur in the very meaning of the project, as the Attorney Department does not have specialists. The new draft is sent to the relevant service for comments. It is published in the official Gazette for public comment and then passed by Parliament and definitive publication.

Strengths

- The Animal Act is currently undergoing a major review and the VS are actively involved in the review process. It is also the case for the Pharmacy Act.
- International standards (OIE Codes) are taken into account when drafting Acts, especially the proposed Biosecurity Act.

Weaknesses

- All Acts relevant to the VS are currently considered out-dated and missing some significant issues. The process of up-dating legislation and regulation is very new.
- The involvement of stakeholders in the legislative process seems not systematic.

- Proposals in the draft Acts can be significantly changed during the development process.
- The review of the Prevention of Cruelty to Animals Act is led by a private stakeholder (NGO).

Recommendations

- The OIE Guidelines on Veterinary Legislation²⁴ should be used as references when drafting the three Acts (Biosecurity Act, Medicines Control Act, Animal Welfare Act) currently in progress. This would lead to confidence that they comply with international standards (being a recent member of the OIE, the draft Biosecurity Act has not taken into account the OIE Guidelines). Note that support in the area of legislation can be provided by OIE experts through the conduct of an OIE Legislation Mission.
- The Mariculture Master Plan should take into account the international standards relevant to aquatic animal health and welfare in the OIE Code for Aquatic Animal Health, at least as background documents.
- Once revised legislation comes into effect, its regular review and updating should be ensured where relevant.
- Compliance of Acts projects with international standards should be maintained along the legislative process, if necessary and as far as possible through interactive discussions with the Attorney office.
- The VS (the Government) should lead the development of the new Animal Welfare Act and ensure the link to OIE animal welfare standards.
- The revision of Acts should follow prior consultations with beneficiaries or stakeholders entitled to respect them (for example the representatives of the SeyFA), for a better adhesion.

Comment on the level of advancement

The level of advancement is 1 - as legislation has not been updated for decades and VS are still in the midst of developing new legislation, which is yet to come into effect, and implemented.

²⁴ Available at <http://www.oie.int/en/support-to-oie-members/veterinary-legislation/veterinary-legislation-resources/>

IV-2. Implementation of legislation and regulations and stakeholder compliance <i>The authority and capability of the VS to ensure that stakeholders are in compliance with legislation and regulations under the VS mandate.</i>	Levels of advancement
	1. The VS have no or very limited programmes or activities to ensure stakeholder compliance with relevant legislation and regulations.
	2. The VS implement a programme or activities comprising inspection and verification of compliance with legislation and regulations and recording instances of non-compliance, but generally cannot or do not take further action in most relevant fields of activity.
	3. Veterinary legislation is generally implemented. As required, the VS have a power to take legal action / initiate prosecution in instances of non-compliance in most relevant fields of activity.
	4. Veterinary legislation is implemented in all domains of veterinary competence and the VS work with stakeholders to minimise instances of non-compliance.
5. The compliance programme is regularly subjected to audit by the VS or external agencies.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E54 – E55

Findings

It is difficult to assess this Critical Competency because currently the VS have few if any activities with a legal basis that require compliance activities.

With respect to veterinary medicines there is little detail in current legislation controlling the use of drugs; therefore there is no legal basis for inspection and control.

With respect to import requirements, VS do not have the authority for prosecution (refer to Critical Competency II-4).

With respect to compliance for an emergency disease response, the VS have had no experience in this area and therefore no opportunity to assess compliance.

With respect to food safety (under the MoH responsibility), despite recent efforts, hygiene at the slaughterhouse needs major improvement and there does not appear to be a legal instrument to enforce improvements in this process.

Weaknesses

- Current legislation and regulations, in general, do not allow for enforcement of non-compliance issues.
- Written procedures (Standard Operating Procedures, SOPs) for official duties, e.g. border inspection, are not developed to back up decisions and avoid pressure from stakeholders (refer to Critical Competency I-4).
- VS (and PHO) do not have legal powers and authority to ensure that stakeholders (importers, slaughterhouse) comply with legislation under their mandate.

Recommendations

- Starting with activities of control leading to actions (including prosecution as far as necessary) in cases of non compliance there will need to be a paradigm shift and strong support from the SAA hierarchy to support any decisions. The WTO membership together with publication of new Acts will provide opportunity for a new approach for VS as for other institutions.
 - This should happen in the domain of veterinary drugs, with the new Medicine Act and the development of residues controls, as the use of drugs in food producing animals has to be severely controlled;

- The situation should also include border controls in the framework of the new Biosecurity Act, as the protection of the territory needs services with relevant authority and power.
- Consultations should be conducted with stakeholders' representatives all along the process (setting of legislation; implementation) to explain and support the new rules, in the interest of all.

Comment on the level of advancement

The level of advancement is **2** instead of **1**, with regard to import controls.

IV-3. International harmonisation <i>The authority and capability of the VS to be active in the international harmonisation of regulations and sanitary measures and to ensure that the national legislation and regulations under their mandate take account of relevant international standards, as appropriate.</i>	Levels of advancement
	1. National legislation, regulations and sanitary measures under the mandate of the VS do not take account of international standards.
	2. The VS are aware of gaps, inconsistencies or non-conformities in national legislation, regulations and sanitary measures as compared to international standards, but do not have the capability or authority to rectify the problems.
	3. The VS monitor the establishment of new and revised international standards, and periodically review national legislation, regulations and sanitary measures with the aim of harmonising them, as appropriate, with international standards, but do not actively comment on the draft standards of relevant interGovernmental organisations.
	4. The VS are active in reviewing and commenting on the draft standards of relevant interGovernmental organisations.
5. The VS actively and regularly participate at the international level in the formulation, negotiation and adoption of international standards ²⁵ , and use the standards to harmonise national legislation, regulations and sanitary measures.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E8 - E10 – E17 – E23 – E54 – E55 – P7

Findings

Seychelles has been member of the OIE since 2010 and is seeking membership in the WTO in 2014. In this context, a lot of work is in progress with a review of the legislation that relates to all aspects of trade.

The main Acts concerning VS are under review to ensure alignment with international standards. All the decision makers, project leaders and technical advisors are fully aware. The SBP clearly aims to ensure compliance of national legislation and practices with OIE international standards.

Seychelles have been a member of Codex Alimentarius since October 1984 and reference is made to Codex standards in the Agricultural Development strategy 2007-2011.

Strengths

- All the main Acts are under review to ensure alignment with international standards, as appropriate.
- Seychelles VS are aware of the usefulness of a regional coordination to participate in the international standard setting process (UA-IBAR project underway) (refer to critical Competency III-3).

Weaknesses

- Current Acts are old and have not been aligned with the global context for decades.
- Currently there is little harmonization of process and document procedures are lacking that would withstand an external audit.

²⁵ A country could be active in international standard setting without actively pursuing national changes. The capacity to implement changes nationally is an important element of this competency.

Recommendations

- Compliance with international standards should be addressed using the OIE Guidelines on Veterinary Legislation²⁶ as references when drafting the Acts in progress, in particular the Biosecurity Act [refer to the recommendations under Critical Competency IV-1].
- Once the new legislation and regulations are adopted, attention should be paid to the evolution of international standards and to the need of aligning national Acts as often as relevant.
- Following the adoption of new Acts, work should continue to ensure that they are implemented effectively.

Comment on the level of advancement

The level of advancement is **2** - noted that the VS are currently undertaking actions to rectify gaps in national legislation and sanitary measures as compared to international standards

²⁶ Available at <http://www.oie.int/en/support-to-oie-members/veterinary-legislation/veterinary-legislation-resources/>

IV-4. International certification²⁷ <i>The authority and capability of the VS to certify animals, animal products, services and processes under their mandate, in accordance with the national legislation and regulations, and international standards.</i>	Levels of advancement
	1. The VS have neither the authority nor the capability to certify animals, animal products, services or processes.
	2. The VS have the authority to certify certain animals, animal products, services and processes, but are not always in compliance with the national legislation and regulations and international standards.
	3. The VS develop and carry out certification programmes for certain animals, animal products, services and processes under their mandate in compliance with international standards.
	4. The VS develop and carry out all relevant certification programmes for any animals, animal products, services and processes under their mandate in compliance with international standards.
5. The VS carry out audits of their certification programmes, in order to maintain national and international confidence in their system.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6): E18 – E54 – E55 – P4

Findings

VS are the competent authority for export of live animals (including pets) and animal products.

FIQCU is the competent authority for the export of fish and fish products.

Although the VS have the authority and capability to certify animals and animal products, there are only small amounts of activities in these domains.

The main activities concern the export of dogs and cats by individual owners. VS undertake this activity in compliance with the national legislation of Seychelles and the importing country. Blood samples are shipped to laboratories abroad (South Africa) as far as necessary (namely for rabies checks) (refer to Critical Competency II-1) and quarantine can be applied if required (refer to Critical Competency II-4).

Animal feed is exported from time to time from the sole animal feed factory (to Mauritius, Madagascar...).

As far as fish and fish products are concerned, FIQCU is in charge of the international certification to EU and other countries. FIQCU, as the competent authority, is subject to strict controls from the European Commission. In 2011, the EU audit team noted that the certification procedure is clearly implemented with the use of the TRACES system. FIQCU is building a Quality System (ISO 17025) with financial support from the EU.

Non commercial exports are authorised, with a maximum of 20kg/person (depending on the regulation of the country of destination, that FIQCU checks): FIQCU issues non commercial certificate.

Strengths

- Export of dogs and cats is well organised.
- As regards to fish and fish products, Seychelles is organised to comply with the high level of EU requirements, including electronic notification of shipments.

²⁷

Certification procedures should be based on relevant OIE and Codex Alimentarius standards.

Recommendations

- Export certification and import control for import clearance are different activities (they can be taken in charge by different services in some countries). Approaches are different: on one hand, complying with the trade partner requirements, on the other hand, protecting the national territory. Therefore, to avoid confusion, it would be better to separate these 2 domains in the new Biosecurity Act (in the July 2011 provisional draft, export (part 5) is in the very middle of the chapters relative to imports controls).

IV-5. Equivalence and other types of sanitary agreements <i>The authority and capability of the VS to negotiate, implement and maintain equivalence and other types of sanitary agreements with trading partners.</i>	Levels of advancement
	1. The VS have neither the authority nor the capability to negotiate or approve equivalence or other types of sanitary agreements with other countries.
	2. The VS have the authority to negotiate and approve equivalence and other types of sanitary agreements with trading partners, but no such agreements have been implemented.
	3. The VS have implemented equivalence and other types of sanitary agreements with trading partners on selected animals, animal products and processes.
	4. The VS actively pursue the development, implementation and maintenance of equivalence and other types of sanitary agreements with trading partners on all matters relevant to animals, animal products and processes under their mandate.
5. The VS actively work with stakeholders and take account of developments in international standards, in pursuing equivalence and other types of sanitary agreements with trading partners.	

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

Equivalence is not commonly requested or negotiated.

Seychelles is almost exclusively involved in importations (not exports) of animal products.

Import of farm animals is very occasional and then negotiated on a case by case basis.

VS have the authority to determine the import conditions When it comes to export of fish and fish products to EU, FIQCU has the authority to discuss the outcomes of an EU mission and to negotiate the recognition of the local conditions in Seychelles (2011).

	Levels of advancement
IV-6. Transparency <i>The authority and capability of the VS to notify the OIE of their sanitary status and other relevant matters (and to notify the WTO SPS Committee where applicable), in accordance with established procedures.</i>	1. The VS do not notify.
	2. The VS occasionally notify.
	3. The VS notify in compliance with the procedures established by these organisations.
	4. The VS regularly inform stakeholders of changes in their regulations and decisions on the control of relevant diseases and of the country's sanitary status, and of changes in the regulations and sanitary status of other countries.
	5. The VS, in cooperation with their stakeholders, carry out audits of their transparency procedures.

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

The SVS declarations to the OIE, as reflected through the OIE website, are in conformity with the information collected during the PVS mission.

Extract from the OIE Website, 10 July 2011: Diseases present in the country:

- | | | |
|---------------------|-------------------|---|
| • Bovine babesiosis | no notifiable | suspected (not confirmed) |
| • Gumboro | no notifiable (?) | clinical disease |
| • leptospirosis | notifiable | suspected (not confirmed) |
| • LPAI (poultry) | notifiable | confirmed infection (no clinical disease) |
| • Marek's disease | no notifiable | clinical disease |
| • Newcastle disease | notifiable | suspected (not confirmed) |
| • West Nile Fever | no notifiable | suspected (not confirmed) |

40 human cases of leptospirosis were declared in 2010.

Strengths

- A focal point for disease reporting has been nominated and has attended OIE workshops.
- The VS meet their disease reporting obligations to the OIE.
- Disease reporting to the OIE reflects the country situation.

Comment on the level of advancement

The level of advancement is **3** - noting that there is only little experience.

	Levels of advancement
IV-7. Zoning <i>The authority and capability of the VS to establish and maintain disease free zones, as necessary and in accordance with the criteria established by the OIE (and by the WTO SPS Agreement where applicable).</i>	1. The VS cannot establish disease free zones.
	2. As necessary, the VS can identify animal sub-populations with distinct health status suitable for zoning.
	3. The VS have implemented biosecurity measures that enable it to establish and maintain disease free zones for selected animals and animal products, as necessary.
	4. The VS collaborate with their stakeholders to define responsibilities and execute actions that enable it to establish and maintain disease free zones for selected animals and animal products, as necessary.
	5. The VS can demonstrate the scientific basis for any disease free zones and can gain recognition by trading partners that they meet the criteria established by the OIE (and by the WTO SPS Agreement where applicable).

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)

Findings

Zoning is not a concept that SVS have been interested in implementing in the Seychelles, due to the absence of controlled contagious animal diseases.

Note that the geography (islands) and the development of internal controls between islands of various sanitary status (namely for plant health and invasive species) could allow implementing a zoning approach in the future, where needed (as an example, this approach could have been useful if HPAI would have set in poultry on La Digue or Praslin).

IV-8. Compartmentalisation <i>The authority and capability of the VS to establish and maintain disease free compartments as necessary and in accordance with the criteria established by the OIE (and by the WTO SPS Agreement where applicable)</i>	Levels of advancement
	1. The VS cannot establish disease free compartments.
	2. As necessary, the VS can identify animal sub-populations with a distinct health status suitable for compartmentalisation.
	3. The VS have implemented biosecurity measures that enable it to establish and maintain disease free compartments for selected animals and animal products, as necessary.
	4. The VS collaborate with their stakeholders to define responsibilities and execute actions that enable it to establish and maintain disease free compartments for selected animals and animal products, as necessary.
	5. The VS can demonstrate the scientific basis for any disease free compartments and can gain recognition by other countries that they meet the criteria established by the OIE (and by the WTO SPS Agreement where applicable).

Terrestrial Code reference(s): Annexe 1

Evidence (references of documents or pictures listed in Appendix 6)_

Findings

Compartmentalisation is not a concept that SVS have been interested in implementing in the Seychelles, due to the absence of controlled contagious animal diseases and to the structure of farms.

PART IV: CONCLUSIONS

At the request of the Government of Seychelles, the evaluation of the Seychelles's Veterinary Services (SVS) was conducted in July 2011 by a team of three OIE certified experts, using the OIE Tool for the Evaluation of Performance of Veterinary Services (OIE PVS Tool²⁸).

The objectives of an OIE-PVS evaluation is to assist countries to establish their current level of performance, form a shared vision, establish priorities and carry out strategic initiatives. The evaluation aims to give a picture of the VS level compliance with OIE international standards at the time of the mission. It is a collaborative process. There is no judgement; it is not an audit. The present report is the property of the Seychelles Government that will decide how to use and release it.

The OIE-PVS evaluation is the first step of the OIE-PVS pathway, which is a global programme for the sustainable improvement of Veterinary Services' compliance with OIE standards on the quality of Veterinary Services. This is an important foundation for improving animal and public health and enhancing compliance with SPS standards, at the national, regional and international level.

The perimeter of the mission in Seychelles have included services in charge of terrestrial animals and animals' products control and service in charge of fish and fish products control (almost no aquaculture in the Seychelles).

Key messages have been identified about the need of an animal health strategy, the need of a legislation reviews, the need of coordination in border control, the need of a "farm to fork" approach and the need of appropriate management of personnel of the VS.

Some key findings and key recommendations have also been made linked with the Governmental strategy which focuses on the improvement of food security and notably the need to enhance self-sufficiency in poultry and pig production. These findings and recommendations are classified for resources (human, physical and financial), technical authority and capability, interaction with stakeholders and for access to markets.

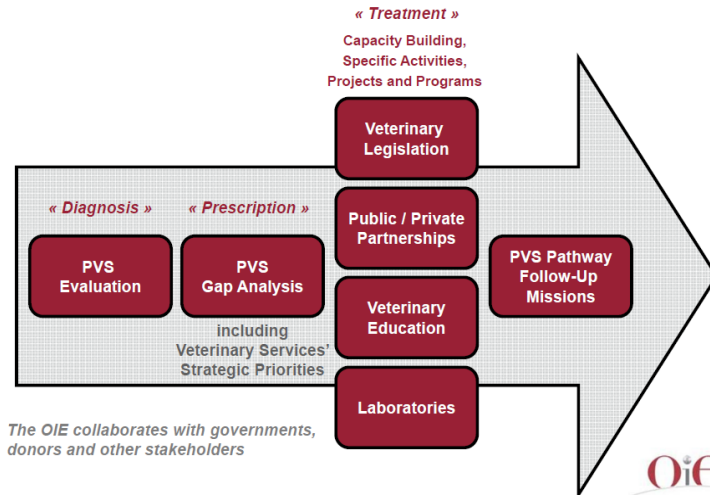
The activities of the Veterinary Services are a global public good and are consequently eligible for appropriate national, regional or international public funding support. Strengthening of VS and compliance of VS with OIE standards on the quality of Veterinary Services will be critical for animal health and public health but also for other national objectives as WTO membership or development of tourism for example (improvement of local animal production for tourism, supply of safe animal products, etc.).

The OIE-PVS pathway is now implemented worldwide and next step for the Seychelles could be to ask to the Director General of the OIE a Gap analysis mission with the objective to develop a five years plan for the strengthening of VS. This document will include a five year budget and support from OIE could be also provided for organisation of a round table of donor and partners with the objective to fund this five years plan. Consideration could also be given to the resources provides by the OIE in the domain of legislation (guidelines and possible experts mission) without delay as most of the acts the VS are working with are currently under review.

²⁸

Available at http://www.oie.int/eng/oie/organisation/en_vet_eval_tool.htm?e1d2

The OIE PVS Pathway



PART V: APPENDICES

Appendix 1: Terrestrial Code references for critical competencies

Critical Competences	Terrestrial Code references
I.1.A I.1.B I.2.A I.2.B	<ul style="list-style-type: none"> ➤ Points 1-5 of Article 3.1.2. Fundamental principles of quality: Professional judgement / Independence / Impartiality / Integrity / Objectivity. ➤ Points 7 and 14 of Article 3.1.2. Fundamental principles of quality: General organisation / Human and financial resources. ➤ Article 3.2.5. Evaluation criteria for human resources. ➤ Article 3.2.12. Evaluation of the veterinary statutory body. ➤ Points 1-2 and 5 of Article 3.2.14. Organisation and structure of Veterinary Services / National information on human resources / Laboratory services.
I.3	<ul style="list-style-type: none"> ➤ Points 1, 7 and 14 of Article 3.1.2. Fundamental principles of quality: Professional judgement / General organisation / Human and financial resources. ➤ Article 3.2.5. Evaluation criteria for human resources. ➤ Sub-point d) of Point 4 of Article 3.2.10. Veterinary Services administration: In-service training and development programme for staff. ➤ Point 9 of Article 3.2.14. Performance assessment and audit programmes.
I.4	<ul style="list-style-type: none"> ➤ Point 2 of Article 3.1.2. Fundamental principles of quality: Independence.
I.5	<ul style="list-style-type: none"> ➤ Point 1 of Article 3.2.3. Evaluation criteria for the organisational structure of the Veterinary Services. ➤ Point 9 of Article 3.2.14. Performance assessment and audit programmes.
I.6.A I.6.B	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Article 3.2.2. Scope. ➤ Points 1 and 2 of Article 3.2.3. Evaluation criteria for the organisational structure of the Veterinary Services. ➤ Point 4 of Article 3.2.10 Performance assessment and audit programmes.
I.7	<ul style="list-style-type: none"> ➤ Point 2 of Article 3.2.4. Evaluation criteria for quality system: "Where the Veterinary Services undergoing evaluation... than on the resource and infrastructural components of the services". ➤ Points 2 and 3 of Article 3.2.6. Evaluation criteria for material resources: Administrative / Technical. ➤ Point 3 of Article 3.2.10. Performance assessment and audit programmes: Compliance. ➤ Point 4 of- Article 3.2.14. Administration details.
I.8 I.9 I.10	<ul style="list-style-type: none"> ➤ Points 6 and 14 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / Human and financial resources. ➤ Point 1 of Article 3.2.6. Evaluation criteria for material resources: Financial. ➤ Point 3 of Article 3.2.14. Financial management information.
I.11	<ul style="list-style-type: none"> ➤ Points 7, 11, 14 of Article 3.1.2. Fundamental principles of quality: General organisation / Documentation / Human and financial resources. ➤ Point 4 of Article 3.2.1. General considerations. ➤ Point 1 of Article 3.2.2. Scope. ➤ Article 3.2.6. Evaluation criteria for material resources. ➤ Article 3.2.10. Performance assessment and audit programmes.
II.1	<ul style="list-style-type: none"> ➤ Point 9 of Article 3.1.2. Fundamental principles of quality: Procedures and standards. ➤ Point 3 of Article 3.2.6. Evaluation criteria for material resources: Technical. ➤ Point 5 of Article 3.2.14. Laboratory services.
II.2	<ul style="list-style-type: none"> ➤ Point 9 of Article 3.1.2. Fundamental principles of quality: Procedures and standards. ➤ Point 1 of Article 3.2.4. Evaluation criteria for quality systems. ➤ Point 3 of Article 3.2.6. Evaluation criteria for material resources: Technical. ➤ Point 5 of Article 3.2.14. Laboratory services.
II.3	<ul style="list-style-type: none"> ➤ Chapter 2.1. Import risk analysis

II.4	<ul style="list-style-type: none"> ➤ Points 6 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / Procedures and standards. ➤ Point 2 of Article 3.2.7. Legislation and functional capabilities: Export/import inspection. ➤ Points 6 and 7 of Article 3.2.14. Veterinary legislation, regulations and functional capabilities / Animal health and veterinary public health controls.
II.5.A II.5.B	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Points 1-3 of Article 3.2.8. Animal health controls: Animal health status / Animal health control / National animal disease reporting systems. ➤ Sub-points a) i), ii) and iii) of Point 7 of Article 3.2.14. Animal health: Description of and sample reference data from any national animal disease reporting system controlled and operated or coordinated by the Veterinary Services / Description of and sample reference data from other national animal disease reporting systems controlled and operated by other organisations which make data and results available to Veterinary Services / Description and relevant data of current official control programmes including:... or eradication programmes for specific diseases.
II.6 II.7	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Points 1-3 of Article 3.2.8. Animal health controls: Animal health status/Animal health control/National animal disease reporting systems. ➤ Sub-point a) of Point 7 of Article 3.2.14. Animal health and veterinary public health controls: Animal health.
II.8.A II.8.B	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Points 1-5 of Article 3.2.9. Veterinary public health controls: Food hygiene / Zoonoses / Chemical residue testing programmes / Veterinary medicines/ Integration between animal health controls and veterinary public health. ➤ Points 2, 6 and 7 of Article 3.2.14. National information on human resources / Veterinary legislation, regulations and functional capabilities / Animal health and veterinary public health controls. ➤ Chapter 6.2. Control of biological hazards of animal health and public health importance through ante- and post-mortem meat inspection.
II.9	<ul style="list-style-type: none"> ➤ Points 6 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / Procedures and standards. ➤ Points 3 and 4 of Article 3.2.9. Veterinary public health controls: Chemical residue testing programmes / Veterinary medicines. ➤ Sub-point a) ii) of Point 6 of Article 3.2.14. Animal health and veterinary public health: Assessment of ability of Veterinary Services to enforce legislation. ➤ Chapters 6.6. to 6.10. Antimicrobial resistance.
II.10	<ul style="list-style-type: none"> ➤ Points 3 and 4 of Article 3.2.9. Veterinary public health controls: Chemical residue testing programmes / Veterinary medicines. ➤ Sub-points b) iii) and iv) of Point 7 of Article 3.2.14. Veterinary public health: Chemical residue testing programmes / Veterinary medicines. ➤ Chapters 6.6. to 6.10. Antimicrobial resistance.
II.11	<ul style="list-style-type: none"> ➤ Points 7 and 9 of Article 3.1.2. Fundamental principles of quality: General organisation / Procedures and standards. ➤ Point 1 of Article 3.2.7. Legislation and functional capabilities: Animal health, animal welfare and veterinary public health.
II.12	<ul style="list-style-type: none"> ➤ Points 7 and 9 of Article 3.1.2. Fundamental principles of quality: General organisation / Procedures and standards. ➤ Point 3 of Article 3.2.8. Animal health controls: National animal disease reporting systems. ➤ Sub-point f) of Point 4 of Article 3.2.10. Veterinary Services administration: Formal linkages with sources of independent scientific expertise. ➤ Points 6 and 7 of Article 3.2.14. Veterinary legislation, regulations and functional capabilities / Animal health and veterinary public health controls.
II.13.A II.13.B	<ul style="list-style-type: none"> ➤ Point 6 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation. ➤ Chapter 4.1. General principles on identification and traceability of live animals. ➤ Chapter 4.2. Design and implementation of identification systems to achieve animal traceability.
II.14	<ul style="list-style-type: none"> ➤ Chapter 7.1. Introduction to the recommendations for animal welfare

	<ul style="list-style-type: none"> ➤ Chapter 7.2. Transport of animals by sea ➤ Chapter 7.3. Transport of animals by land ➤ Chapter 7.4. Transport of animals by air ➤ Chapter 7.5. Slaughter of animals ➤ Chapter 7.6. Killing of animals for disease control purposes
III.1	<ul style="list-style-type: none"> ➤ Point 13 of Article 3.1.2. Fundamental principles of quality: Communication. ➤ Sub-point b) of Point 2 of Article 3.2.6. on Administrative resources: Communications. ➤ Point 4 of Article 3.2.14. Administration details.
III.2	<ul style="list-style-type: none"> ➤ Point 13 of Article 3.1.2. Fundamental principles of quality: Communication. ➤ Point 2 of Article 3.2.3. Evaluation criteria for the organisational structure of the Veterinary Services. ➤ Point 4 and Sub-point g) of Point 9 of Article 3.2.14. Administration details and on Sources of independent scientific expertise.
III.3	<ul style="list-style-type: none"> ➤ Article 3.2.11. Participation in OIE activities. ➤ Point 4 of Article 3.2.14. on Administration details.
III.4	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Point 7 of Article 3.2.3. Evaluation criteria for the organisational structure of the Veterinary Services.
III.5.A III.5.B	<ul style="list-style-type: none"> ➤ Point 6 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation. ➤ Point 9 of Article 3.2.1. General considerations. ➤ Article 3.2.12. Evaluation of the veterinary statutory body.
III.6	<ul style="list-style-type: none"> ➤ Points 6 and 13 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / Communication. ➤ Points 2 and 7 of Article 3.2.3. Evaluation criteria for the organisational structure of the Veterinary Services. ➤ Point 7 of Article 3.2.14. Animal health and veterinary public health controls.
IV.1	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Points 1 and 2 of Article 3.2.7. Legislation and functional capabilities: Animal health, animal welfare and veterinary public health / Export/import inspection. ➤ Point 6 of Article 3.2.14. Veterinary legislation, regulations and functional capabilities.
IV.2	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Points 1 and 2 of Article 3.2.7. Legislation and functional capabilities: Animal health, animal welfare and veterinary public health / Export/import inspection. ➤ Point 6 of Article 3.2.14. Veterinary legislation, regulations and functional capabilities.
IV.3	<ul style="list-style-type: none"> ➤ Point 6 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation. ➤ Article 3.2.11. Participation in OIE activities. ➤ Points 6 and 10 of Article 3.2.14. Veterinary legislation, regulations and functional capabilities / Membership of the OIE.
IV.4	<ul style="list-style-type: none"> ➤ Points 6, 7 and 9 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation / Procedures and standards. ➤ Point 2 of Article 3.2.7. Legislation and functional capabilities: Export/import inspection. ➤ Sub-point b) of Point 6 of Article 3.2.14. Veterinary legislation, regulations and functional capabilities: Export/import inspection. ➤ Chapter 5.2. Certification procedures. ➤ Chapters 5.10. to 5.12. Model international veterinary certificates.
IV.5	<ul style="list-style-type: none"> ➤ Points 6 and 7 of Article 3.1.2. Fundamental principles of quality: Veterinary legislation / General organisation. ➤ Sub-point g) of Point 4 of Article 3.2.10. Veterinary Services administration: Trade performance history. ➤ Chapter 5.3. OIE procedures relevant to the Agreement on the Application of Sanitary and Phytosanitary Measures of the World Trade Organization.
IV.6	<ul style="list-style-type: none"> ➤ Point 6 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation. ➤ Points 1 and 3 of Article 3.2.8. Animal health controls: Animal health status / National animal disease reporting systems. ➤ Chapter 5.1. General obligations related to certification.

IV.7	<ul style="list-style-type: none">➤ Point 6 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation.➤ Chapter 4.3. Zoning and compartmentalisation.
IV.8	<ul style="list-style-type: none">➤ Point 6 of Article 3.1.2. on Fundamental principles of quality: Veterinary legislation.➤ Chapter 4.3. Zoning and compartmentalisation.➤ Chapter 4.4. Application of compartmentalisation.

Appendix 2: Glossary of terms

Terms defined in the Terrestrial Code that are used in this publication are reprinted here for ease of reference.

Border post

means any airport, or any port, railway station or road check-point open to international trade of commodities, where import veterinary inspections can be performed.

Compartment

means an animal subpopulation contained in one or more establishments under a common biosecurity management system with a distinct health status with respect to a specific disease or specific diseases for which required surveillance, control and biosecurity measures have been applied for the purposes of international trade.

Competent Authority

means the Veterinary Authority or other Governmental Authority of a Member, having the responsibility and competence for ensuring or supervising the implementation of animal health and welfare measures, international veterinary certification and other standards and recommendations in the Terrestrial Code and the Aquatic Animal Health Code in the whole territory.

Emerging disease

means a new infection resulting from the evolution or change of an existing pathogenic agent, a known infection spreading to a new geographic area or population, or a previously unrecognized pathogenic agent or disease diagnosed for the first time and which has a significant impact on animal or public health.

Equivalence of sanitary measures

means the state wherein the sanitary measure(s) proposed by the exporting country as an alternative to those of the importing country, achieve(s) the same level of protection.

International veterinary certificate

means a certificate, issued in conformity with the provisions of Chapter 5.2., describing the animal health and/or public health requirements which are fulfilled by the exported commodities.

Laboratory

means a properly equipped institution staffed by technically competent personnel under the control of a specialist in veterinary diagnostic methods, who is responsible for the validity of the results. The Veterinary Authority approves and monitors such laboratories with regard to the diagnostic tests required for international trade.

Notifiable disease

means a disease listed by the Veterinary Authority, and that, as soon as detected or suspected, must be brought to the attention of this Authority, in accordance with national regulations.

Official control programme

means a programme which is approved, and managed or supervised by the Veterinary Authority of a country for the purpose of controlling a vector, pathogen or disease by specific measures applied throughout that country, or within a zone or compartment of that country.

Official Veterinarian

means a veterinarian authorised by the Veterinary Authority of the country to perform certain designated official tasks associated with animal health and/or public health and inspections of

commodities and, when appropriate, to certify in conformity with the provisions of Chapters 5.1. and 5.2. of the Terrestrial Code.

Official veterinary control

means the operations whereby the Veterinary Services, knowing the location of the animals and after taking appropriate actions to identify their owner or responsible keeper, are able to apply appropriate animal health measures, as required. This does not exclude other responsibilities of the Veterinary Services e.g. food safety.

Risk analysis

means the process composed of hazard identification, risk assessment, risk management and risk communication.

Sanitary measure

means a measure, such as those described in various Chapters of the Terrestrial Code, destined to protect animal or human health or life within the territory of the OIE Member from risks arising from the entry, establishment and/or spread of a hazard.

Surveillance

means the systematic ongoing collection, collation, and analysis of information related to animal health and the timely dissemination of information to those who need to know so that action can be taken.

Terrestrial Code

means the OIE Terrestrial Animal Health Code.

Veterinarian

means a person registered or licensed by the relevant veterinary statutory body of a country to practice veterinary medicine/science in that country.

Veterinary Authority

means the Governmental Authority of an OIE Member, comprising veterinarians, other professionals and para-professionals, having the responsibility and competence for ensuring or supervising the implementation of animal health and welfare measures, international veterinary certification and other standards and recommendations in the Terrestrial Code in the whole territory.

Veterinary para-professional

means a person who, for the purposes of the Terrestrial Code, is authorised by the veterinary statutory body to carry out certain designated tasks (dependent upon the category of veterinary para-professional) in a territory, and delegated to them under the responsibility and direction of a veterinarian. The tasks for each category of veterinary para-professional should be defined by the veterinary statutory body depending on qualifications and training, and according to need.

Veterinary Services

means the Governmental and non-Governmental organisations that implement animal health and welfare measures and other standards and recommendations in the Terrestrial and Aquatic Codes in the territory. The Veterinary Services are under the overall control and direction of the Veterinary Authority. Private sector organisations, veterinarians, veterinary paraprofessionals or aquatic animal health professionals are normally accredited or approved by the Veterinary Authority to deliver the delegated functions.

Veterinary statutory body

means an autonomous authority regulating veterinarians and veterinary para-professionals.

Appendix 3. List of persons met or interviewed

<i>Date</i>	<i>Name</i>	<i>Position</i>	<i>Institution</i>	<i>Location</i>
Opening meeting				
11/07/2011	Michel NALLETAMBY	Principal Secretary	Ministry of Investment, Natural Resources and Industry	Victoria. Mahé
	Antoine-Marie MOUSTACHE	Chief executive Officer	Seychelles Agricultural Agency (SAA)	Victoria. Mahé
	Mike LAVAL		Ministry of Finance and Trade	Victoria. Mahé
	Jimmy MÉLANIE	Principal Veterinary Officer, CVO	SVS, SAA	Victoria. Mahé
	Will DOGLEY	Manager, Plant and Animal Health Services	SAA	Victoria. Mahé
	Christopher HOAREAU	Chief Fish Inspector	Fish Inspection and Quality Control Unit (SBS)	Victoria. Mahé
	Sidney SUMA	Biosecurity Adviser	GOS/UNDP/GEF	Victoria. Mahé
	Danielle DUGASSE	Project Manager Biosecurity Project	Programme Coordination Unit	Victoria. Mahé
	Pierre BOUDANE	Specialist Veterinary Officer	SVS, SAA	Victoria. Mahé
	Joel MALULU	Veterinary Public Health Officer	SVS, SAA	Victoria. Mahé
	Christelle DAILOO	Senior Veterinary Officer	SVS, SAA	Victoria. Mahé
	Arlene LEON	Veterinary Officer	SVS, SAA	Victoria. Mahé
	Simon, Hervé LAURETTE	Veterinary Technician	SVS, SAA	Victoria. Mahé
Marie-Michelle PAYET	Livestock Research Officer	SVS, SAA	Victoria. Mahé	
Field visits, meetings and interviews				
11/07/2011	Pierre BOUDANE	Specialist Veterinary Officer	SVS, SAA	Victoria. Mahé
	Simon, Hervé LAURETTE	Veterinary Technician		Victoria. Mahé
12/07/2011	Christopher HOAREAU	Chief Fish Inspector	FIQCU (SBS)	Victoria. Mahé
	Philip PALMYRE	Director	Seychelles Public Health Laboratory (PHL), MoH	Victoria, Mahé
	Léon BISCORNET	Head Infectious Disease Surveillance		Victoria, Mahé
	Ronny ANTAT	Head, Analytical Chemistry and toxicology		Victoria, Mahé
	Sidney SUMA	Biosecurity Adviser		GOS/UNDP/GEF
	Danielle DUGASSE	Project Manager Biosecurity Project	Programme Coordination Unit	
13/07/2011	Mr Cliff LOIZEAU,	Owner layer farm		Bel Ombre, Mahé
	Carol LAU	Senior Fish Inspector and Quality Manager	FIQCU (SBS)	Victoria. Mahé
	Jane CONSTANT	Administration Officer	Seychelles Society for the Prevention of Cruelty to Animals (SSPCA)	Victoria. Mahé
14/07/2011	Guynemer CORGAT	Farm owner	Fresh Way Farm, Pig breeder/fattener	Desert/ Val d'Endore, Mahé Island
	Jonathan SEARLE	Farm owner	Golden Eggs Farm	Anse Royale, Mahé Island
	Marcel DELPECHE / David MARIE	Farm owners	Mahé Farming	Pointe Aux Sel
	Mrs S. NAIR	Manager Laboratory Testing	Seychelles Bureau of Standards, Fish Testing Laboratory	Victoria, Mahé island

15/07/2011	Georgette GABRIEL	Field Service Officer	Amitie Veterinary Services, SVS, SAA	Praslin Island
	Charlie MOREL	Owner pig breeder/fattener; broiler farm		Praslin Island
	Roger MOREL	Contact point		La Digue Island
	L' Union Estate	Owner layer farm/ pig breeder/ fattener		La Digue Island
18/07/2011	Antoine-Marie MOUSTACHE	Chief Executive Officer	SAA	Victoria. Mahé
	Mr Serge BENSTRONG	Owner pig breeder/fattener		Anse Boileau/ Hermitage, Mahé Island
	Mr Cyril ROUCOU	Owner layer and broiler farm		Mt Posée, Mahé Island
	Mr PAYET	West Hill Farm, layer and broiler farm, pig breeders/ fatteners		Grand Anse, Mahé Island
	Belinda SAUNDERS	Public Health Officer (Slaughterhouse)	Ministry of Health	Victoria, Mahé
	Serge BENSTRONG	Chairman	Seychelles Farmers' Association & Seychelles Farmers' Marketing Cooperative	Bois de Rose, Mahé
	Simon HOAREAU	General Manager	Seychelles Farmers' Marketing Cooperative	Bois de Rose, Mahé
	Franky FELICIE	Assistant Manager	Seychelles Farmers' Marketing Cooperative: Abattoir	Bois de Rose, Mahé
19/07/2011	Edmund BARRA	Supervisor	Seychelles Farmers' Marketing Cooperative: Hatchery	
	Lucile DE COMARMOND	Director, Pharmaceutical Services Section	Ministry of Health	Victoria, Mahé
	Aubrey LESPERANCE	Development Officer	Seychelles Fisheries Authority (SFA)	Victoria, Mahé
	Pig Genetic Centre		SAA	Grand Anse, Mahé Island
	Mr Gonzalves MORIN	Manager, goat farm		Anse la Mouche
	Jimmy MELANIE	Principal Veterinary Officer, CVO	SVS, SAA	Victoria. Mahé
	Lewi MOLTA	Senior Livestock Officer	Livestock Section, SAA	Victoria, Mahé
	Marie-Michelle PAYET	Research Officer	Livestock Section, SAA	Victoria, Mahé
20/07/2011	Sandra MOUMOU	Extension Officer	Livestock Section, SAA	Victoria, Mahé
	Michel NALLETAMBY	Principal Secretary	Ministry of Natural Resources and Industry	Victoria. Mahé
	Anthony LAZZARA	General Manager	Indian Ocean Tuna	Victoria, Mahé
	Joel MALULU	Veterinary Public Health Officer	SVS, SAA	Airport and seaport cargo
21/07/2011	Selwyn KNOWLES	Manager, seaport	Seychelles Customs	Mahé
	Joel MALULU	Veterinary Public Health Officer	SVS, SAA	Victoria, Mahé
	Naomi YOUPA	Public Health Officer, Public Health Services	Ministry of Health	Victoria, Mahé
	Nicholas SHAM LAYE	Principal Health Officer, Public Health Services		Victoria, Mahé
Closing meeting				
22/07/2011	Michel NALLETAMBY	Principal Secretary	Ministry of Investment, Natural Resources and Industry	Victoria. Mahé
	Jimmy MÉLANIE	Principal Veterinary Officer	SVS, SAA	Victoria. Mahé
	Christopher HOAREAU	Chief Fish Inspector	FIQCU (SBS)	Victoria. Mahé
	Philip PALMYRE	Director Public Health Laboratory	Seychelles Public Health Laboratory, MoH	Victoria, Mahé

Naomi YOUPA	Public Health Officer, Public Health Services	Ministry of Health	Victoria, Mahé
Sidney SUMA	Biosecurity Adviser	GOS/UNDP/GEF Programme Coordination Unit	Victoria, Mahé
Pierre BOUDANE	Specialist Veterinary Officer	SVS, SAA	Victoria, Mahé
Joel MALULU	Veterinary Public Health Officer	SVS, SAA	Victoria, Mahé
Christelle DAILOO	Senior Veterinary Officer	SVS, SAA	Victoria, Mahé
Arlene LÉON	Veterinary Officer	SVS, SAA	Victoria, Mahé
Simon, Hervé LAURETTE	Veterinary Technician	SVS, SAA	Victoria, Mahé
Marie-Michelle PAYET	Livestock Research Officer	SVS, SAA	Victoria, Mahé
Lewi MOLTA	Senior Livestock Officer	Livestock Section, SAA	Victoria, Mahé
Sandra MOUMOU	Extension Officer	Livestock Section, SAA	Victoria, Mahé

Appendix 4: Timetable of the mission and sites/ facilities visited

Date	Assessors	Time	Location	Activities
11/07/11	VB, ViB, GM	am	Victoria, Mahé island	Opening meeting
11/07/11	VB, ViB, GM	pm	Victoria, Mahé island	SVS : Field Unit staff
12/07/11	VB, ViB, GM	am	Victoria, Mahé island	Fisheries Inspection Quality Control Unit (FIQCU), director
12/07/11	VB, ViB, GM	am	Victoria, Mahé island	Public Health Laboratory (PHL)
12/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Seychelles Biosecurity Project (SBP) staff
13/07/11	VB, ViB, GM	am	Belombre, Mahé island	Mr Cliff Loizeau, layer farm
13/07/11	VB, ViB, GM	am	Victoria, Mahé island	FIQCU, Quality Manager
13/07/11	VB, ViB, GM	pm	Victoria, Mahé island	SVS, Small Animal Clinic
13/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Seychelles Society for the Prevention of Cruelty to Animals (SSPCA)
14/07/11	VB, ViB, GM	am	Val D'endor, Mahé Island	Mr Guynemer Corgat/ Fresh Way Farm, Pig breeder/fattener
14/07/11	VB, ViB, GM	am	Anse Royale, Mahé Island	Golden Eggs Farm, layer farm
14/07/11	VB, ViB, GM	am	Pointe Aux Sel	Mahe Farming, broiler farm
14/07/11	VB, ViB, GM	am	Victoria, Mahe island	Seychelles Bureau of Standards, Fish Testing Laboratory
15/07/11	VB, ViB, GM	am	Praslin island	SVS: Amitie office
15/07/11	VB, ViB, GM	am	Praslin island	Charlie Morel, pig breeder/fattener; broiler farm
15/07/11	VB, ViB, GM	pm	La Digue island	L'Union Estate, layer farm/ pig breeder/fattener
18/07/11	VB, ViB, GM	am	Mahé island	Mr Moustache, CEO Seychelles Agricultural Agency
18/07/11	VB, ViB, GM	am	Anse Boileau/ Hermitage, Mahé island	Mr Serge Benstrong, pig breeder/fattener
18/07/11	VB, ViB, GM	am	Mt Posee, Mahé island	Mr Cyril Roucou, layer and broiler farm
18/07/11	VB, ViB, GM	am	Grand Anse, Mahé island	Mr Payet/ West Hill Farm, layer and broiler farm, pig breeders/fatteners
18/07/11	VB, ViB, GM	am	Val D'Endor, Mahé island	Mr Guynemer Corgat, pig breeder/fattener/cattle
18/07/11	VB, ViB, GM	pm	Le Rocher, Mahé island	Farmer's Co-op Central Abattoir
18/07/11	ViB, GM	pm	Mt Posee, Mahé island	Farmer's Co-op hatchery
18/07/11	VB	pm	Le Rocher, Mahé island	Seychelles Farmers Association & Farmers' Cooperative
19/07/11	VB, ViB, GM	am	Victoria, Mahé island	Pharmaceutical Services Section, Ministry of Health
19/07/11	VB, ViB, GM	am	Grand Anse, Mahé island	Pig Genetic Centre
19/07/11	VB, ViB, GM	am	Anse a la Mouche	Mr Gonzalves Morin, goat farm
19/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Seychelles Fish Authority

19/07/11	VB, ViB, GM	pm	Victoria, Mahé island	SVS: Principal Veterinary Officer
19/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Livestock Department staff, Seychelles Agricultural Agency
20/07/11	VB, ViB, GM	am	Victoria, Mahé island	Principal Secretary, Ministry of Natural Resources and Industry
20/07/11	VB, ViB, GM	am	Victoria, Mahé island	Indian Ocean Tuna
20/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Seychelles airport cargo
20/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Seychelles seaport cargo
21/07/11	VB	am	Victoria, Mahé island	Dr Joel Malulu, Public and Animal Health Officer
21/07/11	VB, ViB, GM	pm	Victoria, Mahé island	Public Health Officers, Ministry of Health
22/07/11	VB, ViB, GM	am	Victoria, Mahé island	Closing meeting
23/07/11	VB	am	Victoria, Mahé island	Victoria market - Butchers shops – Farmers Cooperative shop - drugstores...

Appendix 5: Air travel itinerary

ASSESSOR	DATE	From	To	Flight No.	Departure	Arrival
Veronique Bellemain	09/07/11	Paris	Mahé, Seychelles	AF 0952	1930	0715 (10/07/11)
	24/07/11	Mahé, Seychelles	Paris	AF 0953	0915	1730
Vincent Brioude	09/07/11	Tunis	Paris	AF 2385	1325	1700
		Paris	Mahé, Seychelles	AF 0952	1930	0715 (10/07/11)
	24/07/11	Mahé, Seychelles	Paris	AF 0953	0915	1730
		Paris	Tunis	AF 1784	2105	2235
Gillian Mylrea	09/07/11	Paris	Mahé, Seychelles	AF 0952	1930	0715 (10/07/11)
	24/07/11	Mahé, Seychelles	Paris	AF 0953	0915	1730

Appendix 6: List of documents used in the PVS evaluation

All documents are in electronic version, copied on a CD-ROM.

Ref	Title	Author / Date / ISBN / Web	Related critical competences
1- PRE-MISSION QUESTIONNAIRES			
E1 contribution country_OIE PVS Evaluation.doc2.pdf	Answer to the preliminary questionnaire from the OIE-PVS team (national Veterinary Services)	Compiled by Dr Jimmy MELANIE/July2011	Presentation of the country & SVS ; I-1; I-5
E2 Seychelles PVS Evaluation Aquatic Animal Health services.pdf	Answer to the preliminary questionnaire from the OIE-PVS team (Aquatic Animal health Service).	Compiled by Dr Jimmy MELANIE/July2011	Presentation of the country & AAHS ; I-1; I-5
2- GENERAL DOCUMENTS: Presentation of the Country			
E3 SIF_2010E.pdf	Seychelles in figures (2010)	National Bureau of Statistics	Presentation of the country
E4 Population%20Statistics%20 %20No%20of%202010.pdf	Statistical Bulletin : population and vital statistics 2010	National Bureau of Statistics – August 2010	Presentation of the country
3- STRATEGIC DOCUMENTS - agriculture			
E5 A compilation of Agricultural Sub sectors papers.pdf	The agricultural development strategy 2007-2011	Department of Natural Resources - December 2007	Presentation of the country
E6 Policy statements, objectives and strategies for the Agricultural Development Strategy 2007-2011.pdf	The agricultural development strategy 2007-2011 : policy statements, objectives and strategy	Department of Natural Resources - December 2007	Presentation of the country
4- STRATEGIC DOCUMENTS – mariculture (SFA)			
E7 SFA_Annual Report 2006.pdf	Seychelles Fishery Authority – Annual report 2006	Seychelles Fishery Authority	Presentation of the country (aquatic animals)
E8 SEYCHELLES MARICULTURE SCOPING STUDY 2009.doc	SEYCHELLES MARICULTURE - SCOPING REPORT	Enviro-Fish Africa (Pty) Ltd, For: Seychelles Fishing Authority under the ReCoMaP programme - 12 March 2009	Presentation of the country (aquatic animals); IV-3
5 - ACTS			
E9 Sey87505_SSA Act.pdf	Seychelles Agricultural Agency Act	2009	Organisation of SVS ; I-8 ; I-11 ; III-2 ; III-3...
E10 sey4422_Animal Disease and Control Act.pdf	Animals (diseases and imports) Act	1981	II-4; II-5 ; II-6; II-7; II-8; II-9; IV-1; IV-3
E11 Fisheries act.pdf	Fisheries Act	Revised edition 1991	General context (aquatic animals); IV-1
E12 Act 32 Export Fishery (Aquaculture).pdf	Export of Fishery Products (amendment)	2010	General context (aquatic animals); IV-1
E13 SI 82 Export Fishery (Sanitary).pdf	Export of Fishery Products (Aquaculture) Regulations, 2010	2010	General context (aquatic animals); IV-1
E14 SI 83 Export Fishery (Sanitary).pdf	Export of Fishery Products (sanitary) Regulations, 2010	2010	General context (aquatic animals); IV-1
E15 SI 84 Export Fishery (Aqua	Export of fishery products (Aquaculture Feed) Regulations, 2010	2010	General context (aquatic animals);

Feed).pdf			IV-1
E16 SI 85 Export Fishery (By-Products).pdf	Export of Fishery Products (By-Products) Regulations, 2010	2010	General context (aquatic animals); IV-1
E17 sey64843-fishexport regs.pdf	Export of Fishery Products (Sanitary) Regulation	2006	II-8-B ; IV-3
E18 sey68033-fishexpAct.pdf	Export of Fishery Products Act	Revised 1996	II-8 – B ; IV-4
E19 sey4585-EPA.pdf	Environment Protection Act	1994	IV-1
E20 sey41999-AgAct.pdf	Agriculture Act	Revised 1991	Presentation of the country
E21 sey67938-slaughter regs.pdf	Food Act (Control of Slaughtering) Regulations	1994	II-8-A
E22 Trades Tax Act.pdf	Trade Tax Act	1992, revised 1996	Presentation of the country; II-4
6- SEYCHELLES BIOSECURITY PROJECT : "MAINSTREAMING PREVENTION AND CONTROL MEASURES FOR INVASIVE ALIEN SPECIES INTO TRADE, TRANSPORT AND TRAVEL ACROSS THE PRODUCTION LANDSCAPE"			
E23 Biosecurity Bill -9- - Circulated Draft-	Draft of a Comprehensive Biosecurity Bill (Law) for Seychelles....	2011	IV-1; IV-3; III-2; III-3; II-4; I-5...
E24 Biosecurity Institutional Analysis Final_MAY09.pdf	INSTITUTIONAL REVIEW OF QUARANTINE AND CONTROL FUNCTIONS FOR INVASIVE ALIEN SPECIES IN THE SEYCHELLES	Robert Ikin and Will Dogley, MAY 2009	General context; I-4 ; II-4
E25 Biosecurity Project Document Final Version.pdf	Project document	2007 ?	General context; I-4 ; II-4
E26 Economic Valuation of IAS - final_July 2009.pdf	ECONOMIC VALUATION OF THE INFLUENCE OF INVASIVE ALIEN SPECIES ON THE NATIONAL ECONOMY	Paul Mwebaze, Alan MacLeod, Hervé Barois; Food and Environment Research Agency, United Kingdom, July 2009	General context; I-4 ; II-4
E27 FINAL UNDP-GEF Biodiversity Programme Inception Report_25jun08.pdf	Inception Report	Jan Rijpma, UNDP-GEF Biodiversity Programme Manager, 25th June 2008	General context; I-4 ; II-4
E28 IAS THREATS ANALYSIS FINAL REPORT 27JUL09.pdf	Final report – Evaluation of the threats of introductions and spread of invasive alien species (IAS) through production sector in the Seychelles	Will Dogley, July 2009	General context; I-4 ; II-4
E29 Mwebaze et al (2010b).pdf	Article in press: "Economic valuation of the influence of invasive alien species on the economy of the Seychelles islands »	P. Mwebaze, A. MacLeod, D. Tomlinson , H. Barois, J. Rijpma ; 2010	General context; I-4 ; II-4
E30 National IAS Baseline Final Report_JUNE09.pdf	National IAS Baseline Report	By John Nevill Consultant; 2009	General context; I-4 ; II-4
E31 TOR for NBC02Sept10_RevFinal.doc x	TERMS OF REFERENCE FOR THE NATIONAL BIOSECURITY COMMITTEE	Sept 2010	III-2 ; IV-1
7- SVS Organisation and Personnel			
E32a ORGANIGRAM vs.doc	SAA Organigramme		Presentation of SVS; I-4; I-5
E32b VETERINARY SERVICES SCHEME OF SERVICE VERSION 2 (2).doc	SCHEME OF SERVICE VETERINARY OFFICERS CADRE	Dr Jimmy MELANIE – 2011(no date)	Presentation of SVS; I-4
E33 Roster July 2011.jpg	Roster as shown in the VS Clinic	Dr Jimmy MELANIE - 2011	Presentation of SVS; I-1; I-2; I-11

E34 list of farms.doc	List of farms <i>proposed for visit during the mission</i>	SVS – Field Unit (Dr Boudane)	Organisation of the mission
7.1- Job descriptions (other seen in hard copies)			
E35 job description_ directorVS.jpg	job description_directorVS	Dr Jimmy MELANIE	I-1A ; I-2A; I-11
E36 job description_ vet specialist.jpg	P = job description_ veterinary specialist (Dr Boudane)	Dr Jimmy MELANIE	I-1A ; I-2A; I-11
E37 Job description VO Clinic.doc	Job description - Veterinary Officer in charge of Clinic	Dr Jimmy MELANIE	I-1A ; I-2A; I-11
E38 Job description VO.doc	Job description – Veterinary Officer	Dr Jimmy MELANIE	I-1A ; I-2A; I-11
E39 Job description AHO.doc	Job description – Animal Husbandry Officer	Dr Jimmy MELANIE	I-1B ; I-2B; I-11
E40 job description FA.doc	Job description – Field Assistant	Dr Jimmy MELANIE	I-1B ; I-2B; I-11
E41 Job description FO.doc	Job description – Field Officer	Dr Jimmy MELANIE	I-1B ; I-2B; I-11
E42 Job description RC.doc	Job description – Receptionist/Clerk	Dr Jimmy MELANIE	I-1B ; I-2B; I-11
E43 Job description .=SVNdoc.doc	Job description – Senior Veterinary Nurse	Dr Jimmy MELANIE	I-1B ; I-2B; I-11
7.2 - Management			
E44 Abattoir Plan Visit.docx	Template for reporting when visiting the abattoir	SVS	I-11; II-8A
E45 Farm Visit 2011.docx	Template for reporting when visiting a farm		I-11; II-5
E46 Quarterly January to March 2011.docx	Quarterly Report/ January- March 2011	SVS, Veterinary Public Health Unit, 2011	I-11
E47 Quarterly April to June 2011.docx	Quarterly Report/ April- June 2011	SVS, Veterinary Public Health Unit, 2011	I-11
E48 Quarterly Report Oct-Dec 2010.docx	Quarterly Report/ Oct – Dec 2010	SVS, Veterinary Public Health Unit, 2011	I-11
7.3 – SOPs			
E49 SOP_Clinic.doc	Description of responsibilities for Small Animal Clinic personnel	Dr Jimmy MELANIE/ date?	I-11
E50 SOP_Field Unit.doc	Description of responsibilities for Field Unit	Dr Jimmy MELANIE/ date?	I-11
E51 SOP_VPHU.doc	Description of responsibilities for Veterinary Public Health Unit personnel	Dr Jimmy MELANIE/ date?	I-11
7.4 – SVS Budget			
E52 VS budget.pdf	MEMO: Recurrent Bget 2010	AG Senior Accountant – 25/01/2009	I-8
E53 Clinic FEES.jpg	Tariff as shown in the VS Clinic		I-8
8 - FIQCU			
E54 Quality Manual.pdf	FIQCU's Quality Manual (DRAFT)	FIQCU & SBS, 10/01/2010	Presentation of the country & AAHS; I-4; I-11; IV-2; IV-3; IV-4
E55 Annex A Plan of action ISO 17020.pdf	Template (Quality Assurance)	FIQCU QA responsible, 2010	
9- Laboratories			
E56 Proposal for a veterinary	THE PROPOSAL FOR A VETERINARY LABORATORY IN SEYCHELLES	SAA - VS	II-1

laboratory			
E57 Ben Medhia.doc	Re: Diagnostic Specimen- Serum for RNATT (cat)	Dr Jimmy MELANIE/ July 2009	II-1
10 - Animal Health			
E58 seychelles animal health status.doc	Brief on Seychelles current animal health status	Dr Jimmy MELANIE/2009?	Presentation of the country; II-5
10.1 - Animal Risk Project			
E59 Projet FCT AnimalRisk OI - KD.doc	Fonds de Coopération Territoriale 2008 – 2013: Projet Scientifique : Limiter l'introduction et la diffusion de maladies animales zoonotiques, émergentes et d'importance économique dans l'Océan Indien	CIRAD – CRVOI La Réunion 2008 ?	II-5 ; II-7
E60 Budget CIRAD.doc	VI.2 Budget détaillé par action - Seychelles		II-5 ; II-7
E61 Emerging animal diseases.doc	Presentation of the project for the GoS		II-5 ; II-7
E63 PRESENTATION DE RESULTAS ERIC CARDINALE ET MATHEW.ppt	Results of the 1st year	Eric Cardinal, Mathhieu Roger, CIRAD LA REUNION - 2010	II-5 ; II-7
10.2 – Avian Influenza			
E63 AI CONTINGENCY PLAN FOR SEYCHELLES.doc	AVIAN INFLUENZA (AI) CONTINGENCY PLAN FOR SEYCHELLES – 1ST Draft	SVS – October 2005	I-6B ; II-5 ; II-6 ; II-7
E64 Measures for the control of Avian Influenza .ppt	Seychelles Emergency Preparedness Plan for Avian Influenza (AI)	AHD- D (NR) 2006	I-6B ; II-5 ; II-6 ; II-7
E65 Seychelles H5N1 Preparedness plan -Final draft 7-last version 1.doc	Avian Flu preparedness Plan - Republic of Seychelles (2nd Revision)	November 2007	I-6B ; II-5 ; II-6 ; II-7
E66 FUNDING REQUEST TO SUPPORT PREVENTION AND CONTROL OF AVIAN AND HUMAN INFLUENZA IN THE REPUBLIC OF SEYCHELLES.doc	FUNDING REQUEST TO SUPPORT PREVENTION AND CONTROL OF AVIAN AND HUMAN INFLUENZA IN THE REPUBLIC OF SEYCHELLES, SUBMITTED TO THE AFRICAN UNION INTERAFRICAN BUREAU FOR ANIMAL RESOURCES (AU – IBAR)	Ministry of Environment and Natural Resources / Ministry of Health and Social Development; 2007	II-5 ; II-6 ; II-7 ; II-1
11 - Livestock Department			
E67 daily mortality record sheet.jpg	daily mortality record sheet		II-5A ; II-6
E68 epidemiological investigation form on AI.jpg	epidemiological investigation form on AI		II-5A ; II-6
E69 LVO_record form.jpg	Information record form (on farm visits)		II-5A ; II-6
E70 dales of breeding stock.jpg	Sales of pig breeding stock : timetable	2010/2011	II-5A ; II-6
E71 Pig breeders.jpg	Pig breeders : list and follow up		II-5A ; II-6
E72 site and farm visit report04 04 2011.jpg	site and farm visit report	04 04 2011	II-5A ; II-6
E73 17-06-2011.jpg	site and farm visit report	17-06-2011	II-5A ; II-6
E74 10 06 2011.jpg	site and farm visit report	10 06 2011	II-5A ; II-6

12 - DRUGS			
E75 Narcotic & psychotropic drugs 2010.xls	Veterinary Narcotic & psychotropic drugs imported in 2010	MoH, 2011	II- 9
E76 Schedule 1 of medicines (2)_2.doc	Schedule 1 of medicines	MoH	II- 9
E77 SSPCA.doc	Re: Authorization to handle and administer veterinary medicinal	Dr Jimmy MELANIE/2009	II- 9
12.1 - SMCA			
E78 medicine act.doc	medicine act	Draft , 2011	II-9
12.2 - Vet drugs import			
E79 Denis Island2.doc	Authorisation to import Cattle Licks Block from South Africa	Dr Jimmy Melanie - 2010	II- 9
E80 Galaxy 1.doc	Authorisation to import Cattle Licks Block from India	Dr Jimmy Melanie - 2009	II- 9
E81 Golden Eggs.doc	Authorisation to import GUMBORO vaccines	Dr Jimmy Melanie - 2008	II- 9
E82 Goodwill Farm.doc	Transmission to the MoH of import demand (framework)	Dr Jimmy Melanie	II- 9
E83 Ramanjooloo.doc	Authorisation to import Vanguard 7 or Nobivac DHPPi - for the treatment of his pet dog	Dr Jimmy Melanie - 2008	II- 9
E84 Roucou.doc	Authorization to import of TETRACOLIVIT for his own farm use	Dr Jimmy Melanie - 2008	II- 9
E85 SMB.doc	Authorization to import raw materials: vitamins; pre-mix; non lab chemicals; coccidiostats and other supplements/ingredients as per list submitted to VS for animal feed manufacturing purposes.	Dr Jimmy Melanie - 2008	II- 9
E86 Utegangar.doc	Authorization to import equine medicine for own use and to be used under veterinary supervision: Tetanus and equine influenza vaccine, Dewormer, Anti inflammatory drugs, Tranquilizer , Painkiller .	Dr Jimmy Melanie - 2008	II- 9
12.3 - VS Clinic			
E87 drugs prices_SVS.jpg	drugs prices as shown in the Clinic		I-8 ; II- 9
E88 pharmacy_SVS_list1.jpg	pharmacy_SVS_list as shown in the drugstore		II- 9
E89 pharmacy_SVS_list2.jpg	pharmacy_SVS_list as shown in the drugstore		II- 9
E90 pharmacy_SVS_list3.jpg	pharmacy_SVS_list as shown in the drugstore		II- 9
E91 pharmacy_SVS_list4.jpg	pharmacy_SVS_list as shown in the drugstore		II- 9
13 - Animal Welfare			
E92 AW_OIE Report Seychelles Rev 1.doc	DRAFT Seychelles: OIE Baseline AW Status Report	Janice H Cox, MBA November 2010	II - 14
E93 SSPCA_registration certificate	SSPCA_registration certificate	1997	II-14
E94 SSPCA_LUNGOS certificate	Liaison unit of Non Governmental Organisations of Seychelles	2010	II-14
14 - Abattoir			
E95	MEMO to CEO : Abattoir visit	Dr. Joel Malulu, VPHO; Mr	II-8-A

Abattoir Routine visit on 16-05-2011.docx		Simon Laurette, Vet. Technician / Epidemiologist – 17/05/2011	
E96 abattoir_letterToMoH.jpg (2 pictures)	Letter requesting data from the MoH regarding slaughterhouse	Dr Joel MALULU – 3 June 2011	II-8A; I-6B
E97 Abattoir_Report_May2011.jpg (7 pictures)	Report on unhygienic conditions in the slaughterhouse	Dr Malulu and MoH – 30 May 2011	II-8A; I-6B
15 - IMPORT			
E98 RestrictedGoods202005.pdf	Importation of restricted goods as of 1st January 2005 [list & conditions]	2005	II-4
E99 Seychelles Revenue Commission More Information Customs - Prohibited & Restricted Goods.mht	Prohibited and restricted goods : screen from the Customs” website	Customs - 2009	II-4
E100 Guidelines for the importation of meat and meat products into the Seychelles.docx	Guidelines for the importation of meat and meat products into the Seychelles	Dr Joel MALULU, date ?	II-4; I-4 ; IV-1
E101 Hatching eggs.doc	IMPORT REGULATIONS FOR POULTRY HATCHING EGGS	Dr Jimmy MELANIE/2008	II-4; I-4 ; IV-1
E102 Table eggs.pdf	Import Regulations for fresh (Table) Eggs	SVS, date?	II-4; I-4 ; IV-1
E103 MMPs.doc	IMPORT REGULATIONS FOR MEAT, MEAT PRODUCTS AND EDIBLE OFFALS (template)	SVS , date?	II-4; I-4 ; IV-1
E104 Veterinary Import Regulations for Cats and Dogs1.pdf	Importation of cats and dogs (rules)	SVS, Nov. 2001	II-4; I-4 ; IV-1
15.1 - Example of veterinary import permits			
E105 AGP.doc	Veterinary import permit for Parrot (template)	SVS	II - 4
E106 allain larue.doc	IMPORTATION OF AQUARIUM FISH	Dr Jimmy MELANIE/2011	II - 4
E107 AQUARIUM FISH Minister Pillay.doc	IMPORTATION OF AQUARIUM FISH	Dr Jimmy MELANIE/2009	II - 4
E108 Importation of honey bees.doc	VETERINARY IMPORT PERMIT FOR THE IMPORTATION OF HONEY BEES	Dr Jimmy MELANIE/2006	II - 4
E109 Importation of horses - Mrs. Rene.doc	VETERINARY IMPORT PERMIT FOR THE IMPORTATION OF HORSES	Dr Jimmy MELANIE/2007	II - 4
E110 Importation of Parrot 2.doc	Veterinary Import Permit for Parrot	Dr Jimmy MELANIE/2008	II - 4
E111 Importation of porcine Lvst.doc	VETERINARY IMPORT PERMIT FOR THE IMPORTATION OF PORCINE	Dr Jimmy MELANIE/2007	II - 4
E112 Oceana Fisheries FFP.doc	IMPORTATION OF SEAFOOD (CRUSTACEANS)	Dr Jimmy MELANIE/2009	II - 4
E113 West Hill 2.doc	IMPORT PERMIT STOCK/POULTRY FEED	Dr Jimmy MELANIE/2011	II - 4
15.2 - Examples of interceptions			
E114 Quail eggs Hilton2.doc	Interception of Quail Eggs fromUAE	Dr Jimmy MELANIE/2011	II - 4
E115 Quail eggs Hilton.doc	Interception of Quail Eggs fromUAE	Dr Jimmy MELANIE/2010	II - 4
E116	Rejection of Beef Striploin from South-	Dr Jimmy MELANIE/2009	II - 4

Rejection certificate.doc	Africa (expired)		
E117 Apex	Re: Container PONU 2861127 (release)	Dr Jimmy MELANIE - 18/05/2010	II - 4
15.3 - Licensing applications			
E118 Abhaye.doc	Re: License Application – Abhaye Valabhji (Pty) Ltd (covering meat and meat products)	Dr Joel Malulu & Jimmy MELANIE/2009	II - 4
E119 Ralph Albest.	Re: New License Application – Ralph Albest	Dr Joel Malulu & Jimmy MELANIE/2009	II - 4
E120 SFM.doc	Re: License Application – Seychelles Farmers Marketing Co-operative	Dr Joel Malulu & Jimmy MELANIE/2009	II - 4
15.4 - Import certificates - examples			
E121 Import certiciatex.jpg	Import certificates accompanying imported products		II - 4
16 - Private veterinarian			
E122 Bernard Moulinie	Re: Veterinary Surgeon License Application	Dr Jimmy MELANIE/ 20/02/2009	III-5
E123 General condition of licensing Veterinary surgeon	General conditions and guiding principles for Veterinary surgery in Seychelles	Dr Jimmy MELANIE/ 20/02/2009 ? (no date)	III-5
PICTURES			
P1_SAA	Seychelles Agriculture Authority		I-7
P2_SVS_director	Dr Melanie's Office		I-7; I-11
P3_SVS_mahe	SVS Premises in Mahe – cars...		I-7
P4_SVS_quarantine	Quarantine facilities in Mahe		II-4; I-7; IV-4
P5_SVS_pharmacy	Pharmacy and drugs in SVS in Mahe		II-9
P6_FIQCUCU	FIQCUCU premises and quality assurance system		I-7; I-11
P7_SBP	Team in charge of the Seychelles Biosecurity Project		IV-1; IV-3
P8_Lab-MoH	Laboratory of the Minister of Health		II-1; II-2; II-10
P9_lab_SBS	Laboratory of the Seychelles Standards Bureau (for fishes)		II-1; II-2; II-10
P10_drugs_MoH	Minister of Health : service in charge of Drugs		II-9; I-6B
P11_MoH	Minister of Health : service in charge of Food Safety		II-8A . II-8B
P12_SFishingA	Seychelles Fishing Agency		I-6B
P13_StakeholdersMeeting	Meetying with the Seychelles Farmers Association		III-2; II-8A
P14_slaughterhouse	Slaughterhouse in Mahe		II-8A
P15_PigGeneticCentre	Pig genetic centre in Mahe		II-13
P16_hatchery	Hatchery in Mahe		II-13
P17_airport	Custom area in Mahe international airport		II-4; I-6B
P18_seeport	Custom area in Mahe seeport		II-4; I-6B
P19_SVS_Praslin	SVS premises in Praslin		I-7; I-6A; I-11
P21_Indian Ocean TUNA	Main processing plan in Seychelles		I-8B
P31_FinalMeeting	Final Meeting		I-11, I-6B
Farms visits			
P22_layers_LOISEAU	(modern) Layer farm on Mahe		Presentation of the country II-5; II-7
P23_GoldenEggs	(modern) Layer farm on Mahe		
P24_CORGAT	Pig breeding & fattening farm, cow farmer on Mahe		
P25_Praslin	Pig breeding & fattening farm (with its		Presentation of the

	own new slaughterhouse) and broiler farm - on Praslin		country II-5; II-7; II-8A
P26_LaDigue	Pig breeding & fattening farm (with its own old slaughterhouse) and broiler farm on Praslin + layer farm		Presentation of the country II-5; II-7; II-8A
P27_elevageMixte	Layer & broiler farm		Presentation of the country II-5; II-7
P28_elevage	Broiler farm on Mahe		Presentation of the country II-5; II-7
P29_elevagePorcs	Pig breeding & fattening farm on Mahe		Presentation of the country II-5; II-7
P30_Goat farm	Goat farm on Mahe (the larger one)		Presentation of the country II-5; II-7

Appendix 7: Organisation of the OIE PVS evaluation of the VS of Seychelles

PRESENTATION OF THE METHOD OF EVALUATION OF THE VETERINARY SERVICES OF SEYCHELLES

Evaluation team:

- Evaluation Team Leader: Dr Véronique BELLEMAIN (+33 – 6 07 76 64 68)
- Technical expert: Dr Gillian MYLREA and Dr Vincent BRIOUDES

Reference documents:

The evaluation will be conducted in accordance with:

- the OIE *Terrestrial Animal Health Code* (particularly Chapters 3.1. and 3.2.);
- the OIE *Tool for the Evaluation of Performance of Veterinary Services (OIE PVS Tool)* which includes four fundamental components:
 - PVS: *Manual of the Assessor* – Volume 1 (2009) 15
 - Human, physical and financial resources
 - Technical authority and capability
 - Interaction with stakeholders
 - Access to markets.

Dates of the evaluation: 11 – 22 JULY 2011

Language(s) of the evaluation and the reports: ENGLISH (and FRENCH)

Sectors of VS to be evaluated:

- VS, as defined in the OIE *Terrestrial Animal Health Code*, including any other institutions/ministries responsible for activities pertaining to the VS in the sense of the OIE *Terrestrial Code*
- Veterinary and Competent authorities as defined in the OIE *Aquatic Animal Health Code*

Activities to be evaluated: The activities should be evaluated according to the PVS framework, namely:

I/ Human, physical and financial resources

- Professional and technical staffing of the VS
 - Competencies of veterinarians and veterinary para-professionals
 - Continuing education
 - Technical independence
 - Stability of structures and sustainability of policies
 - Coordination capability of the VS
 - Physical resources
 - Operational Funding
 - Emergency funding
 - Capital investment
 - Management of resources and operations

II/ Technical authority and capability

- Veterinary laboratory diagnosis
 - Laboratory quality assurance
 - Risk analysis
 - Quarantine and border security
 - Epidemiological surveillance
 - Early detection and emergency response
 - Disease prevention, control and eradication
 - Food safety
 - Veterinary medicines and biologicals
 - Residue testing
 - Emerging issues

- Technical innovation
- Identification and traceability
- Animal welfare

III/ Interaction with stakeholders

- Communications
 - Consultation with stakeholders
 - Official representation
 - Accreditation/authorization/delegation
 - Veterinary Statutory Body
 - Participation of producers and other stakeholders in joint programmes

Ic/ Access to markets

- Preparation of legislation and regulations
 - Implementation of legislation and regulations and stakeholder compliance
 - International harmonisation
 - International certification
 - Equivalence and other types of sanitary agreements
 - Transparency
 - Zoning
 - Compartmentalisation.

Persons to meet with:

See the evaluation programme.

Sites to be visited:

See the evaluation programme.

The evaluation team will have approximately 12 days for the review and would like to begin and end the review in the capital. Taking into account our time limitations, we will have approximately 8 days for field visits and these should include a cross-section of the animal health infrastructure of the Seychelles. In order to begin planning, we will need some basic information regarding the Veterinary Services infrastructure (see attached list).

Verification methods:

The evaluation team will undertake the following work:

- examination of data sent in advance and provided on site;
 - in-depth field visit;
 - individual discussions and meetings with personnel of the VS and the stakeholders;
 - observation of practices and attitudes;
 - other as far as relevant.

The VS should:

- provide the information requested;
- translate documents to English or French upon request;
- authorize access to all sites to be visited;
- address any other points specific to the evaluation.

Reporting:

The evaluation team will produce the following outputs:

- a brief summary of preliminary findings will be presented to the officials responsible for the evaluated VS at the closing meeting;
- a draft report will be provided within one month after the conclusion of the country visit (or after the receipt of any outstanding documents needed to complete the evaluation). Once the OIE has received comments from the evaluated country, the report of the evaluation will be finalised, normally within one month after receiving comments. The final report will be distributed according to the agreement between the country evaluated and the OIE.

Comments:

- The current levels of performance of the VS and any gaps (as measured against the OIE criteria) will be described by the evaluation team.
- Depending on the context of the evaluation, the Evaluation team may provide advice on priorities and strategic initiatives that could be used to deal with any identified gaps and improve the levels of performance. These may address short, medium or long term objectives.

Confidentiality and publication of results:

The results of the evaluation are confidential between the country evaluated and the OIE. They can be published only after obtaining the written agreement of the authorities responsible for the VS of the country evaluated.

Appendix 8: Power Point presented during the Final Meeting (Mahé)

Evaluation of
the National Veterinary Services
& Aquatic Animal Health Services
of the Republic of SEYCHELLES

according to the OIE-PVS pathway:
evaluation of the Performance
of Veterinary Services

Preliminary findings

22 July 2011

**KEY CONCEPTS
REGARDING VS**

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OIE mandate

Historical: 'To prevent animal diseases
from spreading around the world'

The 4th and 5th Strategic Plans 2006/2010 2011/2016
extend the OIE's global mandate to:

**'The improvement of animal health,
veterinary public health and animal
welfare world-wide'**

KEY CONCEPTS REGARDING VS

- global public good
- prevention is better than cure
- farm to fork approach
- animal health is linked with both food safety / food security
- the implementation of all the OIE standards rely of efficient and sustainable VS

**RECALL : the OIE-PVS
objectives**

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RECALL : THE PVS OBJECTIVES

- at the request of the Gov. of Seychelles
- evaluation, diagnosis – not an audit
- collaborative process
- the report is the property of the Gov. (not published without permission)

WARNING

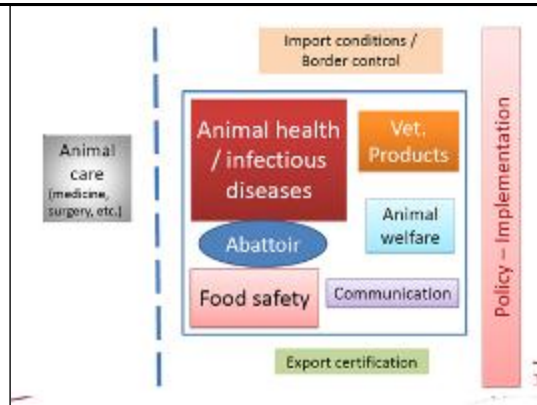
*These are only preliminary findings,
not binding
the final report (to be issued in a few months)
is the only official document*

SEYCHELLES CONTEXT

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SEYCHELLES CONTEXT

- recent OIE membership (2010)
- Governmental strategy
 - improvement of food security – support of national livestock production
 - mariculture master plan (in progress)
 - accession to WTO : compliance with international standards
- recent and on-going reforms (eg. legislation under SBP)
- past and future aquaculture activities
- « good animal health status » ?
- budget constraints



STRENGTHS

- chain of command
 - motivated personnel
 - diverse team (range of ages, place of study, experience, expertise)
 - continuous improvement
 - interaction within the SAA and with other Government bodies
 - interaction with stakeholders
 - active network on farms
 - involvement in various projects,...
-

KEY MESSAGES

KEY MESSAGES (1)

=> Animal health strategy

- comprehensive animal health strategy for contagious diseases
- or Road Map
- set up priorities : which disease, what do we want to achieve, and why ?
- cost benefit approach
- + preparedness (policy and contingency planning)

KEY MESSAGES (2)

=> Legislation reviews

Most of the outdated Acts are under review.

- ➔ OIE guidelines on VS legislation (OIE website)
- ➔ Coordination - coherence: Biosecurity Act - Food Act – Medicine Control Act – Animal welfare Act.
- ➔ all Acts the VS are working with are in the process of review :
 - ✓ implementation
 - ✓ resources required
 - ✓ training.

KEY MESSAGES (3)

=> Border control

- ➔ Legislation : all animals products
- ➔ who does what ?
- ➔ SOPs (technical independence)
- ➔ coordination & training (across department utilisation of staff)
- ➔ efficiency – risk profile approach for compliance & inspection

KEY MESSAGES (4)

=> Farm to fork approach

Slaughterhouse: point of intersection (VPH, AH, AW,...) – => information and data of interest for AH (& AW) issues

- more formal coordination, formal agreement to ensure that both parties have access to the information they need. 2 ways flow of information
- Building is old, hygiene should be significantly improved, ...



KEY MESSAGES (5)

=> Personnel

- small team,
- no control of the training of new vets (lack of coordination between M.of Education and VS),
- no pool of vets for recruitment...
- ==> retention of personnel is critical
- value staff
- good working environment and conditions



THE OIE-PVS PATHWAY

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The OIE PVS Pathway

