



*“Linking veterinary
para-professionals
and veterinarians”*

**CONTINENTAL CONFERENCE ON
THE ROLE OF VETERINARY
PARA-PROFESSIONALS IN
AFRICA**

13.10.2015 - 15.10.2015 / Pretoria, South Africa

OIE AVTA GALVmed

REPORT

CONTINENTAL CONFERENCE ON THE
ROLE OF VETERINARY PARA-
PROFESSIONALS IN AFRICA

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and veterinarians”*

13.10.2015 – 15.10.2015

Pretoria ▼ South Africa

OIE Sub-Regional Representation for Southern Africa

Gaborone ▲ Botswana

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ACRONYMS

AAVE	<i>Association des AVE</i> [association of CAHWs]
ABPZ	<i>Association Burundaise des Professionnels de la Zootechnie</i> [Burundi Association of Animal Production Professionals]
ABSSA	<i>Agence Béninoise de la Sécurité Sanitaire des Aliments</i> [Benin Food Safety Agency]
AHITI	Animal Health Industry Training Institute [Kenya]
AHO	Animal Husbandry Officer [Uganda]
AHT	Animal Health Technician [South Africa]
AHT	Animal Health Technologist [Nigeria]
ASAL	Arid and Semi-Arid Lands [Kenya]
AU	African Union
AUC	AU Commission
AVA	African Veterinary Association
AVE	<i>Auxiliaire(s) Villageois d'Élevage</i> [CAHW]
AVTA	African Veterinary Technicians Association
AWA	Animal Welfare Assistant [South Africa]
BCA	Botswana College of Agriculture
BVM	Bachelor in Veterinary Medicine
BVSs	Bachelor in Veterinary Sciences
CAADP	Comprehensive African Agriculture Development Programme [NEPAD]
CAHO	Community-based Animal Health Outreach
CAHW	Community-based Animal Health Worker
CBAH	Community-Based Animal Health
CBPAHW	Community-Based Professional Animal Health Worker [Kenya]
CCS	Compulsory Community Service [UP]
CMP	Common Market Protocol [EAC]
CPD	Continuous Professional Development
CTEVT	Council for Technical Education and Vocational Training [Nepal]
CVC	Community Veterinary Clinic [SAVA]
CVO	Chief Veterinary Officer
DAFF	Department of Agriculture, Forestry and Fisheries [South Africa]
DGEIA	<i>Direction Générale de l'Élevage et des Industries Animales</i> [Chief-Directorate Livestock and Animal Industries] Benin
DLS	Department of Livestock Services [Nepal]
DLSO	District Livestock Service Offices [Nepal]
DVM	Doctor in Veterinary Medicine
DVO	Directrix Veterinary Officer
DVS	Directorate / Department of Veterinary Services
EAC	East African Community [REC]
EAHPA	Ethiopian Animal Health Professionals Association
ECTAD	Emergency Centre for Trans-boundary Animal Diseases [FAO]
EU	European Union
FAO	Food and Agriculture Organisation [UN]
FELASA	Federation of Laboratory Animal Science Associations [EU]
FPT	Field Practical Training
GALVMed	Global Alliance for Livestock Veterinary Medicines
GDP	Gross Domestic Product
GPS	Global Positioning System
GVPR	<i>Groupement de Vétérinaires Privés en clientèle Rurale</i> [Rural Private Veterinarians Association]
HACCP	Hazard Analysis Critical Control Point
HPCSA	Health Professions Council of South Africa
IAAS	Institute of Agriculture and Animal Science [Nepal]
IBAR	Inter-african Bureau for Animal Resources [AU]
ILRI	International Livestock Research Institute [Kenya]
ITE	<i>Ingénieur Technique d'Élevage</i> [Animal (production) scientist]

JTA	Junior Technical Assistant [Nepal]
KVB	Kenya Veterinary Board [VSB]
KVPA	Kenya Veterinary Para-professionals Association
LFN	Laws of the Federation of Nigeria
LIDESAS	Livestock Development Strategy for Africa [AUC]
MDG	Millennium Development Goals [UN]
MITC	Meat Inspection Training Centre [see MITI]
MITI	Meat Inspection Training Institute [Botswana]
MRA	Mutual Recognition Agreement [EAC]
MSc	Master of Science
NAAHHT	Nigeria Association of Animal Health and Husbandry Technology
NBTE	National Board of Technical Education [Nigeria]
NEPAD	New Partnership for Africa's Development [AUC]
NGO	non-governmental organisation
NPCA	NEPAD Planning and Coordination Agency
NVMA	Nigeria Veterinary Medical Association
NVRI	National Veterinary Research Institute [Nigeria]
NWU	North-West University [South Africa]
OBP	Onderstepoort Biological Products [South Africa]
OIE	World Organisation for Animal Health
OVI	Onderstepoort Veterinary Institute [ARC]
PAAWA	Pan-African Animal Welfare Alliance
PAHC	Primary Animal Health Care
PDSR	Participatory Disease Surveillance and Response
PhD	Philosophy Degree
POM	prescription-only medicine
PPP	public - private partnership
PPR	<i>Peste de petits ruminants</i>
PVS	Performance of Veterinary Services [OIE]
Q&A	Question and Answer
REC	Regional Economic Community
RENATEV	<i>Regroupement National de Techniciens Vétérinaires du Sénégal</i> [National Association of Senegal's Veterinary Technicians]
RPL	Recognition of Prior Learning
SAAAHT	South African Association of Animal Health Technicians
SAAHA	South African Animal Health Association
SAAVPP	South African Association of VPP
SADC	Southern African Development Community [REC]
SAQA	South African Qualifications Authority
SAVA	South African Veterinary Association
SAVC	South African Veterinary Council [VSB]
SDG	Sustainable Development Goals [UN]
SEARG	Southern and Eastern Africa Rabies Group
SMS	Short Message Service
SPS	[Agreement on the application of] Sanitary and Phytosanitary Standards [WTO]
SVC	Sudan Veterinary Council [VSB]
TAVEPA	Tanzania Veterinary Paraprofessional Association
TUT	Tshwane University of Technology [South Africa]
UK	United Kingdom
UN	United Nations
UNDP	UN Development Programme [UN]
UNISA	University of South Africa

UP	University of Pretoria [South Africa]
USA	United States of America
USAID	United States Agency for International Development
USD	United States Dollar
UVB	[VSB]
VAAM	Veterinary Assistants Association of Malawi
VAHW	Village Animal Health Worker [Nepal]
VCN	Veterinary Council of Nigeria [VSB]
VEE	Veterinary Education Establishment
VERU	Veterinary Emergency Response Unit
VETGOV	Strengthening Veterinary Governance in Africa [AU-IBAR]
VFU	Veterinary Field Unit [Afghanistan]
VLSP	Veterinary Legislation Support Programme [OIE]
VNASA	Veterinary Nurses Association of South Africa
VPH	Veterinary Public Health
VPP	Veterinary Para-Professional
VSB	Veterinary Statutory Body
VSF	<i>Vétérinaires Sans Frontières</i> [Veterinarians Without Borders]
VSFG	VSF Germany
VSVP	Veterinary Surgeons and Veterinary Paraprofessionals (Act) [Kenya]
VWA	Veterinary Welfare Assistants [South Africa]
WAHID	World Animal Health Information Database [OIE]
WAHIS	World Animal Health Information System [OIE]
WAP	World Animal Protection
WHO	World Health Organisation [UN]
WTO	World Trade Organisation [UN]
WVA	World Veterinary Association



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THE ROLE OF VPPS IN AFRICA
“LINKING VPPS AND VETERINARIANS”



Preface

The inaugural continental conference for *VPPs* (VPP) took place in Pretoria, South Africa, from 13 to 15th of October 2015. It was organised by the *World Organisation for Animal Health* (OIE) and the *African Veterinary Technicians Association* (AVTA), with the financial and technical support of the *Global Alliance for Livestock Veterinary Medicines* (GALVmed) and the South African *Department of Agriculture, Forestry and Fisheries* (DAFF) in a bid to improve the quality of the field work conducted in Africa by strengthening the linkages and collaboration between veterinarians and VPP. The meeting benefited from the financial support of the European Commission through the *Strengthening of Veterinary Services in Africa* (VETGOV) project.

The issue of how *Veterinary Para-Professionals* (VPPs) operate is particularly relevant to the African continent, due to its relative shortage of (qualified) veterinary surgeons, the sheer size of the rural areas and nomadic production systems they are faced with, and the consequential lack of oversight or supervision by veterinarians. The existence of *Community-based Animal Health Workers* (or CAHWs) in addition to VPP is also not exclusive to Africa, but has been widely experimented in Africa, in situations of peacetime, and in areas of conflict.

According to the OIE Terrestrial Code glossary, 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”.

The national definition varies from country to country but may include animal health technologists, laboratory animal technologists, horse farriers, equine dental technicians, animal production officers, animal scientists, livestock officers, vaccinators, extension officers, nurses, artificial inseminators, meat inspectors, food inspectors, veterinary laboratory technicians and animal health technicians, all of whom may or may not be registered by the national Veterinary Council or Veterinary Board.

The conference brought together some 100 participants, including a selection of African representatives of the national associations / federations of veterinary para-professionals (many countries have several associations, for different veterinary para-professionals such as nurses, meat inspectors, laboratory technicians, field technicians, inseminators, etc.) as well as the representative of the veterinary authority (the Director of Veterinary Services) and the veterinary statutory body (Veterinary Council or Board).

Following three days of intense debates, the Conference participants resolved to support the veterinary para-professionals to establish independent national, regional and/or sector-wide associations, able and competent to represent the profession(s) in the Veterinary Statutory Body or Bodies; to convince National Veterinary Statutory Bodies to include veterinary para-professionals in their decision making bodies, beyond the mere registration or listing of these para-professionals; and to convince them to define conditions and admission criteria for continuing education and post-graduate education for veterinary para-professionals; and to take necessary steps for the enactment and enforcement of required legislation to that effect.

In turn, the OIE is tasked with developing minimum day-one competences for the various categories of para-professionals that exist, in scope and in level of qualification and to developing minimum core training curricula for the various categories of paraprofessionals that exist, in scope and in level of qualification, as well as to courage the participation of representatives of national, regional and continental associations of veterinary para-professionals to participate in the fourth OIE Global Conference on Veterinary Education, to be held in Thailand in June 2016.



More information : <http://www.rr-africa.oie.int/en/news/20151015.html>

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Chairperson of the <i>Association of Veterinary Technicians in Africa</i> (AVTA)	Benson Ameda
Director of the African Union - <i>Interafrican Bureau for Animal Resources</i> (AU-IBAR), represented by the Continental Coordinator of the <i>Strengthening Veterinary Governance in Africa</i> (VETGOV) programme	Baboucarr Jaw
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Report

Opening ceremony

Botlhe Michael Modisane

Chief Director Animal Health and Production

OIE Delegate of South Africa and President of the OIE World Assembly of Delegates



[order of precedence]

First impressions are very significant after all. This type of conference is being held for the first time by the OIE, first time in Africa and maybe first time in the world. It is has been conceived by people with vision and understanding that, for anyone to have a significant effect in the world, one needs to work hand in hand with others. In this case, veterinarians need to work hand in hand with Para veterinarians in whatever form or name they may be in different parts of the world. Nowadays we speak about one health, which seeks to make every one understand that whatever we do in ecosystems, animal health, human health affects the delicate balance that exists even in the transmission of infectious diseases and other organisms

On behalf of the Government of South Africa and the *Department of Agriculture, Forestry and Fisheries* (DAFF) and in my capacity as the Chief Veterinary Officer of South Africa and as the President of the OIE and on behalf of the OIE Council, on behalf of the OIE World Assembly of Delegates, I welcome you to South Africa and to this conference. Please feel at home.

I thank OIE, GALVmed for having generously funded this conference. In addition, I wish to thank the SAVC, GMP Basic, OBP, ZOETIS Animal Health, SAAHA, MSD Animal Health, VIRBAC and lastly the Department of Agriculture for having agreed to fund in part this conference. I guess every one of them wanted to ensure a private - public partnership arrangement exist, so we are writing your names as partners in animal health.

I thank the organising committee of this conference who ensured that possible hurdles are being avoided and who will still be with us to ensure the smooth running of the conference.

Thank you

Clive Marwick
Chairperson
South African Veterinary Council



[order of precedence]

It is my pleasure and honour to welcome you to this momentous occasion on behalf of the veterinary and veterinary para-professions, the SAVC and the people of South Africa.

This conference marks the importance of the working relationship between the veterinary and *veterinary para-professionals* (VPPs) with a view to rise to the expectations of society with regard to animal and human health.

The control of diseases, the responsible use of medicines and *Primary Animal Health Care* [PAHC] ensures food safety and security for the people of Africa and it remains part of the most critical responsibilities of the veterinary team.

The *South African Veterinary Council* (SAVC) is a truly independent *Veterinary Statutory Body* (VSB) that is self-financed and managed and thus can openly represent the veterinary and VPPs, setting standards of training, code of conduct, standards of facilities, investigation, enquiries and disciplinary actions. It is with this background that SAVC can be of great value in enhancing the status of the VPPs locally, regionally, and the rest of Africa. There is a wealth of experience and knowledge that can be tapped into to better the status of the VPPs in order to have fully functional Veterinary statutory bodies throughout Africa to make sure that the Veterinary and veterinary par-professions are well equipped to manage the multiple challenges around Food Safety and Security in Africa.

We wish you success and trust that the discussions over the next few days will bear fruits and that it will be translated into action.

We thank the OIE and GALVmed for the generosity in sponsorships and the *Department of Agriculture, Forestry and Fisheries* (DAFF) for the hospitality.

Welcome,
Karibu sana,
Ngiyabongo,
Welkom,
Bienvenue.

Johan Oosthuizen

Chairperson

South African Association of Veterinary Para-Professionals



[order of precedence]

It is indeed a privilege and an honour to be part of this gathering. May I firstly acknowledge and express my sincere gratitude towards the OIE for the generous financial contribution in making this event possible. I can assure you that without your involvement this would not have been possible. I also would like to thank the management of GALVmed for their financial contribution which finally made it possible to host this first ever African para-veterinary conference. My gratitude goes to all other people and organisations for your contributions as well.

Colleagues and honourable guest, we must not forget why we are gathered here today and for the next two days. The valuable contributions and inputs of VPPs in South Africa, Africa and globally has been neglected or in some instances -brutally ignored- for too many years. The global animal health status would not have been possible without the almost daily contribution of VPP at different levels of prevention, control and eradication of animal diseases. I say this without criticizing or being negative regarding the role veterinarians played, but I say this to emphasize that the time has come to acknowledge the contribution of VPPs which they played in the past and the role they will be playing in the future. Disease surveillance, control and eradication will not be possible without the involvement of the different VPP groups. This is a reality which we cannot ignore. A gathering of African VPPs has been long overdue and for that reason we need to use the time to our utmost best in reaching our common goal. What is this goal ? To ensure that the VPPs are acknowledged and treated as such, i.e. as an integral part of the veterinary team in decision-making processes, as well as the execution thereof. To also be able to become part of the executive management of the veterinary team and not merely being seen as the stock inspector on the ground. VPPs and more specific, the training of VPPs, has grown over the years with vibrant young people making this their career of choice, only to become very disappointed and sometimes negative because of no career-pathing and opportunities to express themselves. I work with them at university level on a daily basis. Numerous VPPs with masters and doctors degrees will be left out in the cold and in most instances they must look for other opportunities outside of Veterinary Services to fulfil their dreams. VPPs are registered and regulated by the VSB with annual maintenance fees linked to that, but without the choice of generating a much needed income.

This is still the most important concern of VPPs globally.

Why obtain a qualification, register with your VSB, but you will not be allowed to generate your income and cater for your family ? Is that not a basic need of life ? Is this acceptable or do we merely want to protect other members of this team ?

I really hope that we will be able to answer this question rather sooner than later.

South Africa and in particular our rural communities, has a need for a basic VS which can be rendered by animal health technicians at a very basic price. I'm referring to basic vaccinations, castrations, dehornings and treatment of tick borne diseases. Why not allow them to deliver these services when they are registered with a VSB and as such, under control of that Statutory Body ? I can assure you that it is cheaper to train these people in three years' time and employ them in these situations.

Although we are very grateful for the role the OIE has played in the past, it is time to recognise the existence of VPPs and give them the opportunity to express themselves.

Within the different African countries, different levels of training, with different names, for animal health officials, do exist. We look at VPPs as technicians, technologists, officials and sometimes even scientists

Colleagues, I believe the time has come to ensure that Africa receives a veterinary service of choice, which must include VPPs delivering such a service, either through government services or by means of self-employment. This will ensure that upcoming farmers get the services they deserve, at a cost-effective price.

May we all enjoy this gathering and be proud of the outcome thereof.



[order of precedence]

It's very humbling to be part of this historic event. This is the first time ever, para-veterinarians have been involved in the organisation and execution of a conference to discuss their concerns with support from OIE.

The livestock sector in Africa has the potential to be a lead contributor to economic growth and thus improving health and living standards of its people. The continent is blessed with enormous land, water, pasture and a hot bed of a vibrant veterinary para-professional profession.

However, the weak linkage between veterinary surgeons and VPPs is dragging Africa behind and fast moving towards disaster levels. The result of this is a deficient animal health system, defective disease control measures, inappropriate policies, lack of or non-implementable pieces of legislation and weak institutional framework. The livestock farmers and keepers have therefore, been faced with difficulties in accessing the available technologies and services.

More often than not, we blame the African governments for inadequate funding to justify our failures.

The truth is that the veterinary profession has never presented any justifiable reason to attract more budgetary allocations and even investments by the private sector.

This conference is therefore very timely and further compliments other efforts being spearheaded by various organisations. The launch of the *Livestock Development Strategy for Africa* (LiDeSA) by AU-IBAR is a milestone that AVTA will seek to promote. We have noted with excitement that a number of risks/fears facing the implementation of the strategy were identified. These include:

- Regardless of the improvement of the production, productivity and quality, the Member Countries might fail to export live animals and livestock products due to disease incidences.
- Some Member Countries might not prioritize LiDeSA activities, hence leading to low status of implementation or complete lack of domestication.
- Poor market linkages and their current exploitative nature may negatively affect the livestock farmers' production and incomes *vis a vis* the high prices for basic inputs.
- Livestock occupies a low position in the prioritisation of resources by public sector.

The good news is that, AVTA exists to address the fears and risks stated above.

AVTA is committed to promote and improve the animal resources industry through the provision of para-professional veterinary and related services, provide linkages and empower the African VPP associations, and provide leadership in the relevant areas concerning the paraprofessional's interest as part of the regional integration efforts.

While ensuring compliance with international standards in development of the livestock sub-sector, we will be guided by the fact that there is urgent need to;

- Encourage effective and sustainable livestock development, and;
- Promote a stable public-private- partnership for growth in the animal resources industry.

In conclusion, I wish to request for unlimited support from all stake holders as we strive to realize our goals. The efforts already made by OIE, GALVmed, FAO, AU-IBAR and our Governments should not be taken for granted, and I believe that our partnerships will grow even stronger and bigger. The lives of many African people depends on livestock and hence the need for a stronger bondages between veterinary surgeons and VPPs.

Thank you and may God bless Africa.

Baboucarr Jaw

Continental Coordinator of the *Strengthening Veterinary Governance in Africa* programme

Representing the Director of the African Union's *Inter-African Bureau for Animal Resources*



[order of precedence]

I would like to express the African Union's *Inter-African Bureau for Animal Resources'* (AU-IBAR) grateful appreciations to OIE for inviting us to partake in this important event. This initiative which aims at enhancing veterinary services delivery through fostering horizontal and vertical linkages is indeed very laudable.

As you are aware, the Summit of Heads of States and Governments of the African Union in Malabo, Equatorial Guinea, reaffirmed the priority that our leaders accord to agriculture and that it should remain high on the development agenda of the African continent. They adopted the *Malabo Declaration on Accelerated African Agriculture Growth and Transformation* where they specifically renewed their commitments to the *Comprehensive African Agriculture Development Programme* (CAADP) made more than a decade ago, in 2003. The key targets of the CAADP are to allocate at least 10% of public spending to agriculture and achieve 6% of annual agricultural growth. A new set of concrete targets for 2025 were agreed such as reducing post-harvest losses by half, creating job opportunities for at least 30% of the youth in agricultural value chains and ensuring that at least 30% of farm, pastoral and fisheries households will be resilient to climate and weather related shocks. Much attention also goes to improving the functioning of agricultural markets and intra-African trade, with an ambitious goal to triple intra-African trade in agricultural commodities.

At the directive of the AU Assembly, the AU Commission and the NEPAD *Planning and Coordinating Agency* (NPCA) have developed an implementation strategy and roadmap that is expected to facilitate the translation of the 2025 vision and goals into reality for the desired results and impacts on African citizens.

In the same vein, the AU-IBAR, the specialised technical office of the African Union, mandated to enhance animal resources on the continent, spearheaded the formulation of the *Livestock Development Strategy for Africa* (LiDeSA) in consonance with the Malabo Declaration.

Achieving the set goals in the livestock sector will require a well-trained and highly motivated cadre of VPPs. Training and motivation of VPPs is instrumental to the image and credibility of veterinary services because the majority of these people operate at the boundary interface between their institutions and their clients where tangible results are expected to be demonstrated. Considering the fact that these clients are not under their control, they are faced with an uphill task as change agents having to rely only on their personality and expertise. This calls for concerted efforts aimed at improving field work by strengthening the linkages and collaboration between veterinarians and VPPs.

We commend this initiative and reiterate our unflinching commitment to its support.

The contribution of AU-IBAR in the quest for enhanced linkages centres around the following as enshrined in its strategic plan for 2014-2017

- Improve and expand accessibility of animal health services to livestock producers through broader participation of private sector and outreach services;
- Improve skills and knowledge of both private and public animal health professionals through training and capacity development interventions building on previous achievements and established institutional structures to ensure sustainability;
- Promote good veterinary governance including appropriate policy and legislative frameworks, human and financial resources and physical infrastructure;
- Strengthen core competences of the national and regional animal health institutions mostly in the fields of disease surveillance, reporting, diagnostic capabilities, emergency preparedness and response;
- Facilitate the engagement of the private sector in the delivery of animal health services through enhancing public-private-partnerships;
- Support Member Countries and *Regional Economic Communities* (RECs) to identify knowledge gaps, develop/customize tools and access new technology to enhance disease surveillance, diagnosis and control; and
- Collaborate with relevant partners and academic institutions in developing and implementing training programmes and continuous learning curricula for animal health personnel, in order to improve the technical and managerial capacity of animal health systems.

It is our fervent hope that this seminar will bring about smart partnerships, well thought strategies and approaches for stronger linkages, and consensus on the paramount importance of enhancing the training and motivation of veterinary paraprofessionals.

We look forward to actionable recommendations and pledge to champion their implementation on the continent.

I thank you for your kind attention

Bouna Diop

Regional Manager of the FAO *Emergency Centre for Transboundary Animal Diseases* / Eastern Africa

Representing the FAO Director of the Animal Health and Production Division

Food and Agriculture Organisation of the United Nations



[order of precedence]

On behalf of the Director General of the *Food and Agriculture Organisation* of the United Nations (FAO), Dr Berhe Tekola, Director of the Animal Health and Production Division and the FAO Representative in South Africa, I would like to thank you for inviting FAO to this important conference, and also to make these brief opening remarks.

As you may know, on 25 September 2015, the United Nations General Assembly formally adopted the 17 *Sustainable Development Goals* (SDGs).

The SDGs offer a vision of a fairer, more prosperous, peaceful and sustainable World. The SDGs also represent a paradigm shift in terms of the World Agenda from the *Millennium Development Goals* (MDGs). The SDGs bring together a more holistic approach that encompasses both the developing and the developed world and places the countries themselves as leaders to attain their own set goals as opposed to the UN system.

Fourteen of the seventeen SDGs adopted at the summit are related to FAO's historic mission: ending hunger, achieve food security and improved nutrition and promote sustainable agriculture. FAO has representations in all of the African countries and implement programmes and projects, including those in areas of animal production and health, meeting their international obligations, and continuously invests in capacity development among professionals, paraprofessionals, producers and marketeers.

Livestock is an important component of food security, income generation, agriculture production, livelihoods of pastoralists and small holders and in the alleviation of hunger and poverty. Livestock plays a major role in world agriculture and represents approximately 43% to agriculture's contribution to national *gross domestic product* (GDP) as a global average. An estimated 75% of the world's 1.2 billion extremely poor (less than USD 1 per day) live in rural areas and derive a non-negligible part of their income from agriculture and/or livestock related activities specially poultry, sheep and goats production.

We consider OIE, AU-IBAR and the RECs as our natural and strategic partners, given the fact that we serve the same Member Countries, our respective mandates overlap in many areas and we have long history of successful collaboration. I am therefore pleased that you have extended this invitation to us in the spirit of such a partnership.

We consider the topic of this conference therefore as very important. Discussions should shed some light into and improve the quality of the field work conducted in Africa by strengthening the linkages and collaboration between veterinarians and VPPs to benefit the community they are to serve. The latter, as you know, include a wider number of actors, livestock technicians, laboratory technicians, *community-based animal health workers* (CAHWs), livestock/farmer field school 'instructors', etc.

Where VPPs exist, FAO recognises their essential role and often involves them when implementing field activities. It's not to replace the existing veterinary structure but rather to complement and assist in successful devolution of the local or national needs.

FAO recognises the value of local knowledge as well as the opportunities for further field outreach by community based animal health workers and their valuable role in participatory surveillance as well as the potential for furthering extension work.

Pastoralist Field Schools recognise and incorporate the presence of CAHWs, teaching pastoralist to contact CAHWs in case of animal diseases especially suspected TADs.

Community-based animal health outreach (CAHO) in Egypt, SMS Gateway in Bangladesh, and *Participatory Disease Surveillance and Response* (PDSR) in Indonesia etc., were introduced by FAO projects. There is no doubt that VPPs, including CAHWs, played a key role during the rinderpest eradication campaign. It's our hope that they will be involved for the global eradication of *peste des petits ruminants* (PPR), launched during the FAO - OIE *International Conference for the Control and Eradication of PPR*, held in Abidjan, Cote d'Ivoire on 31 March – 2 April 2015.

We will share FAO's perspectives on this important topic in day 3.

As a technical development agency, FAO makes every effort to continue providing assistance to Member Countries in the area of animal health and more broadly in support of the responsible growth of the livestock sector through improved production/productivity and access to markets and collaborating with key institutions such as OIE, WHO, AU-IBAR, ILRI, RECs and other partners so that countries can reach their development goals.

Honourable Minister,

Ladies and Gentlemen,

Let me conclude my remarks by thanking again the Government of the Republic South Africa, our host for this meeting. My sincere thanks also go to OIE and GALVMED, the organisers of this conference, for the efforts put in place to ensure that the participants arrived safely and are comfortable.

I wish you fruitful deliberations and a pleasant stay in Pretoria.

Thank you for your attention.

Peter Jeffries

CEO

Global Alliance for Livestock Veterinary Medicines



[order of precedence]

Unlike most human health models, animal health provision is mostly a private rather than a public good, offering an opportunity for private veterinarians and private VPPs. In most African countries, veterinary services continue to be supplied by government but are often chronically underfunded which significantly limits the availability of veterinary services at village level. This is exacerbated by the fact that many veterinarians find it economically unattractive to work in rural areas as private practitioners. VPPs and *community-based animal health workers* (CAHWs) step in to give support to farmers as needed.

However, the recognition of the role that veterinary paraprofessionals and other actors such as CAHWs play is still a bit unclear in certain instances. While GALVmed recognises the need for paraprofessionals to work under the supervision of veterinarians, within a clearly defined set of responsibilities, in practice there is need for more clarity on how these responsibilities can be properly administered and monitored. A common challenge across Africa is that while some countries officially recognise vet para-professionals, others don't recognise them at all requiring every veterinary intervention be undertaken by a veterinarian. Practically, this is rarely the case as there are still areas which are truly rural in nature where it is a struggle to attract veterinarians. Linked to this is the fact that in some countries, no officially recognised and accredited training for VPPs exists.

Therefore, governments are urged to put in place legislation that allow VPPs to operate legally. In addition, the policy environment should allow properly trained and appropriately qualified professionals, whether veterinarians or para-professionals, to do their job effectively and to be recognised under the responsibility of a veterinarian.

There are several models already existing which can offer lessons to encourage the proper use of VPPs. Improvements in legislation would bring a clear understanding of the relative roles of veterinarians, vet para-professionals and CAHWs. There is also a need to review accreditation and qualifications and how to manage the performance of the vet paraprofessionals and CAHWs. This will bring some progress towards the control of livestock diseases across Africa.



[order of precedence]

I wish to express my gratitude and appreciation to the South African government for hosting this conference, as well as to all partners that are associated with OIE in the organisation of this event. The role of VPPs within the system of veterinary governance continues to remain a very relevant matter in Africa, and so is the involvement of farmers. This conference is therefore certainly timely.

In 2003, the recognition of the important and specific role of VPPs led the OIE to establish an *ad-hoc* group, whose work has allowed for a better specified definition of paraprofessionals and the broad principles of how they can exercise their profession. The current definition provided in the Glossary of the Terrestrial Animal Health Code is therefore the basis on which we must rely in our discussion during the conference.

The health crises that have affected Africa in the last 15 to 20 years have clearly shown that the great debates of the late 20th century and the structural adjustment programmes in which they resulted, leading to question the role of governments, are now well behind us. Moreover, the success of the fight against rinderpest in countries where government veterinary services were limited, unstructured or outright inexistent, does not represent concluding evidence to justify hazardous claims that animal health policies can be conducted within the absence of Veterinary Services.

Whatever the country, collaboration between stakeholders is always important. But when resources are limited, this collaboration must lead to synergies in order to optimize efficiency. Over and above the OIE standards, one requires political willingness in each country to define the partnership frameworks between public and private sectors, between veterinarians and VPPs, and with farmers and their associations. Each sector is entitled to safeguard its own interests, but this should be achieved within the broader common goal of improving animal health and developing the national economy, as well as the social empowerment of farming communities and food security for the poor.

Ladies and gentlemen,

In preparation for my attendance, I have been informed of the work that has been conducted over the past fifteen years, that is to say : from the Conference of the OIE Regional Commission for Africa, held in Arusha, Tanzania in 2001, as well as the regional seminar that OIE had organised with FAO and AU-IBAR in N'Djamena, Chad in 2006. All the deliberations and insights emanating from these past events will feed into this conference this week, another step forward. We will certainly have the opportunity to take stock of actions already taken, so that we can identify – together, at the end of the conference - the next steps.

I'm looking forward to many well-considered exchanges for a fruitful conference, so that we can progress even more to improve veterinary governance.

View the opening address (YouTube) here : <https://youtu.be/VtAcY42q3gs>

[order of precedence]



Good morning, *bonjour, buenos días, goeie môre, dumelang, sanibonani!*

Today is a happy day for South Africa and the African continent at large as we are privileged to host the first regional conference on the role of VPPs in Africa.

We are indeed privileged to host this event at which we aim to improve the field operation of Veterinary Services by strengthening the linkages and collaborations between veterinarians and VPPs.

It is the framework of OIE component of the "*Strengthening of Veterinary governance in Africa*" (VETGOV) project, in agreement with the two other implementation partners, i.e. the African Union's *Inter-african Bureau for Animal Resources* (AU-IBAR) and the FAO's *Emergency Centre for Transboundary Animal Diseases* (FAO-ECTAD).

Ladies and Gentlemen, food insecurity remains an everyday challenge for almost many people worldwide, Across the developing world, the majority of the poor and most of the hungry live in rural areas, hence, hunger eradication should remain a key commitment of decision-makers at all levels. This eradication should be done hand in hand with attempts to grow the economy and alleviating poverty.

The growing of the economy should inherently also promote equitable access to food and other resources to particularly under privileged communities.

The South African government, as a developmental state, is doing its best to link its activities with outcomes that will address socio-economic issues such as food security. We understand that job creation can address poverty significantly and in the long run may lead to economic growth. The livestock farmer in particular needs the outmost support from a point of view of production and animal diseases control.

Until 1987, in this country there was hardly any black veterinarian to serve mainly rural communities. The first veterinarian of colour started in rural communities in 1988. During those times, stock inspectors played a significant role in the control of animal diseases and in some cases eradication of those diseases...

Animal Health is one issue that is rated very highly by livestock owners. With the emergence of commercial and semi commercial farmers amongst those who used to farm for subsistence, the need for more focused veterinary service has emerged.

Global trade in animals and their products has led to increased possibilities of rapid spread of diseases. This rapid spread of diseases is increased by improved transportation world-wide.

Worldwide veterinarians are not evenly distributed. There is a tendency of clustering of veterinarians in big cities because of the "better opportunities" perceived to exist in those cities.

Failure of the veterinary profession to detect animal diseases and control them early could be detrimental. These diseases are not only limited to livestock but includes the whole spectrum of diseases in wild life, fish, bees and other terrestrial animals.

Majority of the infectious diseases that afflict human beings have their origin in animals. Just think of the devastating effect the infection with Ebola virus has had in the world.

Early detection of animal diseases could also take place at the abattoirs where traditional meat inspectors play a significant role. Meat inspection is similarly a significant step to prevent the spread of pathogens to humans.

In South Africa, even in the most advanced veterinary clinics, veterinarians cannot make it on their own. They need the services of highly trained efficient nurses. Their duties include post-operative care of patients and administration of prescribed medicines according to scheduled times. These profession is however a significant for the general management of patients and clinics.

Veterinary technologists play a significant role in the management of the laboratories and ensure that proper tests are conducted to make an accurate diagnosis. Similarly laboratory technicians help ensure that ethical research is being conducted. These are also relevant for research to consider aspects related to human health.

Currently the number of registered veterinarians, animal health technicians, laboratory technicians, technologists and nurses in South Africa stands at 3,176; 1,049; 18; 286 and 612 respectively. A significant additional number is working overseas. We do have an additional category that we call animal welfare workers that we authorise and the number stands at 311.

It is clear therefore that collaboration is significant between the various professions.

More significant for the success of the farmer and to ensure food security globally, veterinary extension and preventive actions are the most cost effective solutions. It is common knowledge that curative interventions are very expensive.

For long term maintenance of risk management extensive vaccination of animals for diseases of economic importance is significant.

I wish to inform you that, I am unwilling to fund an army of veterinarians and para-professionals who are there only to fight animal disease outbreaks. These professionals also need to educate the public in preventative measures.

In Africa, there are 5 economic development zones or areas. The strategy for Africa is to ensure that Africa develops with the intention to enhance economic collaboration. With the number of countries in Africa and the population it has, if intra-African trade was to take place, there will be tremendous benefits to its people. Sanitary issues will pose a significant barrier unless we move towards harmonizing these sanitary matters. Veterinary professionals play a significant role in the reassurances needed to ensure that trade in animals and animal products take place

I welcome you to South Africa, and urge you to share your experience in order to enhance one another's efforts in addressing challenges faced by your respective countries.

I am informed that at the end of this conference, there will be conference resolutions.

Resolutions are there to be implemented.

I wish you successful deliberations.

1. Presentation of key organisations

The World Organisation for Animal Health (OIE)

Yacouba Samaké

Representative

Regional Representation for Africa

OIE

Bamako, Mali



The *Office International des Epizooties* or OIE was founded in 1924, in order to prevent animal diseases from spreading across the world.

In 2015, OIE had 180 Member Countries, including all the 54 African countries. OIE resolutions are adopted democratically, through the “*One Member, One Vote*” concept.

In 2003, it became the *World Organisation for Animal Health*, while keeping its historical acronym OIE.

The OIE 5th Strategic Plan, adopted by the World Assembly of Delegates, broadened the OIE’s core mandate to improve animal health, veterinary public health, animal welfare and reinforced the role and place of animals worldwide. This 5th Strategic Plan

fits perfectly with the four CAADP (*Comprehensive African Agriculture Development Programme*) pillars of NEPAD.

In May 2015, the World Assembly of Delegates adopted the OIE 6th Strategic Plan, for the 2016-2020 period.

The continent hosts the Regional Representation for Africa in Bamako, Mali, and is supported by three Sub-Regional Representations, based respectively in Tunis, Tunisia, for northern African countries, in Nairobi, Kenya for eastern African countries, and finally in Gaborone, Botswana, for southern African countries. This set-up for our Organisation, aims at supporting the modernisation of Veterinary Services so that they can, in the medium term, comply with the requirements of the international standards due to globalisation.

In supporting our Member Countries, OIE receives funding support from bilateral and cooperate international agencies (Australia, Switzerland, Canada, France, Italy, Japan, UK, USA, World Bank, European Union etc.).

At the global level, OIE developed a standardised tool for the evaluation of the *Performance of Veterinary Services*, called the OIE PVS Tool. The PVS tool helps Veterinary Services to progressively achieve the goals set by the national authorities.

The activities of Veterinary Services, with their public and private components, are considered a global public good, as it benefits to all countries, nations and all generations.

The evaluation process is supported, in particular, by the *Veterinary Legislation Support Programme* (VLSP) and the laboratory twinning programme. Veterinary legislation is the keystone of good veterinary governance. Nowadays, almost all African countries are engaged in this process.

Upon demand from RECs, OIE also produces a synthesis for each REC of the evaluations of Veterinary Services for the RECs Member Countries within their region, at least for those countries which removed the confidentiality clause on their reports.

OIE Member Countries benefit from a network of 252 Reference Laboratories in 39 countries covering 118 animal diseases. Member Countries also benefit from services offered by 49 Collaborating Centres in 26 countries and covering 46 thematic areas. Through them, OIE can mobilise international experts to support the Member Countries.

The *World Animal Health Information System* and its interface (WAHIS/WAHID) developed by OIE, allows each national Delegate to inform the rest of the world about epidemiologic events occurring in his/her territory and to receive information related to sanitary events in the other countries.

With support of its expert advisors and partners, OIE contributes to strengthening food security and food safety for populations depended on animals for their livelihoods.

Some new activities which merit highlighting include:

- The *One Health* concept: a global strategy of managing risks at the human-animal-environment interface;
- the Tripartite Agreement between OIE, FAO and WHO that targets 3 priorities: zoonotic influenzas, antimicrobial resistance and rabies (global elimination of canine rabies);
- Veterinary training : Standardisation of veterinary diploma and promotion of the professional excellence worldwide;
- The relationship between "livestock and the environment", anticipating new sanitary and environmental risks.

Like most organisations, OIE relies on two pillars: do well and know well. The *know-well* consists of communicating clear and relevant information, available to all.

In conclusion, OIE activities are a global public good, benefiting the international community, and whose cost to Member Countries is invaluable.

The Africa Veterinary Technician Association (AVTA)

Benson Ameda

President

Africa Veterinary Technicians Association (AVTA)

Nairobi, Kenya



The *Africa Veterinary Technicians Association (AVTA)* was founded in 2013 to promote and defend the interest of all VPPs, with a special interest in the animal resource industry in Africa. This was after realising that a gap existed at regional and continental levels in regard to advocacy for the veterinary para-profession. AVTA is further expected to promote and improve the animal resource industry through its services.

The membership of the Association is drawn from recognised national VPP associations in African countries. The associations must be private organisations funded mainly by subscriptions of its members and partnerships. However, there are provisions for non-veterinary para-professionals to be admitted as members

with no voting rights. Hence the membership categories are five, and include principal, private, associate, honorary and corporate.

The term *veterinary para-professional* or VPP means a person who, for the purposes of the Terrestrial Code, “*is authorised by the veterinary statutory body to carry out certain designated task (dependent upon the category of veterinary para-professional) in a territory, and delegated to them under the responsibility and direction of a veterinarian*”. They offer a wide range of services in the livestock sector with a lot of dedication irrespective of the environmental and geographical conditions. They are deployed both in the public and private sectors in areas of disease control, public health, animal welfare, extension services, artificial insemination, training and research institutions.

Despite the key role *paravets* play in the society, most countries have not recognised them in the various legislations governing veterinary services. In addition, lack of standardisation in training, intimidation, discrimination and restricted employment opportunities are some of the challenges facing the VPP’s profession.

To address the above challenges, AVTA will focus its activities on four thematic areas that impact on the performance of VPPs. Areas with key interest are policy and legal frameworks, capacity building and welfare of members, standards, ethics and regulations, and finally data bank and information.

While ensuring compliance with international standards, AVTA is guided by the fact that there is urgent need to encourage effective and sustainable livestock development. It is in the interest of the association that a stable public-private-partnership for growth is promoted. However, success will be realized depending on collaborations and partnerships with other sector institution and stakeholders.

The *Global Alliance for Livestock Veterinary Medicines (GALVmed)* Veterinary paraprofessionals and animal health service delivery in rural areas

Samuel Niyi Adediran, Abdallah Twahir & Lois Muraguri*

Assistant Director Market Development and Access

Global Alliance for Livestock Veterinary Medicines (GALVmed)

Nairobi, Kenya



Following deregulation of public services due to the global economic recession and the decline of public funded veterinary service delivery, VPPs have become key players in animal health delivery in many African countries.

Direct and indirect loses due to major livestock diseases cost Africa over USD 20 billion. With aggregate estimated population comprising 300 million cattle, 1.8 billion chickens, 650 million sheep and goats, 35 million pigs, nearly 70% of which are under small holder extensive production systems in rural areas, livestock diseases threaten the livelihood of millions in Africa.

Low farmer awareness of preventive solutions, inadequate number of qualified veterinarians, poor cold chain facilities, weak input and output market and poor regulatory oversight over vast production landscape hampers animal health services.

VPPs have served to fill some gaps in extension services and enabled more livestock producers in rural and peri-urban areas to access livestock health services with varying levels of success. However concerns remain over practice ethics and product abuse. Lack of proper certification, poor characterisation and poor regulation are the other features of the sector limiting efficient and quality service delivery.



Based on livestock population statistics *vis à vis* the number of animal health professionals, within the context of emerging diseases and the need for more efficient service delivery, this paper argues for the relevance of VPPs, including, where necessary, CAHWs and proposes critical areas of intervention in order to improve the quality of veterinary services to small and emerging medium scale livestock producers in Africa.

Picture (c) GAVI - www.gavi.org

Rapporteur notes

Chair : Bouna Diop (Regional Manager, FAO ECTAD Eastern Africa)

Co-Chair : Gael Ally (Chairperson, Benin Veterinary Council)

Rapporteurs : Moetapele Letswenyo (OIE), Lois Muraguri (GALVmed)



There were three presentations in this session dedicated to the three organisations that co-convened the regional conference : OIE, AVTA and GALVmed.

Yacouba Samake (Regional Representative for Africa, OIE) presented the history of the OIE, its membership, governance, funding, organisation, functions, operation, its committees, reference laboratories, and collaborating centres. Dr. Samake provided highlights of the 5 year strategic plan particularly the priorities and recent developments e.g. One Health. The *World Organisation for Animal Health* was created as the *Office International des Epizooties* (OIE) in 1924, in response to the need to fight transboundary animal diseases (notably rinderpest) at global level. In 2003, it became the *World Organisation for Animal Health* but kept its historical acronym "OIE". At the same time, it became recognised by the *World Trade Organization* (WTO) as a reference organisation or international standard setting body on matters of animal health, animal welfare and veterinary public health, including for diseases that are transmittable between animals and humans (zoonosis). It currently has a total of 180 Member Countries and regional and sub-regional offices on every continent. The functional structure of the OIE is centred on the World Assembly of Delegates, which is a body that adopts and passes standards. It is supported by a management team led by the Director General. It also has five Specialists Commissions. The organisation is driven by a Strategic Plan; currently the OIE is concluding its 5th strategic plan.

Benson Ameda (Chairperson, *African Veterinary Technicians Association*, AVTA) provided an overview of AVTA including its objectives and membership. AVTA was formed in 2013, following a meeting of the *Southern and Eastern African Rabies Group* (SEARG) in Tanzania, where participants identified the role of VPPs as critical to animal disease control and resolved to form an association. The organisation has a President and two Vice Presidents. Membership of AVTA is at association level, by country. There is also a provision for honorary and corporate membership. AVTA supports the OIE definition of VPPs and the issue of categorisation should be left to individual countries to decide. Mr. Ameda presented the different categories of VPPs and the services they offer. The challenges VPPs face were lack of or inadequate legal recognition, inappropriate categorisation, lack of standardisation in training, intimidations, discrimination, restricted employment opportunities, ineffective research extension-farmer linkages and lack of overall appropriate veterinary structure.

The strategic themes that AVTA will focus on were presented as:

- policy and legal frameworks
- standards, ethics and regulations
- data bank and information, and
- capacity building and welfare of animals

Samuel Adediran (Assistant Director, Market Development & Access, GALVmed) highlighted the growing increase of zoonotic diseases emphasising the need for concerted efforts by all actors. The ratios of veterinarians to VPPs working on GALVmed supported projects were presented underscoring the need for VPPs to be seen as complementary rather than competitive. Mr. Adediran observed that in some countries legislation prohibit VPPs from working without veterinary supervision and noted need for a comprehensive and integrated programme to ensure animal health services are provided particularly in remote areas. Clear guidelines are needed to define how the various cadres should work together. Specific issues to be addressed were identified as classification, training and accreditation of VPPs.

Numerous issues were raised and discussed during the questions and answers session that followed. A number of participants focused on the use of the prefix "*para*" when defining VPPs, a term AVTA has tried to avoid by using the word veterinary "*technician*" in its association's name, a term which is then further defined in the constitution of AVTA. Others pointed to the fact that "*para*" in other professions may often describe the assisting or supporting role e.g. para-medics, para-legal or para-military professions, may play. AVTA recognised that whilst the recognition of VPP is a general problem at continental level, recognition of VPPs is not a one fits-all situation, and it may be worthwhile to look at it on a country-by-country basis. In some countries, the VPP are well-recognised, though this does not exclude some forms of discrimination. The AVTA Chairman, responding to a question from The Brooke and comments from the Veterinary Council of Nigeria, also recognised that responsibilities for conflicts between the veterinary profession and the VPPs are often shared and that there are instances of non-compliance with national legislation or international best practice. He argued that a good working rapport between the two professions, at local level, can go a long way in encouraging VPP to report diseases, something they may not otherwise do as they are not necessarily "authorised" to suggest a diagnosis for e.g. rabies. The offer extended by AU-IBAR to AVTA to mainstream the issue(s) of VPP in the national policy landscaping exercises it is currently supporting, was gratefully accepted by AVTA, which hopes to define its own strategic plan within the next year.

Regarding the ideal ratio between livestock farmers, VPP and veterinarians, Samuel Adediran (GALVmed) answered that such information to the best of his knowledge is not available, but that a ratio of 1 (one) agricultural extension officer per 100 (crop) farmers is probably a good point to start.

The discussion was closed by an intervention of the CVO and OIE Delegate of Kenya who simply asked : *what took us so long ?*

2. The OIE standards pertaining to veterinarians and veterinary paraprofessionals

OIE standards on the quality of veterinary services

Monique Eloit

Deputy Director General

OIE

Paris, France



Veterinary Services are key actors to contain sanitary risks hampering economic development in the livestock and agri-food sectors and threatening human health. Moreover, the efficiency of animal health policies is crucial for a better availability of food products when numerous populations suffer from under nutrition or malnutrition, and for the development of international trade exchanges. Hence, Veterinary Services represent a global public good and their compliance to international standards is a priority for public investments.

Good sanitary governance is closely dependent on the quality of the Authorities in charge. OIE developed standards on the quality of Veterinary Services defined in chapter 3 of the Terrestrial Animal Health Code. Implementation of and compliance with those

standards allow Member Countries of OIE to demonstrate that their Veterinary Services are able:

- To efficiently monitor the sanitary status of their animals and animal products;
- To monitor and detect animal diseases and sanitary events occurring on their national territory, and then to declare them to OIE.

Monitoring quality and the accuracy of information provided is essential, firstly for the country itself in order to guarantee to its commercial partners the quality of the sanitary certification of its marketed animals and products, and, secondly, to allow remaining countries to protect themselves by implementing suitable measures.

In implementation of those standards, the quality of Veterinary Services depends on several fundamental principles of which some deserve to be reminded as part of this conference, and particularly:

1. The professional judgement implying that the personnel of Veterinary Services have the relevant qualifications and possess the adequate experience to fulfil their responsibilities;
2. The resources adequacy, in particular in human resources, to implement efficiently the activities;
3. The general organisation of the Veterinary Services that needs to clearly define the each actor's responsibilities as well as the chain of command between the agents implicated, in particular when missions' delegation of public services occurs.

Indeed, a good governance of animal health systems relies on a close partnership between the public and private sectors. This way, the Terrestrial Animal Health Code defines the Veterinary Services in its glossary as including public and private organisations, using the services of veterinarians but also of other health professionals and para-professionals.

This definition also specifies that *“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”*. Then, the *Veterinary Statutory Body* (VSB, Veterinary Council or Board) habilitates para-professionals to carry out designated tasks, depending on their skills and training, understanding that their activities remain under the responsibility and the supervision of a veterinarian.

Given the importance of issues at stake, OIE is committed to support its Member Countries in their willingness to fulfil the compliance of their Veterinary Services with those quality standards:

1. By providing rules and evaluation criteria, as well as giving them the possibility to benefit from an external and independent evaluation via the OIE PVS Pathway. In 2015, all African countries, members of the OIE, are engaged in this process and several success stories confirm the relevance of this device;
2. By proposing a support programme for Member Countries willing to modernise their national legislative arsenal on veterinary legislation according to OIE standards;
3. By establishing recommendations on the minimal expected skills of young graduated in veterinary medicine, and guidelines for the design of a curriculum model for initial veterinary training.

The quality of Veterinary Services is essential to establish the credibility and trust that they are given. Compliance of Veterinary Services to international standards on quality is therefore a challenge to take up, and to which OIE will keep on contributing.

OIE standards on the quality of veterinary legislation

David Sherman

Coordinator, Veterinary Legislation Support Programme

Regional Activities Department

OIE

Paris, France



Veterinary legislation is an essential element of a nation's infrastructure. It provides the powers and authorities necessary for Veterinary Services to efficiently carry out their key functions in the veterinary domain in order to ensure public safety and promote the public good.

These functions encompass epidemio-surveillance; early detection and reporting of animal diseases, including zoonoses; rapid response to and prevention and control of animal disease and food safety emergencies; animal product food safety; the welfare of animals; and the relevant certification of animals and animal products for export.

Therefore, well drafted, comprehensive veterinary legislation is fundamental to a nation's preparedness to address biological threats.

In the face of growing global demand for foods of animal origin, increasing world trade, shifting patterns of disease associated with climate change, expanding risks of bio-terrorism and the emergence and re-emergence of diseases that can rapidly spread across international borders, Veterinary Services must be supported by effective and modern legislation.

However, in many countries, veterinary legislation is outdated and not adequate to meet current and future challenges and societal expectations. In response to this situation, the OIE established the *Veterinary Legislation Support Programme (VLSP)* in 2008 to help its Member Countries recognise and address their needs for modern, comprehensive veterinary legislation. Through the VLSP, teams of OIE experts conduct on-site veterinary legislation identification missions at the request of Member Countries.

The objectives of these missions are four-fold:

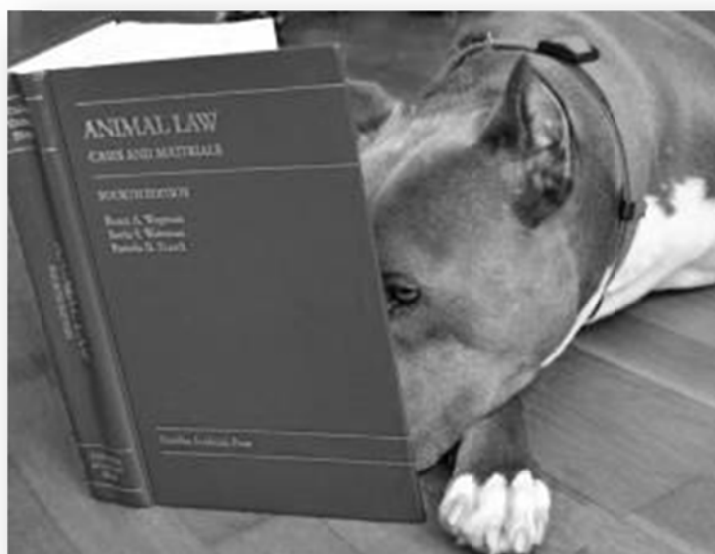
- to evaluate the country's veterinary legislation and its compliance with the OIE intergovernmental standards on veterinary legislation;
- to support the preparation of national priorities in terms of veterinary legislation reform;
- to identify the available human resources for undertaking legislation reform; and
- to propose comprehensive recommendations to modernise the country's veterinary legislation.

In 2009, at the request of its Members, the OIE developed *Guidelines on Veterinary Legislation*, setting out the essential elements that should be covered in veterinary legal texts to meet the OIE quality standards.

In December 2010, the first OIE Global Conference on Veterinary Legislation, with the theme "*Modernising Veterinary Legislation for Good Governance*" was held in Djerba (Tunisia). One of the recommendations made by the Conference was that the OIE propose the adoption and publication of the then *Guidelines on Veterinary Legislation* as standards in the Terrestrial Code.

In response to this recommendation, OIE convened an *ad-hoc* group on Veterinary Legislation in 2011 to develop a new draft chapter based on the Guidelines. Through the established OIE standard setting procedure, the draft chapter on veterinary legislation was unanimously adopted by the World Assembly of Delegates at the 80th OIE General Session held in May 2012. It is now included in the Terrestrial Animal Health Code as Chapter 3.4, entitled *Veterinary Legislation*.

Chapter 3.4 represents the OIE intergovernmental standards on veterinary legislation. This presentation will provide an overview of the content of Chapter 3.4 with an emphasis on those sections particularly relevant to the recognition and utilisation of VPPs in the context of national veterinary services.



OIE definitions with respect to veterinary paraprofessionals

Etienne Bonbon

President

Terrestrial Animal Health Standards Commission

OIE

Paris, France



OIE standards frequently highlight the role of the different actors in animal health and welfare. The implementation of these standards, including the Terrestrial Animal Health Code standards, is delegated to the Veterinary Services, under the Veterinary Authority's control, employing, directly or indirectly, different professionals from private and public sectors.

For all countries, Members of OIE, to comply harmoniously with those standards, a set of interconnected definitions was adopted for each participant in the chain of command and execution.

First and foremost, the scope and responsibilities of the Veterinary Services and the Veterinary Authority needs to be delineated as they both represent the managing and responsible bodies.

Therefore, Veterinary Services are defined as *"the governmental and non-governmental organisations that implement animal health and welfare measures and other standards and recommendations in the Terrestrial Code and the OIE Aquatic Animal Health Code 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"*.

We can therefore consider the Veterinary Services as the field authorised public as private services, in the broad sense, whereas the Veterinary Authority is *"the Governmental Authority of a Member Country, 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"*.

Obviously, both these definitions include all the actors in charge of standards implementation at every level, from design to application. Later, it became crucial to also specify the functions of some of these actors, animal health, veterinary public health and animal welfare professionals, in order to avoid misunderstandings that could compromise this implementation.

In particular, an agreement on the exact definition of the pivotal professional in the system, the veterinarian, was necessary. According to the OIE Code, a veterinarian means *"a person with appropriate education, registered or licensed by the relevant veterinary statutory body of a country to practice veterinary medicine/science in that country"*.

The Member country can rely with confidence on a profession, which is clearly defined, represented and controlled. Within this profession, the State can delegate specific functions to some actors, i.e. the official veterinarians who have to deal with inspection and certification tasks. In this regard, it became crucial to define globally and clearly who were those persons in charge playing a particular role in the international trade of animal and animal products.

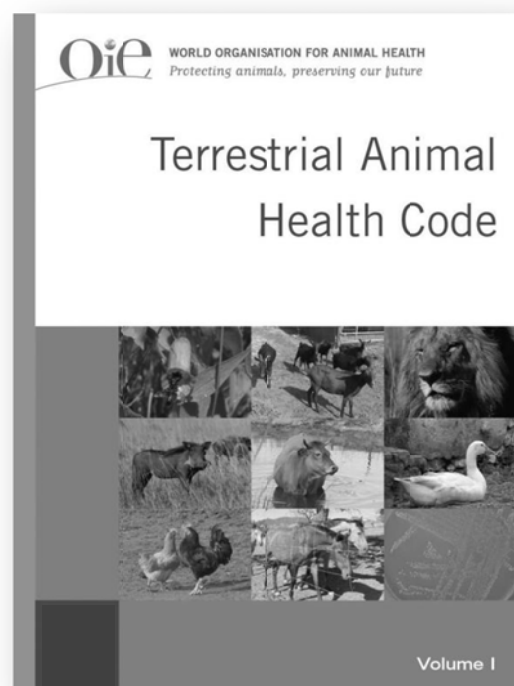
According to the OIE Code, an official veterinarian means *“a veterinarian authorised by the Veterinary Authority of the country to perform certain designated official tasks associated with animal health and/or public health and inspections of commodities and, when appropriate, to certify in accordance with Chapters 5.1. and 5.2”*. The reference to chapters 5.1 and 5.2, rather unusual in a definition, is nonetheless essential as it links the activity of the official veterinarian to a set of recommendations ensuring harmonious application of the standards for exported animals and animals products.

Nevertheless, veterinarians alone cannot, in numerous cases, handle all the Veterinary Services missions. Other professionals are key actors, in particular those assisting veterinarians in their surveillance, inspection and control missions etc. Related to various trainings, qualifications and services, they were gathered under the term veterinary para-professionals (or paraprofessionals). A reasonable and practical definition, adapted to all member countries of OIE, was adopted because of the various types of their activities and for the same other reasons as for veterinarians.

In the glossary of OIE Code, a 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 in accordance with need”*.

This definition, as for the veterinarian one, introduces the essential role of the Veterinary Statutory Body, which is according to the Code *“an autonomous regulatory body for veterinarians and veterinary para-professionals”*. The Veterinary Authority can rely on this perfect “professional organiser” to be certain of the quality of people who will apply its guidelines at all levels.

To understand, through their definition, that the veterinary paraprofessionals are trained and qualified persons and that their tasks depend on this formation, but also on the country needs, is crucial. Moreover, the paraprofessional veterinary status according to the OIE definition is always linked to a particular function embedded in veterinary services’ missions.



Rapporteur notes

Chair: Bouna Diop (Regional Manager, FAO ECTAD Eastern Africa)

Co-Chair: Gael Ally (Chairperson, Benin Veterinary Council)

Rapporteurs: Moetapele Letswenyo (OIE), Lois Muraguri (GALVmed)



There were three presentations in this session dedicated to the applicable standards on the quality of Veterinary Services, veterinary legislation and OIE definitions relating to VPP.

Monique Eloit (Deputy Director General, OIE) presented the OIE standards on the quality of veterinary services and explained the concepts to be promoted in order to protect countries and regions from emerging and re-emerging diseases: global public good, One Health and good governance of veterinary services. The OIE international standards on quality of veterinary services were presented, and overviews of the OIE PVS Pathway and the *Veterinary Legislation Support Programme* (VLSP) were given. Eliot stressed the importance of treating animal disease control as a global public good and advocated for a one-health approach to ensure maximum success. Dr Eloit emphasised the importance of good governance of veterinary services, which can be facilitated through compliance with OIE international standards. In this respect, the OIE is committed to strengthening Veterinary Services to enable them to comply with international standards. This is also enshrined in the OIE sixth strategic plan, and through its programmes such as the *Performance of Veterinary Services* (PVS) evaluations and twinning agreements. There are also programmes meant to support veterinary legislation and education, as a way to strength veterinary services and continuously help them comply with international standards.

David Sherman (Coordinator of the *Veterinary Legislation Support Programme* or VLSP, OIE) emphasised the importance of veterinary legislation stressing that good governance is a recognised global public good of critical importance to OIE Member Countries. Sherman underscored the need for effective and modern legislation as a vital requirement for the growing world trade in animal and animal products. This is because trade has the potential to influence changes in disease patterns especially given the wide diversity of the veterinary domain. Good legislation is essential component of good governance and must be treated as a “public good”.

The history, objective and content of Chapter 3.4 of the Terrestrial Code was presented including definitions of key terms e.g. competent authorities and veterinary statutory body. Sherman stressed that veterinary legislation is necessary to provide a legal basis for the Competent Authority to properly and effectively regulate the veterinary domain. There must be a clear chain of command supported by legislation and where there is more than one competent authority, such as with food security, there should be a reliable system of coordination and cooperation.

Legislation is required at all levels of the veterinary domain such as laboratories, disease control, traceability, animal welfare, veterinary products, import export etc. Chapter 3.4 provides advice and assistance to Member countries when formulating/modernising veterinary legislation for compliance with OIE standards thus ensuring good governance of the entire veterinary domain.

Etienne Bonbon (President of the OIE Terrestrial Code Commission) presented the OIE definitions with respect to VPPs highlighting the chain of command, responsibilities, and actions of various stakeholders. Given the diversity of the veterinary domain, the OIE developed a set of related definitions that were adopted by the World Assembly of OIE Delegates and published in the 'glossary' section of the OIE Code. These include *Veterinary Services, Veterinary Authority, Veterinarian, Official Veterinarian, Veterinary Para-Professional* and *Veterinary Statutory Body*.

Bonbon emphasised that VPPs are trained and qualified persons and that tasks assigned to them depends on this as well as the country needs. According to the OIE, the VPP definition does not include animal handlers or reproduction zoo technicians. He underscored the fact that the OIE cannot be too prescriptive in its definition because of the different and unique situations of member countries.

The following topics were raised and discussed by participants and responses provided by the presenters:

The definition of VPP : the OIE definition of VPP is necessarily broad and reflects the long consultative process of standard setting involving –today- 180 countries eventually leading to adoption by the OIE World Assembly. The wording is deliberately broad so that the veterinary statutory bodies in countries have leeway to interpret terms according to their national needs and realities. What is important is to ensure that the principles are observed, that rules and standards covering the entire veterinary domain are set and observed and a clear chain of command is in place. The semantics of using terms like “*para*” and the use of “*technicians*” as in the case of AVTA’s denomination, is a matter of choice – provided the overarching principles are observed and put into practice.

The possible role of the OIE in mediating between the two professions was clarified. OIE is not a mediator between competent authorities, veterinary statutory bodies and veterinary paraprofessionals and other actors. While it has a role in clarifying definitions and standards, direct engagement is through Member Countries’ OIE delegates. The delegate has to inform his country of important developments at the OIE and act as an advocate on behalf of the Member Country at the OIE World Assembly. Participants were urged to cultivate functional links with their respective OIE delegate. The process of amending definitions needs to follow the set process through the World Assembly.

3. Country testimonies : Veterinary statutory bodies

Veterinary Statutory Bodies in Africa : focus on VPPs and staffing of veterinary services (outcomes of the PVS evaluations conducted)

Patrick Bastiaensen

Programme Officer

Sub-Regional Representation for East Africa and the Horn of Africa

OIE

Nairobi, Kenya



A survey conducted in 2013 by Bastiaensen *et al.* in view of the third OIE global Conference on Veterinary Education and the Rome of the Veterinary Statutory Bodies (Foz do Iguaço, Brazil, 2013) had concluded that 67% of countries in Africa have *Veterinary Statutory Bodies* (VSBs) defined by law, most of which (93%) can be considered operational, though not necessarily compliant with part or all of the standards of the OIE, as listed under Chapter 3.2. of the Terrestrial Animal Health Code.

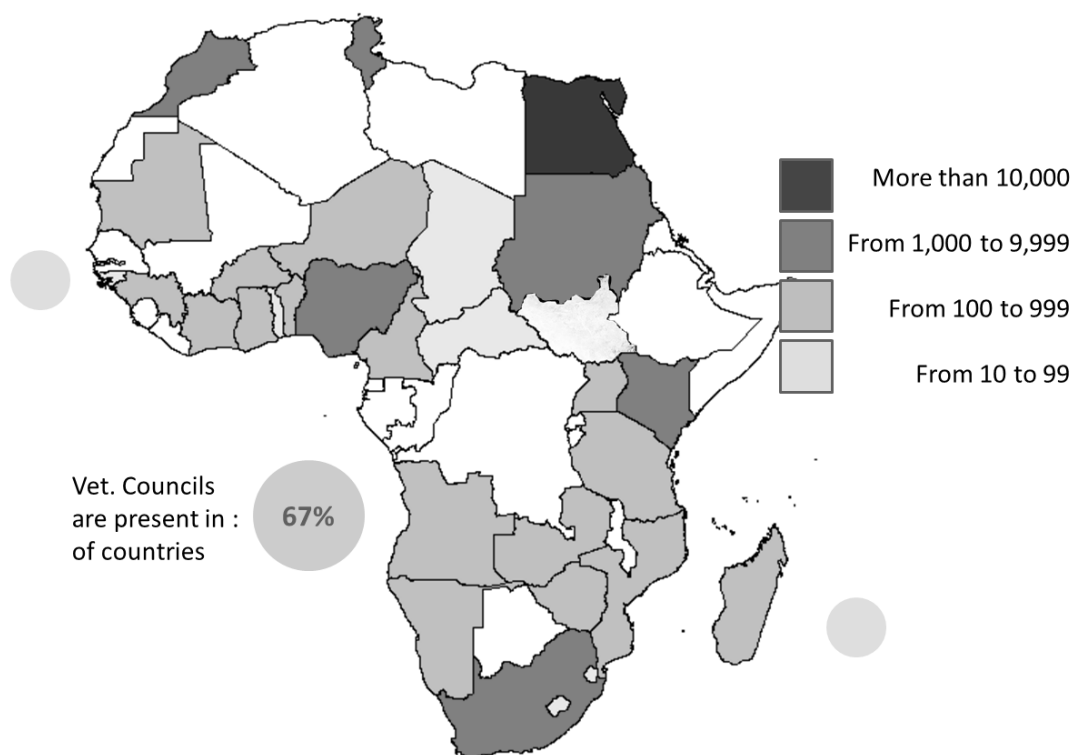
VSBs, also referred to as Veterinary Councils or Veterinary Boards, are expected to perform three main duties (article 3.2.12. of the Terrestrial Animal Health Code) :

- the licensing or registration of veterinarians and VPPs to perform the activities of veterinary medicine/science;
- the minimum standards of education (initial and continuing) required for degrees, diplomas and certificates entitling the holders thereof to be registered or licensed as veterinarians and VPPs;
- the standards of professional conduct and competence of veterinarians and VPPs and ensuring that these standards are met.

In 2013, only 63% of VSBs registered VPPs. Those that did register VPPs mentioned the following categories, listed in decreasing order of frequency : animal health technicians (94%), veterinary laboratory technicians, meat inspectors and food inspectors, artificial inseminators, nurses, extension officers, vaccinators, community-based animal health workers, animal production officers and animal scientists, horse farriers and equine dental technicians, laboratory animal technologists and animal health technologists (6%). As can be seen from the above list, some countries do include "*community-based animal health workers*" (CAHWs) in their definition of veterinary para-professional and register them as part of the veterinary workforce under the Veterinary Council, legislation permitting.

In the 36% of countries where the VSB does not register VPPs, it remains unclear whether VPP are at all recognised, regulated, licensed and/or registered. In some cases, it is argued that veterinary associations have taken up this role or that they are registered by other Statutory Bodies.

Furthermore, only 17% of VSBs allow direct representation of VPPs in their governing bodies. This may be a low estimate as some groups of VPPs could be represented through e.g. a veterinary association or other representative bodies.



*Presence (shaded) and size (in terms of members) of veterinary statutory bodies in Africa.
Countries in white : no VSB or no information.*

Looking at the staffing of VPPs within the broader definition of Veterinary Services (i.e. public and private services), OIE PVS evaluations conducted in 51 African countries since 2006 have yielded insight into the “*appropriate staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively*” (PVS definition of *Professional and technical staffing of the Veterinary Services*).

Using only declassified PVS reports, it appears that in 17% of African countries the majority of technical positions, requiring VPPs, are not occupied by personnel holding appropriate qualifications.

In contrast, in only 12% of countries are the majority of technical positions requiring VPPs at national, state/provincial and local/field levels occupied by personnel holding appropriate qualifications and effectively supervised on a regular basis.

Country testimonies : Veterinary statutory bodies (VSB) : South Africa

Clive Marwick

President

South African Veterinary Council

Pretoria, South Africa

The *South African Veterinary Council (SAVC)* is a statutory, regulatory body of the veterinary professions in South Africa. The SAVC is established and functions independently from government under the *Veterinary and Para Veterinary Professions Act, Act 19 of 1982*.



The SAVC is a member of the *World Organisation for Animal Health (OIE)* and subscribes to the Terrestrial Animal Health Code on *Veterinary Statutory Bodies (VSBs)* with a view to improve animal health and welfare, veterinary legislation, veterinary education and supervision of the veterinary professions.

The SAVC adopted its own *One Health Concept*, has a *Food Safety Committee* and strategy, developed the Day-One skills for each veterinary profession under its regulation and supports the introduction of *private - public partnerships (PPP)*.

The SAVC established a Standards Committee with a view to harmonise standards of training and standards of practice in the region. In the interim twinning projects are supported. Thereby the SAVC supports the creation of regional associations of VSB and /or other organisations with delegated education authority which

could facilitate the establishment of a list of *veterinary education establishments (VEEs)* that be subject to regional accreditation after appropriate external would audit, based on criteria that may be accepted throughout the region or Africa to facilitate mobility of veterinary professionals as per the Bamako Declaration of April 2011.

Vision

Advancing public and animal health through quality veterinary services for all.

Mission

The South African Veterinary Council seeks, through the statutes of the Veterinary and Para-Veterinary Professions Act, 1982 to :

- serve the interests of the people of South Africa by promoting competent, efficient, accessible and needs-driven service delivery in the animal health care sector;
- protect the health and well-being of animals and animal populations;
- protect and represent the interests of the veterinary and para-veterinary professions;
- regulate the professional conduct of the veterinary and para-veterinary professions; and
- set and monitor standards of both education and practice for the veterinary and para-veterinary professions.

Strategic Goals 2014-2016

- Unification of the veterinary professions
- Relevance for the needs of the country
- Review of all legislation on an ongoing basis
- Mobilise resources
- Effective administration

In terms of section 23 (1) (c) of the *Veterinary and Para Veterinary Professions Act*, Act 19 of 1982 no person who is not registered with the SAVC may render the services of any of the veterinary professionals regulated by the SAVC.

The *veterinary team* concept.

The SAVC promotes veterinary services as an inter-related service offered by the veterinary professions as a team and encourages cooperation between the veterinary profession and the VPPs overall, but especially in activities such as disease surveillance and primary animal health care. The veterinary team has a synergistic relationship as per the scopes of practice of each of the veterinary professions as described in the rules for each of the veterinary professions.

The *veterinary team* consists of the :

1. veterinarian,
2. veterinary nurse,
3. veterinary technologist,
4. animal health technician and
5. laboratory animal technologist.

The SAVC intends to, at this stage, bring four new VPPs on board namely:

1. veterinary welfare assistants,
2. veterinary physiotherapists,
3. meat inspectors and
4. equine dental technicians.

Services

1. Veterinarian (3,173 registered in South Africa). Veterinary Specialists (174) Qualifications: B.V.Sc, UP. Qualifications are accepted for automatic registration based on evaluation by visitation process. Persons without accepted qualifications must pass a registration examination. Veterinarians make diagnosis and treat animals. Only veterinarians may use highly scheduled medicines schedules 5 & 6.
2. Veterinary nurse (627 registered in South Africa). Qualifications: *Diploma Veterinary Nurse* (Dip.Vet.Nur.), UP; *Diploma Curing Animals* (Dip.Cur.Anim.), UP. Qualifications are accepted for automatic registration based on evaluation by visitation process. Persons without accepted qualifications must pass a registration examination. Veterinary nurses assist veterinarians in the practice and are permitted to dispense up to schedule 4 medicines.
3. Animal health technician (1,058 registered in South Africa). Qualifications: B.Sc.Agric.'Animal Health', NWU; Diploma 'Animal Health', NWU; Nat.Diploma, UNISA. Persons without accepted qualifications must pass a registration examination. *Animal health technicians* (AHTs) act as the foot soldiers in the control of animal diseases and are involved in preventative medicine. AHTs are also involved in *Primary Animal Health Care* (PAHC) especially in production animals.
4. Laboratory animal technologist (18 registered in South Africa). Qualifications: currently only theoretical training Animal Institute Technology, UK and practical training in South Africa; FELASA accredited courses. Currently, there is no training offered for this profession in South Africa and also no registration examination. Laboratory animal technologists only work with experimental animals mainly in a laboratory environment and may perform minor surgery. The SAVC, in terms of Section 23 (1) (c) of the Act authorise persons to render the services of veterinary professionals under conditions determined by the SAVC and where there is a need for such a service which cannot be fulfilled by a registered veterinary professional.
5. *Veterinary Welfare Assistants* (VWA) soon to become a certified (one year certificate) veterinary para profession are currently authorised as *Animal Welfare Assistants* (AWAs, 322 registered in South Africa) to provide the services of a veterinary nurse to indigent persons and they are employed by animal welfare organisations.
6. Veterinary physiotherapists : the profession will be promulgated in the near future.
7. Meat inspectors : the profession is currently registered by the *Health Professions Council of South Africa* (HPCSA) as environmental health officers. However they have, in terms of the OIE PVS report, to be registered with the SAVC.
8. Equine Dental Technicians : a need for this profession was indicated but no further progress is made to bring them on board.

Country Testimonies : Veterinary statutory bodies (VSB) : Nigeria

Markus A. Avong

Registrar

Veterinary Council of Nigeria

Maitama, Abuja, Nigeria



Nigeria is one of the 37 Member Countries of the World Organisation for Animal Health (OIE) in Africa that have been listed as having a *Veterinary Statutory Body* (VSB) that has wholly or partly conformed with the OIE definition of a VSB (Article 3.2.12 of the OIE Terrestrial Animal Health Code).

The *Veterinary Council of Nigeria* (VCN) is the VSB of Nigeria.

The VCN is a Federal Government Parastatal and it is the only one that regulates Veterinary Surgeons and the Veterinary Institutions in the country. Membership of the VCN is representative of the major stakeholders in the Veterinary profession in the country namely : the Federal Government, the State Governments, the *National Veterinary Research Institute* (NVRI), the Veterinary Education Establishments

and the Professional Association – the *Nigeria Veterinary Medical Association* (NVMA).

The VCN is funded through budgetary allocations and internally generated revenue.

The VCN has not yet fully conformed with the OIE definition of a VSB. The OIE PVS mission report on Nigeria (2011) identified a lack of provisions for the regulation of the VPPs in the *Veterinary Surgeons Act* CAP V3, LFN, 2004 (which is the main legislation establishing the VCN). Efforts to amend the legislation to provide for VCN to regulate the VPPs are on-going. All the major stakeholders including the VPPs are being carried along to support the amendment of the legislation in the National Assembly.

This Conference on the role of the VPPs in Africa should provide further impetus for Member Countries of the OIE in Africa who have not yet fully conformed with the OIE model of a VSB to do so, not only to fulfil all righteousness, but as an imperative for good governance of Veterinary Services.

Country testimonies : Veterinary statutory bodies (VSB) : Sudan

Mohammed T.A. Shigidi and Samir A.Rasoul*

* President

Sudan Veterinary Council

Khartoum, Sudan

The powers, roles and functions of the *Sudan Veterinary Council (SVC)* are derived from its 1995 Act amended in 2004. Based on the Act the Council regulates and supervises the veterinary practice and ensures that acceptable standards of the veterinary profession are met by veterinarians and VPPs.

There are four categories of VPPs in the Sudanese veterinary care system, which participate in veterinary services within or outside the government. All VPPs should be supervised by veterinarians as legislature prohibits them from providing autonomous veterinary services.



The categories of VPPs are : CAHWs, veterinary nurses, veterinary assistants and veterinary technicians, their scope of practice varies with the level of qualification. CAHWs are local persons with 4-6 weeks of training and work in rural areas with nomads and the displaced, veterinary nurses do not have formal animal health training or qualifications but have on the job training while veterinary assistants have a degree of formal training but no certificate qualifications. Members of the above three categories are not required to enrol in the registers of the SVC. At the higher level of VPPs are the veterinary technicians. These are qualified VPPs professionals who have a formal study of three years in higher education institutions after which they obtain their Diplomas. They register with the SVC after accreditation of their study curricula.

The SVC regulates the work of VPPs, sets the regulations of enrolment, privileges of enrolment, duties and obligations, rules of ethical conduct and the procedures for filing complaints and enquiries and the types of penalties. The SVC cooperates with universities, organisations, the veterinary authorities and private training centres to organise and provide *ad-hoc* training programmes to various levels of VPPs.

These programmes are recognised as they are professionally organised and participants obtain certificates of completion.

Rapporteur notes

Chair : Bothle Michael Modisane (OIE Delegate Republic of South Africa, President of the OIE Council/World Assembly)

Co-Chair : Benson Ameda (Chairperson, AVTA)

Rapporteurs : Samuel Adediran (GALVmed), Samuel Wakhusama (OIE).



There were four presentations during the session.

Patrick Bastiaensen (Programme Officer, OIE) gave results of the training and the outcomes of PVS missions based on survey conducted by OIE. The presentation indicated that VSB are present in 67% of countries and nearly 70% of these regulate veterinarians and vet para-professionals and determine the standards of professional conduct while only about 55% determine the minimum standards of education. According to the survey 94% of VSB register veterinary Vet technicians, 65% register Vet lab technicians and meat inspectors while only 29% register Community Animal Health Workers. The survey also evaluated the professional and technical staffing of the veterinary services functions which allows for efficient and effective, service, on a scale of 1-5, and reported that 40% of surveyed countries have majority of technical positions at local field levels occupied by personnel holding appropriate qualifications, while 32% have majority of technical positions at central and state/provincial levels occupied by personnel holding appropriate qualification.

Clive Marwick's (President, SAVC) presentation focused on the role of the *South African Veterinary Council (SAVC)*. The SAVC has adopted ONE health concept and has a food safety committee and strategy. Its standard committee oversees training harmonisation and engages institutions with twinning programmes. Its veterinary team comprises veterinarians, vet nurses, vet technologist, animal health technician and laboratory animal technologist. These cadres have different qualification standards. The SAVC also intends to bring new VPPs such as Vet. Welfare assistants, vet physiotherapists, meat inspectors and equine dental technicians on board.

In his presentation on the VSB in Nigeria, Markus Avong (Registrar, VCN) observed that *Veterinary Council of Nigeria (VCN)* has jurisdiction over the entire country and complies to some extent with the OIE definition of a statutory body. The VCN registers veterinarians and oversees the accreditation of veterinary faculties and conducts other functions as indicated in the OIE code of standards. Its membership included professional veterinarians, director of veterinary parastatals, an appointee of the minister and state representatives. Funding is mainly through federal allocation and professional fees from members. The major deficiency of the Veterinary Council of Nigeria is lack of statutory power to regulate the VPPs.

The *Sudan Veterinary Council (SVC)* performs all functions similar to the other national VSB according to Prof. Mohamed Shigidi (President, SVC). Its members comprise veterinarian, vet nurses, vet assistants, CAHWs and veterinary technicians. Both CAHW and nurses have no formal training, while vet assistants have some degree of formal education. The vet technicians have some degree of autonomy. Issues for consideration include adoption of universal definition, categorisation, relationship with VSB and regulation of paraprofessionals.

Questions during discussion sought clarification on the autonomy of the Vet Council of Nigeria and appointment of its chairperson in view of the funding structure and membership composition respectively. Participants observed that there is need for regulation of VPPs and asked whether OIE can support mentorship programme to improve the skills of VPPs. In response participants are to look at OIE website for documentations on support to member countries.



4. Country testimonies : Community-based animal health workers (CAHW)

Country testimonies : community-based animal health workers (CAHW) Legislation : the situation in Senegal

Babacar Camara

President

Regroupement National de Techniciens Vétérinaires du Sénégal (RENATEV)
(National Association of Senegal's Veterinary Technicians)

Mbour, Senegal



In Senegal, the veterinary medicine and pharmacy profession is regulated by Act n° 2008:07 of January 24th, 2008. The Government of Senegal implemented this Act to regulate the profession after a policy of voluntary retirements from civil service and when graduates from the National Training School were no longer systematically recruited.

The Act is the basis for a legal framework of organising the veterinary profession and the veterinary pharmacy, especially considering the multiplicity of actors in the livestock sector namely: veterinarians, livestock engineers (or animal scientists), livestock technicians and also those called *auxiliaires d'élevage* (or *community-based animal health workers*, CAHWs).

The CAHWs are trained in the field and work mainly in rural areas to compensate for the lack of Senegalese veterinarians in remote parts of the country.

In addition to the Act mentioned above, private veterinary practice and pharmacy in Senegal needs to be approved by the Ministry in charge of the livestock sector. Where veterinarians are not involved, technicians experience many difficulties to get authorisations delivered by the Ministry.

It has been observed that when a technician wants to establish a private practice, he/she required to work under the supervision of a private veterinarian working in the area or under the supervision of the local (government) Veterinary Officer. This relationship of custody between private technicians and private vets leads to conflicts of interest as both are in the private sector and target the clientele.

The Act puts veterinary technicians in a secondary role by considering them as veterinary nurses, allowed to deal only with mild diseases, whereas animal scientists and technicians have worked closely with veterinarians, ever since independence. Numerous veterinary students are trained in regional offices run by animal scientists (*ingénieurs des travaux d'élevage* – ITE). Another problem with the Act is that it forbids technicians to hold and prescribe veterinary medicines. This is contradictory to the practice, since independences, when technicians were allowed to do so.

In Senegal, negotiations on the Act are ongoing and the National Assembly. On several occasions, the implementation of the Act has been rejected. The reasons for these rejections were, among others, the will to enforce private individuals to supervise others in the same private sector; and also because lack of agreement on the use of the terminology "*veterinary*" as defined in the LAROUSSE and ROBERT dictionaries. The "*mandat sanitaire*" (or animal health delegation of powers) to participate in the mass vaccination programmes for livestock, is delivered by veterinarians only. This restriction contributes to the drastic drop in vaccination coverage despite the fact that veterinary technicians possess all the qualities and experiences to contribute to a better vaccination coverage, under the supervision of the government Veterinary Services.

It is prudent to note that there is need for a consensual dialogue, in the interest of animal welfare, for veterinarians to work along with VPPs as on their own they cannot cope with all the work. Nonetheless, there is need for organised and regulated approach in doing so in everyone's interest.

Country testimonies : community-based animal health workers (CAHW) Legislation : The Kenya Veterinary Board

Mwenda Mbaka

Chairman

Kenya Veterinary Board

Kabete, Kenya



The *Kenya Veterinary Board* (KVB) is established according to the *Veterinary Surgeons and Veterinary Paraprofessionals Act 2011* (VSVP Act 2011) of the Laws of Kenya. It comprises of veterinary surgeons, VPPs and some subject matter specialists appointed by the Cabinet Secretary in charge of veterinary affairs in the country.

Its function is to uphold veterinary standards by both veterinary surgeons and VPPs during the delivery of veterinary services. Its creation is justified by the need to safeguard *Veterinary Public Health* (VPH) as well as the welfare of producers, professionals, input suppliers, the environment and animals, in line with *World Trade Organization* (WTO) requirements which are realized through the OIE guidelines.

The CAHWs were created to bridge the gap in veterinary services delivery in the *Arid and Semi-Arid Lands* (ASAL) of Kenya, which was created by various socio-economic factors. Initially, the training of CAHWs was conducted by independently working NGOs.

The lack of a structured training system produced CAHWs of diverse and dubious quality.

The KVB, alongside some relevant stakeholders, intervened by developing a standardized training manual for the CAHWs. The training was conducted by KVB-approved trainers. However, the emergence of the VSVP Act illegalised the CAHWs and their training. The VSVP Act was designed to fast-track the country's compliance with OIE guidelines on the delivery of Veterinary Services. This illegalisation led to the need to redefine CAHWs, so that their services could now be delivered by *Community-Based Professional Animal Health Workers* (CBPAHWs).

The KVB is in the process of driving the changeover process. It is optimistic that it will be successful, because the country itself has assumed a devolved government system. This enables the ASAL Counties to prioritize their resource allocation. It is expected that livestock production will take precedence since it is the economic mainstay of the ASALs. Successful livestock production is anchored on not only efficient veterinary services delivery, but also compliance with treaties and guidelines that will assure the producers a market access for their livestock and livestock products.

Country testimonies : community-based animal health workers (CAHW) Reality check : *Vétérinaires sans Frontières* (VSF Germany)

Willy Duehnen

Managing Director

Vétérinaires Sans Frontières (VSF) Germany

Nairobi, Kenya



No country in eastern Africa is able to offer professional veterinary services in all its pastoral areas. There are gaps in veterinary services delivery, disease surveillance and control of infectious diseases. Livestock owners buy and administer vet drugs and vaccines by themselves or use services of para-vets to fill these gaps. These interventions substitute the Government's responsibility in control of trans-boundary diseases and protect livelihood assets of rural people. In some East African countries, veterinary laws prohibit and criminalise the work of CAHWs. This creates a situation of fear, produces more gaps and does not improve an already precarious situation. While there may be unemployed vets in the country, living conditions and income expectations in pastoral areas do not match what vets expect.

So they do not take up the opportunities offered. Other countries have supported and regulated the *Community-Based Animal Health* (CBAH) approach. There are different degrees of cooperation between private vets and CAHWs, government vets supporting and supervising para-vets, and in many cases cooperation and financial support of CBAH systems from NGOs and UN bodies. In some fragile countries almost the whole veterinary work at rural level is delivered by local and international NGOs in cooperation with para-vet associations and CAHWs networks.

The quality of CAHWs work depends to a large extent on trainings they obtained. In many cases CAHWs do not have basic writing skills as there was no opportunity to visit a school. But having grown up with livestock, offers a profound understanding of basic animal health and husbandry practices, identify symptoms of sickness and having the skills how to handle animals. Communities have chosen the CAHW candidates out of their midst. Being members of the community allows them to move freely within the boundaries of the group, even in times of conflict and war. CAHWs are able to deliver basic vet services and disease control interventions for the benefit of the farmers and the country. They reach out to the most remote places on earth by walking on foot or using bicycles. They can deliver quality work in vaccination campaigns, disease surveillance and disease control. There is need to repeat trainings and register CAHWs, supervise their work and organise their interventions (provision of cold chain and vaccines; provision of instruments and other equipment). Their work must be rewarded by payment of incentives. It is of importance to accept their limited skills as they do not have a deep veterinary knowledge. Having said that, they are capable to follow basic antiseptic principles, do understand what a cold chain means, what vaccines do and how to calculate the dose for an injection. Under supervision, they should be supplied with a limited range of drugs and vaccines they have in use.

The economics of CBAH: public goods versus private goods. Cost-Benefit analysis: while a vaccination campaign produces in most cases tangible results for all (i.e. absence of a specific disease = public good) and is often supported by public funds, the treatment of a sick animal benefits in general a single livestock owner only (= private good). If not in an emergency situation, owners should pay for receiving treatments of animals (= private good). Public good interventions (= mass vaccinations and mass treatments) can be for free, subsidized or paid for by the livestock owners.

CBAH makes use of available local human resources and knowledge and is therefore cost sensitive and cost efficient. It creates income for local people.

CBAH is not sustainable by itself (veterinary departments need public funds as well). The system needs external financial and technical support from donors, NGOs and the government. There is no doubt : CBAH is the cheapest and most efficient veterinary intervention in pastoral areas. In many cases, it is also the *only* solution available.



With kerosene fridges (now solar fridges) and with thermo-stable vaccines, community based animal health services have reached out to the most remote villages all over the world. Picture (c) VSGF.

Country testimonies : community-based animal health workers (CAHW) Reality check : vaccination of poultry in Togo

Kawonron Tchintre

President

Association des Auxiliaires Villageois d'Elevage

Dapaong, Togo



Togo is primarily a rural country with 80% of the population relying on agriculture. In the livestock sector, and in particular the poultry sector, the traditional production systems predominate in the country. The main species that are raised are chickens, guinea fowls, ducks, turkeys, pigeons, and, to a lesser extent, quails and geese. The main cause of poultry mortality is by far Newcastle disease or pseudo-fowl pest. The disease is therefore the top priority for control in Togo. Vaccination is implemented at national level by the Community-based Livestock Assistants (*Auxiliaires Villageois d'Elevage* – AVE) under the supervision of private veterinarians within the Consortium of Private Veterinarians in Rural Practice (*Groupement des Vétérinaires Privés en clientèle Rurale* – GVPR).

The Decree N°32/MAEP/SG/DEP (MAEP was the *Ministry of Agriculture, Livestock and Fishery* and is now the *Ministry of Agriculture, Livestock and Hydraulics*) enacted from the 24/09/2004 regulates the AVE's activity. It officially recognises the AVEs as a VPPs and defines them as actors approved by the community in which they belong after undergoing short and intensive sessions and trainings to deliver basic veterinary and animal husbandry services. The AVEs are allowed to use and manage a stock of non-hazardous veterinary products and to receive payment on administration of such products by the recipients of the services.

The National Agriculture and Food Security Investment Plan (*Programme National d'Investissement Agricole et de la Sécurité Alimentaire* – PNIASA) and the Agricultural Sector Support Project (*Projet d'Appui au Secteur Agricole* – PASA) are focused, among other activities, on the fight against the main diseases in small livestock. Currently, the 4th vaccination campaign managed under PNIASA and PASA fully embraces the use of AVE in the fight against the Newcastle disease.

More than 3,000 AVEs have been trained or re-trained through the PASA programme and are unevenly spread in the different areas of the country. They are actively, but also exclusively, engaged in the fight against Newcastle disease, with 25 members of the GVPR mandated by the Ministry to implement the vaccination campaign against *Peste des Petits Ruminants* and Newcastle.



Vaccinating village chicken against Newcastle disease in Togo. Picture (c) AAVE

Rapporteur notes

Chair : Lois Muraguri (Director Policy & External Affairs , GALVmed)

Co-chair : Etienne Bonbon (Chairperson, OIE Terrestrial Code Commission)

Rapporteurs : David Sherman (OIE), Samuel Adediran (GALVmed)



There were four presentations in the section on country testimonies relative to the specific group of *community-based animal health workers* (CAHWs).

Babacar Camara (Chairperson, National Association of Veterinary Technicians of Senegal) emphasised the laws and decrees regulating veterinary medicine in Senegal and described the educational situation for the training of veterinarians and VPPs. He also described the impact of the government decision not to hire recent veterinary graduates, the subsequent shift to private practice and the emergence of sanitary mandates for vaccination campaigns. He indicated how laws related to the regulation of medicines and vaccines have adversely affected the activities and income of veterinary paraprofessionals and stressed that the veterinary paraprofessionals of Senegal are ready for dialogue and discussion to address the constraints under which they work and how they can make a more effective contribution to improving animal and public health in the country.

Mwenda Mbaka (Chairperson, Veterinary Council of Kenya) focused his presentation on the legal stance of the Kenya Veterinary Board relative to VPP and Community-based animal health workers. He described the history of factors that contributed to the emergence of CAHWs in the remote areas of Kenya and described the recent legislation on regulation of professions enacted in 2011 which delegatizes the activities of CAHWs, providing rationales for this decision.

Willy Deuhnen (Regional Director, *Vétérinaires Sans Frontières* – Germany, based in Kenya) described activities of VSF in the training and support of CAHW activities in Africa and emphasized the important role that CAHWs frequently play in the delivery of national veterinary services, particularly in support of pastoralists and farmers in remote areas. He noted the important role that CAHWs played in the successful effort to eradicate rinderpest.

Kawonron Tchintre (Regional Chairperson of the CAHW, Togo) described a successful programme in Togo which employs community-based animal health workers, otherwise known as *Auxiliaires Villageois d'Elevage* in a national campaign to vaccinate poultry, which are mainly kept under smallholder conditions, against Newcastle disease and to provide deworming services to small ruminants. The AVEs work under government supervision.

5. Country testimonies : Chief veterinary officers

Country testimonies : chief veterinary officers : South Africa (host)

Sikhumbuzo Mbizeni

Representative of the Chief Veterinary Officer of South Africa

Deputy Director: Disease Control

Directorate of Animal Health

DAFF

Pretoria, South Africa



South African has a decentralised *Veterinary Services* (VS) structure, consisting of National Veterinary Services and nine provincial Veterinary Services. The State Veterinary Services are responsible for the implementation of the regulatory mandate and provides oversight on the prevention and control of socio-economic animal diseases in the country. South Africa has a very vibrant private veterinary services provided by the private veterinarians mainly to the rural commercial livestock, game farming enterprises and also in the urban small animal practices.

The mandate for the provision of animal diseases control is stipulated in the Schedule 4, Part A of the South African constitution, which identifies the animal disease control as the functional area of concurrent National and provincial legislative competence. The legal mandate for the provision of veterinary Services in the country is also contained in the following primary legislations: Animal Diseases Act, 1984 (Act No. 35 of 1984); Meat Safety Act, 2000 (Act No. 40 Of 2000); Medicines and related Substance Act, 1965 (Act No. 101 of 1965); Fertilizers, Farm Feeds, Agricultural Remedies And Stock Remedies Act, 1947 (Act No. 36 of 1947); Veterinary and Para-Veterinary Professions Act, 1992 (Act No. 19 of 1992).

The National VS set national policy and provides strategy leadership in the implementation of the national animal disease surveillance and control programmes which are delivered by the provincial state veterinary services. The provincial veterinary officials are authorised by the National Directors of Veterinary Services to provide certain veterinary functions under the applicable veterinary legislations.

The VPPs recognised or approved in South Africa are the following: Animal Health Technician, Veterinary Technologists, Vet Nurses, and Laboratory Animal Health Technicians, Veterinary public Health Officers (Meat inspectors), Veterinary Welfare Assistance and Veterinary Physiotherapists. The roles and responsibilities of the paraprofessionals are specified under the Veterinary and Veterinary Professions Act 19 of 1992. The veterinary paraprofessionals in South Africa are employed in different state or private veterinary services areas such as the State animal and public health services, Laboratory services, research institutions, private animal practices, welfare organisations, etc.

The contribution of VPPs in the country started in the later 1890s and early 1900s during the Rinderpest and East Coast fever eradication programmes and also in the control of major diseases that were affecting cattle and horses that were used for trekking and transport during those years. The designation of para-professionals in the country has evolved numerous times depending on the functions and responsibilities such as *brandsiekte* inspectors, for those that were involved with control of sheep scab, and dip tank or stock inspectors for those that were responsible for animal health activates in the dip tanks or livestock farms. The VPPs in the animal health field services have always and still are the eyes and ears for the State Veterinarians in areas the work.

For animal health field services, Animal Health Technicians play a significant role in the control of socio-economic and zoonotic diseases in the country. They are involved in the passive and active field surveillance programmes such the routine disease investigations, animal inspections, sample collections, etc. They are also very instrumental in the implementation of animal diseases programmes such as routine vaccinations, farmer's awareness and social facilitations campaigns.

In South Africa, we have one internationally accredited veterinary laboratory (OVI), eight provincial laboratories, 10 satellite laboratories and 14 approved private laboratories.

Veterinary technologists provide technical capability in the laboratory diagnostic tests for a wide-range of animal diseases. They are instrumental in providing credible laboratory diagnostic services to assist with the efficient implementation of animal disease controls.



Rural abattoir. Picture (c) DAFF.

Veterinary Public health officers (meat inspectors) are employed mainly employed in the abattoirs under the supervision of the Veterinarians to provide support in meat inspection services such as ante- and post mortem inspections, disease data collections, etc.

The veterinary nurses are mostly employed by the private animal practices to provide primary animal health and basic clinical services in support of the veterinarians. The animal welfare provides defined health and welfare activities employed in the animal welfare organisations

The veterinary paraprofessionals are therefore very crucial in animal disease prevention, early detection and controls and also in ensuring the provision of safe food of animal origin.

Country testimonies : chief veterinary officers : Benin

Byll Orou Kperou Gado

Director and OIE Delegate

Direction de l'Elevage (Department of Livestock Services)

Ministère de l'Agriculture, de l'Elevage et de la Pêche

Cotonou, Benin



Benin is part and parcel of the global drive that considers veterinary services as an international public good. In this regard, all relevant competent authorities are involved, though not without difficulty, in bringing the Veterinary Services of Benin up to OIE standards. In 2007, while the African continent in general, and the West African sub-region in particular was facing the bird flu crisis, Benin requested and obtained an OIE PVS evaluation of its veterinary services. The results of this evaluation were distressing. The largest institutional challenge facing Benin's Veterinary Services was the weakening chain of command, due to institutional dilution of veterinary activities in mixed teams of agricultural extension and an unfortunate entanglement of the Veterinary Services in the decentralisation process.

This situation led to a lack of effective supervision of the veterinary staff at field level, thus extremely compromising the delivery of quality of veterinary services.

In 2008, the country again sought and obtained support for an OIE mission to address the gaps, described in the PVS evaluation report, and to translate it into a budgeted action plan. It is in this context that the programme for the "*Strengthening of the compliance of Veterinary Services in Benin with OIE quality standards*" was developed and approved by the Council of Ministers. In January 2013, a second evaluation mission was conducted, followed in October 2014 by a PVS Gap Analysis mission. Meanwhile, in August 2015, the Government of Benin approved the recruitment of 20 veterinarians and 10 VPP with an additional 30 veterinarians and 90 VPP recruited in 2016.

In Benin, VPP have various training backgrounds. Educational establishments issue the following certificates and degrees:

- The *Collège Polytechnique Universitaire* (or University Polytechnical College) became the *Ecole Polytechnique d'Abomey-Calavi* (or Polytechnical School of Abomey-Calavi) and recently started delivering a *Licence professionnelle* (bachelor-level, 3 years) and a *Master professionnel* (masters-level, 5 years) ;
- The *Lycées Agricoles Médji de Sékou* and other agricultural colleges, delivering a *Diplôme d'Etude Agricole Tropicale* (or diploma in tropical agricultural studies) at high school level;
- *Centre de Formation Rurale* (Centre for Rural Training) or *Collèges d'Etude Agricole* (agricultural colleges) delivering a *Brevet d'Etude Agricole Tropicale* (certificate in tropical agricultural studies) as a vocational training.

One of the PVS missions had found the training in the delivery of certificate in tropical agricultural studies as a vocational training insufficient to enable its graduates to be considered as VPP. This concern was addressed by the Government of Benin, which no longer trains this category.

Today, the situation of Benin's Veterinary Services continues to be of concern for several reasons. These include the further dismantling of the direct chain of command within the Veterinary Services; the inadequate number of veterinarians to meet the recruitment targets set by the Government; the difficulties in implementing delegation of powers under the 'sanitary mandate' system, still not accepted by all stakeholders; and insufficient financial resources to implement the recommendations of the various PVS missions. One of those recommendations was that the Veterinary Services should integrate the new *Agence Béninoise de Sécurité Sanitaire des Aliments* (ABSSA or Benin Food Safety Agency) to benefit from a direct chain of command that was acquired when this structure was created. Today however, the ABSSA is suffering from a multidimensional institutional crisis, whose consequences result in further degradation of the quality of public services provided in the area of food safety.

Aware of the need to find a solution to this persistent institutional crisis and the need to stay the course of institutional reform of the food safety system, a workshop was organised in early September 2015 to enable stakeholders to build consensus on clear bases. If the recommendations of the workshop are implemented, the Directorate in charge of Veterinary Services which had become part of the Directorate of Animal Production, will become the *Direction Générale de l'Élevage et des Industries Animales* (DGEIA, or Directorate General of Livestock and Animal Industries).

Country testimonies : chief veterinary officers : Uganda

Nicholas Kauta

Director and OIE Delegate
Directorate of Animal Resources
Ministry of Agriculture, Animal Industry and Fisheries
Entebbe, Uganda



The legal basis for indulging in veterinary services delivery in Uganda is the Veterinary Surgeons Act 1958. Four Sections (5, 13, 14 and 24) have direct bearing on delivery of services by VPPs and CAHWs. Section 5 restricts registration for veterinary practice to holders of degrees and/or diplomas in veterinary science/medicine from Universities recognised by the *Uganda Veterinary Board* (UVB).

The Uganda VSB has never registered diploma holders but they are in practice in Uganda. In addition certificate holders and CAHWs are operating in the country under different arrangements. Section 13 criminalizes practice by unregistered or unlicensed persons while section 14 denies unregistered persons legitimacy to lay claim to payment for a service delivered in veterinary practice.

The above notwithstanding, Section 24 of the Act on *Exemption* states that “*Nothing in this Act shall be deemed to prohibit or prevent the practice of veterinary surgery by any person in the service of the Government.*”

Section 24 creates separate camps in the administration of veterinary services in the country – the government employees who are not subject to the Act and the private sector that is subject to the Act.

The Government of Uganda remains the largest employer in veterinary services delivery although private practice is encouraged. The protection afforded by section 24 weakens the VSBs actions because very few persons subscribe directly to the VSBs authority. During the 1960s (before the structural adjustment programmes took root) the Government grass-route veterinary structure included veterinary *scouts* (community-based informers of disease picture) at the lowest level, followed by veterinary field assistants (community-based persons who assisted to mobilise livestock keepers during programmes like vaccinations and construction of cattle crushes). The veterinary assistants constituted the lowest level of trained persons and were certificate holders after two years training in a national recognised institution. Above the veterinary assistants were the *Animal Husbandry Officers* (AHO) who undertook an extra year of training after the veterinary certificate course. Veterinary surgeons (degree holders) are a step above the AHOs.

The structural adjustment programmes led to the removal of the veterinary scouts, field assistants and veterinary assistants from the employable category by Government.

The vacuum created by the elimination of these three categories rapidly became apparent but Government did not re-estate them; remember : structural adjustment programmes were meant to reduce government spending and encourage private sector growth.

The NGOs and other organisations like FAO started to support the CAHWs as a gap-filler. The FAO is on record as having trained and deployed (with Government approval) over 600 CAHWs in a single support programme to the Karamoja Region – a hard to reach and historically insecure part of Uganda, which had about 20% of the national herd, but is poorly served by veterinarians.

Unfortunately, the NGO and FAO support is never continuous over a long period of time and the CAHWs often find themselves short of a reference point for support because Government has no provisions to support them.

The review of the Veterinary Surgeons Act is expected to give legitimacy to VPPs through a registration exercise and by removing the protection afforded to Government employees, so that will end up practicing under similar conditions as private practitioners. This, we believe, is a sound approach because more than 80 % of the animals are attended to by categories lower than veterinarians.

Rapporteur notes

Chair : Lois Muraguri (Director Policy & External Affairs , GALVmed)

Co-chair : Etienne Bonbon (Chairperson, OIE Terrestrial Code Commission)

Rapporteurs : David Sherman (OIE), Samuel Adediran (GALVmed)



There were three presentations in the second session of the afternoon providing country testimonies from the perspective of the *Chief Veterinary Officers* (CVOs).

Sikhumbuzo Mbizeni (Deputy-Director Disease Control, DAFF), on behalf of the Director of Animal Health, gave an overview of the structure of the South African Veterinary Services and the supporting legislation that empowers these Veterinary Services to act. He described the oversight and coordination activities of the SAVS and the categories and distribution of the VPPs recognised in South Africa. He emphasized that VPPs have a long and respected history in the country and that relations between veterinarians and veterinary paraprofessionals in South Africa are very good, with the latter group contributing significantly to animal disease control and prevention efforts.

Byll Kperou-Gado (OIE Delegate, Benin) indicated that Benin has made considerable effort to respond to the global call for improved performance of veterinary services, particularly with regard to the integration of VPPs into veterinary service delivery. He described three historical stages in the evolution of the structure of Benin's veterinary services from 1908 to the present. He described current constraints on veterinary service delivery including inadequate budget, lack of trust and insufficient numbers of graduate veterinarians. He went on to describe the academic qualifications required of different categories of VPPs and noted that relationships between veterinarians and VPPs in Benin were not optimal, particularly due to issues surrounding the requirements that VPPs be supervised by veterinarians. He indicated that the stakeholders are currently involved in actively seeking solutions to these problems.

Nicholas Kauta (OIE Delegate, Uganda and Member of the OIE Council) provided an analysis of the current legislation in Uganda relating to the regulation of the veterinary professions and pointed out constraints and contradictions inherent in the existing law, notably that veterinarians employed by government are not subject to regulation by the veterinary statutory body and that provisions are lacking for the regulation of VPPs by the veterinary statutory body. He also noted problems with the performance of CAHWs in remote areas, particularly with regard to lack of professional behaviour, driven by fierce competition for income from the relatively small population of pastoralists and farmers who can pay for veterinary services. He suggested that current legislation needs to be updated to address these various problems.

Some of the views expressed during the Q&A session indicated the need for fair rules to guide practice and avoid conflict; better engagement of VPPs in formulation of guidelines by VSBs; and community involvement in animal health service delivery.

6. Country testimonies : Associations of Veterinary Para-Professionals

Country testimonies : Associations of VPP : national association (SAAVPP) South Africa

Johan Oosthuizen

President

South African Association of Veterinary Para-Professionals (SAAVPP)

Lecturer

University of South Africa (UNISA)

Pretoria, South Africa



VPPs in South Africa function under the Veterinary and Para Veterinary Professions Act, Act 19 of 1982. South Africa has a well-regulated and well-managed Veterinary Statutory Body, the SAVC, willing to listen to VPPs and address concerns. The *South African Association of Veterinary Para-Professionals* (SAAVPP) has been in existence since 1998 and serves as a forum for all registered VPP-Groups in South Africa to discuss and address matters of mutual interest which recently includes the implementation of a *Continuous Professional Development* (CPD) programme for VPPs. There are four (and soon: five) recognised VPP-Groups, each Group electing one representative

to the SAVC :

- Veterinary Nurses
- Veterinary Technologists
- Animal Health Technicians
- Laboratory Animal Technologists

- Veterinary Welfare Assistants (authorised)

New groups are applying for registration and include Veterinary Physiotherapists, Meat Inspectors (Veterinary Public Health) and Equine Dental Technicians

The *Scope of Practice* for two of these categories is summarised here :

- Laboratory Animal Technologists

For purposes of the Act, the following services shall be deemed to be general services which pertain to the para-veterinary profession of laboratory animal technologist:

1. Care of experimental animals;
2. Oral and parenteral administration and administration by inhalation of scheduled and experimental substances;

3. Administration of scheduled substances for anaesthesia and euthanasia;*
4. Collection of body fluids including blood, urine by free flow and ascites, and the collection of tissues including smears, faeces, post mortal samples and bacterial swabs for diagnostic and experimental purposes;
5. Clinical observation;
6. Preparation of animals for surgery;
7. Monitoring of animals before, during and after an operation;
8. Performance of minor surgical procedures such as lancing of abscesses and suturing of superficial wounds;
9. Assisting with experimental surgical procedures;
10. Use of the tranquilliser dart gun and blow pipe;
11. Capture of wild animals for the purpose of research.

- Veterinary Technologists

For the purpose of the Act the following services shall be deemed to be services which pertain specially to the para-veterinary profession of veterinary technologist:

1. Laboratory tests on plant matter, feeds, blood or organs for the isolation and identification of microorganisms for veterinary purposes, serological tests, biochemical analyses, chemical and biochemical tests to determine the presence of toxins, the identification of internal and external parasites and the preparation of histological preparations for examinations.
2. The conducting of laboratory procedures which are required for specific veterinary examinations or research projects and the maintaining of records of observations and results arising from such research projects.
3. The preparation of veterinary biological products for diagnostic tests, and vaccines for the prevention of diseases.

The training requirements for the above-mentioned five categories of VPPs is as follows :

- Veterinary Nurses – 2 year diploma
- Veterinary Technologists – 3 year diploma
- Animal Health Technicians – 3 year diploma and or degree
- Laboratory Animal Technologists - None
- Veterinary Welfare Assistants (authorised) – 1 year certificate

Country testimonies : Associations of VPP : South Africa (nurses)

Theresa Lotter

Representative of the Veterinary Nursing Profession
on the South African Veterinary Council
Veterinary Nurses Association of South Africa (VNASA)
Pretoria, South Africa



History:

In the 1970's, veterinarians identified the need for trained and qualified assistants in private practice. Duties would be similar to those carried out by medical nurses.

A diploma course was established, with the first group of Veterinary Nurses who qualified in 1978. The title of "sister" was accepted for Veterinary Nurses.

Scope of Practice (abbreviated):

- Basic animal care including grooming procedures, dental scaling and polishing.
- The collection and processing of samples.
- The examination, recording and reporting findings to a veterinarian of samples, including haematology and blood chemistry, urine examination, stool examination, skin and scraping examinations, rumen fluid examination and examinations in which the Woods lamp is used.
- The administration of injections and medicines *per os*, subcutaneously, intramuscularly, intravenously or intraperitoneally.
- The administration of pre-medication and the induction and maintenance of anaesthesia.
- Assistance with diagnostic imaging, including taking of radiographs, maintenance of diagnostic imaging apparatus and record keeping of diagnostic imaging.
- The administration of enemas.
- The passing of stomach tubes.
- Intravenous catheter placement and the infusion of fluids and blood including the collection of blood for transfusion.
- Supervision of animals giving birth and caring for newly born animals.
- Wound care, the lancing of abscesses, superficial skin stitching, placing of dressing and bandages, including Robert Jones bandages.
- Dispensing of medicines in accordance with relevant legislation.
- Physical rehabilitation.
- Assisting a person registered to practice a Veterinary profession with surgical procedures.

Job opportunities:

- Private practice
- Animal welfare organisations (focus on primary animal health care and public education)
- Community welfare clinics (focuses on primary animal health care and public education)
- Industry (the sale and product management of veterinary pharmaceuticals, specialised nutritional products and equipment)
- Wildlife & zoos (patient care; specialised feeding; rehabilitation; anaesthetic monitoring and public education)
- Academia (working in the training hospital as veterinary nurses; training of veterinary and veterinary nursing students)
- Research facilities (duties are similar as to private practice, but adapted for laboratory animal species; high ethical standards)
- Other (fields of interest may include pet grooming; animal behaviour; boarding & breeding facilities and rehabilitation)

Training:

- Currently a full time 2-year diploma course is offered at the Veterinary Academic Hospital at the Onderstepoort Faculty of Veterinary Sciences (UP).
- A 3-year full time degree course is being developed.
- Training includes theoretical and practical training. Practical training is done in the various clinics of the Academic hospital, with elective opportunities in private practice, animal welfare organisations, zoos, rehabilitation centres and research facilities.

Curriculum:

- First year (*anatomy, pharmacology, physiology, veterinary ethology, laboratory technique, microbiology, general nursing and parasitology*)
- Second year (*medical nursing, surgical nursing, theatre practice, anaesthesiology, radiography and reproductive nursing*)
- Total number of SAQA credits = 355

The *Veterinary Nurses Association of South Africa* (VNASA)

- The Association represents the profession in all aspects

Country testimonies : Associations of VPP : South Africa (animal health technicians)

William Kutu

Chairperson

South African Association for Animal Health Technicians (SAAAHT)

Pretoria, South Africa



The *Animal Health Technicians* (AHTs) in South Africa are represented professionally by the *South African Association for Animal Health Technicians* (SAAAHT). This association is 11 years old and was registered and recognised by the South African Veterinary Council in 2004. The Association's structures are active in all nine (9) provinces in South Africa, reporting to the national committee.

The AHT fulfils an important task in the animal health industry (including government and private sector) with regard to the health of both the animal and human population in South Africa and is mainly responsible for animal health related duties under the Animal Diseases Act, Act 35 of 1984, the Meat Safety Act of 2000, as well as the provision of primary animal health care to resource-poor communities.

The main duties and responsibilities of the AHT is to ensure a healthy, productive and reproductive livestock and animal population in South Africa by means of the following : disease management and prevention, inspection and control at ports of entry, inspection of export and import facilities, ante-mortem inspections at abattoirs, the eradication of animal diseases through disease investigation, sampling, collecting and evaluating epidemiological data, bio-security, implementing sound animal health strategies, veterinary extension and primary animal health care training and activities.

These duties and responsibilities may change according to the different work spheres.

Animal health diploma holders and bachelor-level graduates can be employed as or in :

- AHT (public and private sectors)
- Feedlot manager
- Meat inspector
- Pharmaceutical representative
- Stock farm manager
- Researcher
- Animal production sector
- Animal welfare societies

Persons working as AHTs must have a SAVC-approved *Animal Health Qualification* and be registered as an AHT with the SAVC. Further information on the statutory requirements for practicing as an AHT is available on the SAVC website [www.savc.org.za].

SAVC-approved *Animal Health Qualifications* are currently being offered by three institutions, namely

1. North-West University [www.nwu.ac.za] : National Diploma and BSc degree
2. University of South Africa [www.unisa.ac.za] : Nat. Diploma in Animal Health and Btech Animal Health;
3. Tsoelo College of Agriculture : National Diploma in Animal Health (contact : mbovu@drdar.gov.za).



The University of South Africa (UNISA) in Pretoria, South Africa, dedicated to open and distance learning education. UNISA accompanies more than 250,000 students, including African and international students in 137 countries worldwide. Picture (c) Times-Live.

These are the only SAVC recognized qualifications in South Africa. The duration of the National Diploma is three years and the BSc degree is four years. Both qualifications include practicals throughout the duration of the study.

The main emphasis of the training course is on animal diseases or health management. During these courses, students will gain the required foundation in all aspects of animal diseases and health, including anatomy and physiology, nutrition, pharmacology, toxicology, meat inspection and the relevant animal health legislation in South Africa.

Country testimonies : Associations of VPP : Ethiopia

Mirtneh Akalu Yilma

President

Ethiopian Animal Health Professionals Association (EAHPA)

Debre-Zeit, Ethiopia



The *Ethiopian Assistant Veterinarians' Association* (EAVA) was established in 1970 with the sole purpose of developing and promoting the profession of animal health in terms of practice, training and research; elaborating, introducing and enforcing a "*Professional code of Ethics*"; promoting the creation of favourable professional conditions; and to prevent infectious diseases. The association is the second oldest professional association in Ethiopia. Since its establishment, it has played a vital role in the development of animal health profession in the country. One of the grand contributions made by EAVA and its members is the eradication of Rinderpest disease from Ethiopia. EAVA has re-structured itself in 2010 and became the *Ethiopian Animal Health Professionals Association* (EAHPA). Today, EAHPA has more than 5,600 members working in veterinary clinics, laboratories, research

institutions, institutions of higher learning, abattoirs and in industries responsible for health care and well-being of humans, animals, and the environment. The members of the association are found working in every region, zone, district and with peasant associations of the country. This has enabled the association to work in the entire veterinary services of the country.

Ethiopia is endowed with livestock wealth. It is among the countries with the largest livestock population, amounting to about 52 million heads of cattle, 46 million small ruminants, 9 million equines and 2.3 million camels. This resource contributes to 12% of the total *Gross Domestic Product* (GDP), over 45% of the agricultural GDP and 31% of the total agricultural employment. Besides, the agricultural practice is based on livestock, either to use for farming related activities or as a livelihood. Despite the huge livestock resource, the benefit derived is by far below from the livestock potential. This is mainly associated with the existence of animal disease affecting both production and productivity, lack of proper veterinary service, and poor management practices.

The current delivery of animal health services is inadequate both in terms of coverage and quality. There are very few private veterinary service providers, few private veterinary pharmacies and very few CAHWs, often supported by NGOs. The zonal and regional bureaus currently face problems in retaining their veterinary field personnel, especially in the more remote pastoral areas. Only 45% of the country is served by animal health delivery systems, thus making the current animal health delivery system of both public and private goods unsatisfactory.

Currently, it is estimated that there are more than 10,000 animal health professionals employed in the public sector who deliver veterinary services. VPPs are duly engaged in animal disease prevention and treatment. In recent years, with the expansion of higher education institutions in Ethiopia, a curriculum has been designed for veterinary technicians; diploma holders in animal health; and animal production science to upgrade their educational background to Bachelor of Science in animal health. Beside, CAHWs are community members who have received basic, non-formal training in animal-health care. They engage in the prevention (vaccination) and treatment of animal diseases. CAHWs have played an important role in the delivery of veterinary services to remote areas of Ethiopia in the past years.

Country testimonies : Associations of VPP : Malawi

Patrick Saini

President

Veterinary Assistants Association of Malawi (VAAM)

Lilongwe, Malawi



Malawi is one of the African countries located in the southern part of the continent with a total land area of 118,484 km². The country has a human population of 16.3 million. Malawi has 14 professional veterinarians of which 5 are private veterinarians while the rest are state veterinarians.

The current livestock population for Malawi is 1.1 million cattle, 4.4 million goats, 2.2 million pigs, 228,000 sheep and 44 million village poultry.

The Department of Animal Health and Livestock Development, in conjunction with SADC Animal Disease Control Project in the Ministry of Agriculture, Irrigation and Water Development, initiated and facilitated the formation of the *Veterinary Assistants Association of Malawi* (VAAM) in 1998. This is a non-

profit making organisation whose members are all VPPs in the country. The association attracted and registered almost all VPP practitioners as members especially those from the public sector.

The Association was formed with the following objectives:

- To enable Malawian livestock farmers have health animals by ensuring that drugs and quality veterinary services are timely provided to the farmers.
- To maintain the ethics and honour of the veterinary profession in the country through meetings with its members and farmers.
- To foster good relationship between members of the association, government and other organisations working with farmers in the country.

The Association is a member of The Board of Veterinary Surgery which is the sole registering authority in the veterinary profession in Malawi.

Currently the association has a membership of 241 both public and private VPPs distributed across the country. During the existence of the association, several veterinary drug stores and clinics have been set and managed by its members.

The VAAM however, has a number of challenges. The major one being lack of financial resources to be used in conducting meetings; facilitating refresher courses for older serving members; conducting induction courses for newly recruited VPPs; purchase of office equipment and stationery; and delivery of printed technical updates and messages for the members.

As a way forward to improve on funding, members continue paying their annual membership fees, though not enough, and writing proposals to various local organisations and donors for funding for its programmes and activities.

Country testimonies : Associations of VPP : Kenya

Robert Kariuki Muthama

President

Kenya Veterinary Para-professionals Association (KVPA)

Nairobi, Kenya



The *Kenya Veterinary Para-professionals Association* (KVPA) is a professional membership organisation for all VPPs in Kenya who have undergone a minimum of two years post-secondary education in Animal Health from recognised training institutions of Animal Health. KVPA is a registered association with the registrar of societies to represent the Kenyan VPPs working in Kenya and abroad. KVPA was formed in 2012 by a group of VPPs who felt the need to form a professional body to represent their welfare issues. This was after the enactment of the *Veterinary Surgeons and Veterinary Para-professionals Act*, Number 29 of 2011 (VSVP Act, 2011).

The objectives of the KVPA are to represent members and front their welfare issues as required under the VSVP Act, 2011, to promote, safeguard and protect the health of animals, as defined under the above Act, to offer capacity building to livestock farmers, and other

animal keepers where necessary, for the sake of promoting animal health and new technologies as a source of livelihood and food security .

The recognized categories of VPPs in Kenya are :

1. Veterinary technologist
 - a) Bachelor degree holders in Animal Health
 - b) Diploma holders in Animal Health
2. Veterinary technicians who are certificate holders in animals health trained mostly in government training institutions called the *Animal Health and Industry Training Institutes* (AHITI's)

The training of VPPs in Kenya is organized as follows :

There are four government training institutes in animal health and meat inspection in Kenya which produce an average of 350 VPPs every year since early independence of Kenya in 1963. There are other institutions that provide training in animal health. These are mainly public and private universities. The number of these registered training institutions range from 7 - 10 depending on government licensing and produce an average of 400 VPPs each year, especially of recent past.

There is only one university in Kenya established in the late 1950s that trains veterinary surgeons and churns out an average of 50 veterinary surgeons a year. This brings the ratio of veterinarians to VPPs to 1:6.

The first VPPs to be trained in a government training institute, was in 1965. These were absorbed in to the government service after graduation. However their employment stopped in 1988 after the privatisation of veterinary services, especially artificial insemination. VPPs trained after 1989 joined the private sector as technicians who were unregulated since there was no law to regulate them. This led to the formation of the first VPPs association in 1995. The VPPs who were in the civil service and championed for the creation of the association were fired from their jobs by the government.

This awakening resulted to the creation of a new Act (*Veterinary Technicians Act*) which the Veterinary Technicians sponsored to Parliament but on submission for enactment the animal health component was struck out, thus making it irrelevant to the recognition of the VPPs.

Later in 2011 the Veterinary Surgeons Act was repealed to include the VPPs. Some VPPs participated in the process but not satisfactorily. This however, marked a new beginning for VPPs being recognised by the VSVP Act, 2011.



Ambulatory services delivered by VPPs in the arid and semi-arid lands of Kenya. Picture (c) KVPA

“The veterinary para-professionals are of great importance in disease control and the animal welfare advocacy especially in arid and semi-arid lands. Therefore there is need to empower them in terms of opportunities and recognition. The existing veterinary associations in Africa need to bridge the gap between the veterinary surgeons and the para-professionals.”

Country testimonies : Associations of VPP : Burundi

Etienne Bayubahe

President

Association Burundaise des Professionnels de la Zootechnie
(Burundi Association of Animal Production Professionals)

ABPZ

Bujumbura, Burundi

Burundi is one of the smallest African countries with an area of 27,834 km² and a population of eight million based on the 2008 population census.

The economic constraints in the country resulting from the socio-politic crisis that has existed in the country since 1993 did not spare the livestock sector and its infrastructures. Animals were stolen, culled or sold off to escape robberies. The crisis generated a reduction of the livestock population (more than 20% for bovines and even more for small livestock).

With an annual demographic growth of 3%, Burundi is witnessing a fragmentation and an overexploitation of arable lands that lead to a decrease in pasture areas.

On the basis of the above scenario, the VPPs Association of Burundi (*Association des Para-Professionnels Vétérinaires du Burundi*, ABPZ) has concentrated its attention and efforts in the practice of veterinary medicine to support farmers improve their livelihoods.

This summary describes the main issues of concern to the VPPs Association of Burundi. These are:

- The goals of the *Association Burundaise des Professionnels de la Zootechnie*
- Contribution of the Burundian VPPs in improving livestock productivity
- Collaboration of VPPs with veterinarians in Burundi
- Organisation of farmers and creation of "Centers for supplies, production and delivery" (*centres d'approvisionnement - production - écoulement*, CAPEC).

Country testimonies : Associations of VPP : Tanzania

John Chiwaligo

Ex-Chairman

Tanzania Veterinary Paraprofessional Association

TAVEPA

Dar-es-Salaam, Tanzania



The Tanzania livestock sector plays a vital role in supporting livelihoods of rural farmers. Livestock provide meat, milk, eggs, manure and draught power. They cushion against the keepers against disasters as they enable poor people to diversify and manage risks better.

Livestock keeping is viewed by many poor people in rural areas of Tanzania as one of the means that can support their livelihood at households. However, their ability to do so is always undermined by animal disease threats because of inadequate animal health services, poor land tenure that favours land use for crops production, poor animal husbandry, and inadequate feeds and trained manpower among the many other constraints.

For the realisation of the livestock sector to support the livelihoods of rural livestock farmers, the issues listed above require urgent attention. There is a crucial need for VPPs as the frontline extension cadre as an alternative approach to the delivery the animal health services in Tanzania to support the rural poor. To effectively implement this model, it is important to establish a coordinated animal health services structure that will involve all stake holders in the livestock sector.



Country testimonies : Associations of VPP : Nigeria

Godfrey Osuji

President

Nigeria Association of Animal Health and Husbandry Technology (NAAHHT)

Aba, Nigeria



Attention is drawn to the resentment and dissension shown by some stakeholders especially the veterinarians in the use of the prefix "Veterinary" and to support the use of the prefix "Animal Health" in addressing the para-professionals since the OIE has adopted it as their official title.

In view of training and learning, the scope of practice of suitably qualified *Animal Health Technologists* (AHT) should be strengthened to allow for autonomous practice in order to stop the manpower drift of disenchanted members to other menial or unrelated professions, to the detriment of animal health practice, as is currently the case in some countries in Africa, including in Nigeria.

Legislative backing coupled with well-defined roles should be entrenched through the establishment of regulatory registration boards or councils for the para-professionals just like the nurses. This will reinforce the confidence of the VPPs in entering into any harmonious relationship with other registered stakeholders in animal care and medicine including the veterinarians. It will also dispel any form of fear arising from subjugation or subversion, since they would enjoy an acceptable representation in the formation of any form of VSB.

This attitudinal shift has been tested and found workable in Nigeria, although its sustainability was broken because of corporatism, which is certainly a bane of professionalism was brought in to bear by a few depraved persons.

As for the VSBs, it is our view that veterinary authorities of participating countries need not automatically be their VSBs but should be part of it.

These ideals are panacea for strengthening the bond between the veterinarians and VPPs if OIE must catch up with the *World Health Organisation* (WHO) in Africa.

Veterinary para-professionals and mutual recognition agreements in the *East African Community* (EAC)

Timothy Wesonga, presented by Mwenda Mbaka (KVB)

Senior Livestock and Fisheries Officer
Agriculture and Food Security Division
East African Community
EAC
Arusha, Tanzania

In its regional integration agenda, the *East African Community* (EAC) envisages movement of professionals as provided for in its Treaty and outlined in the EAC *Common Market Protocol* (CMP) under the freedom on free movement of services. The EAC is a regional inter-governmental organisation of the five *Partner States* of Burundi, Kenya, Rwanda, Uganda and Tanzania. The EAC is pursuing an ambitious agenda of economic and social integration and is in the process of creating a common market that is underpinned by free movement of goods, services, people and capital.

The provision of trade in services in the EAC CMP aims at improving access to professional services throughout the region so as to promote and hasten the pace of development and competitiveness. Even with the existence of market access commitments in professional service markets, lack of recognition of foreign qualification and experience acts as core impediment to trade in professional services, hindering the free movement of professionals across borders either in their capacity as individuals, or as professional firms. *Mutual Recognition Agreements* (MRA) have a great potential for facilitating the movement of professional services suppliers. They are also instrumental to policy reform, and can be a very effective tool for economic integration, while at the same time maintaining the diversity of services that come onto the markets.

Pursuant to Article 11 of the CMP, EAC *Partner States* have undertaken to mutually recognise the academic and professional qualifications granted, experience obtained, requirements met, licenses or certificates granted in other Partner States. Partner States negotiated the Annex (VI) "*The East African Community Common Market (Mutual Recognition of Academic and Professional Qualifications) Regulations 2011*" which provide the modalities through which Article 11 of the CMP will be implemented. As highlighted in the Annex (VI) of the EAC - CMP, negotiating and signing MRAs is to be undertaken by "Competent Authorities" which may be a Ministry, a department, office, institution or agency designated by a *Partner State* to carry out the functions required by these laws.

Veterinary services are vital to the health and economic wellbeing of the EAC Partner States. In the EAC, the MRAs among the accountants, engineers, and architects have been signed. In the same vein, one of the professions identified in the agriculture sector for development of MRA to enhance trade in services in EAC is the veterinary profession because it's a regulated profession. The "veterinary" MRA is designed to promote the increased availability of veterinary services across the region, to spread best practices in regulation and raise standards of qualification.

In order to develop an MRA, the EAC with support of the German development assistance agency, GIZ, undertook two studies to better understand the role of the veterinary sector in the livestock. To this end, a stocktaking study on the regulatory and framework of the veterinary professionals in EAC and an audit of Education Institutions offering veterinary medicine or animal health courses / programmes study were undertaken. Two major categories of veterinary professionals were noted in the studies, the veterinary surgeon and the VPP.

Table. Summary overview of baseline findings of the studies into the scope for MRAs in the veterinary profession.

Partner State	Title of registered Para-Professional(s)	Name of Competent Authority	Current number registered	Ratio of VPP : Vet	Area of work
Burundi	Veterinary Technician	Ministry of Agriculture & livestock	768	13	52% Government 21% Private practice
Kenya	Veterinary Technologist Veterinary Technician	Kenya Veterinary Board	4,829	4	28% Government 70% Private practice
Rwanda	None	None (registration scheme is under consideration)	estimated 2,500 (not registered)	-	20% Government 30% Private practice 10% NGO
Tanzania	Veterinary Para-Professional Para-Professional Assistant	Veterinary Council of Tanzania	2,134	3	84% Government 14% Private practice
Uganda	None	None (no requirement to register with the Uganda Veterinary Board)			-

In the development of the MRA, a number of key issues were discussed and agreed on including : education and training, scope of practice, governance, mode of supply, authorisation, eligibility, and equivalence, just to mention a few. However, challenges were experienced in equating of the various categories of VPPs across the countries since the respective EAC *Partners States* have different systems of education. Similarly, not all the EAC *Partner States* regulatory authorities were registering VPPs. Further, it was also noted that the VPP associations require strengthening. Nevertheless, the elaboration of education descriptors in EAC came in handy to resolve and determine equivalences. In this regard, the various categories within the VPPs were fully identified. The issue of how to handle foreign credentials was also addressed. The development of the MRA process included national veterinary regulatory bodies, line ministries, veterinary training schools, veterinary profession associations and representatives of private veterinary practitioners from EAC *Partner States*. The MRA initiative will expand and offer more opportunities to the VPPs.

Rapporteur notes

Chair : Bothle Michael Modisane (OIE Delegate Republic of South Africa,
President of the OIE Council/World Assembly)

Co-chair : Tennyson Williams (Africa Director, World Animal Protection)

Rapporteurs : Patrick Bastiaensen (OIE), Samuel Adediran and Lois Muraguri (GALVmed)



There were ten presentations during this session, dedicated to African countries sharing their experiences on veterinary associations and the role of VPPs in general.

Johan Oosthuizen (Chairperson, SAAVPP, South Africa) looked at the various cadres of VPPs in the South African para veterinarian Association, their training requirements and what progress has been made in the last few years. Sister Theresa Lotter (*Veterinary Nurses Association of South Africa*, VNASA) gave an account of the Veterinary nursing training and practice in South Africa, while William Kutu (*South African Association for Animal Health Technicians*, SAAAHT) reported on the training and practice of Animal health technicians in the country. While the veterinary nurses can be employed in government and other private companies, the animal health technicians have few employment opportunities. More than 2000 are currently unemployed. Both practitioners are registered by the *South African Association of VPPs* (SAAVPP).

Mirtneh Akalu (President, Ethiopian Animal Health Professionals Association) discussed the role of VPPs in Ethiopia. VPPs in Ethiopia have fewer opportunities to work due to legal restriction. VPPs in Ethiopia are mostly government employed, although there are insufficient community AH centres and limited private practice. There is scope for better organisation, monitoring and supervision of VPPs in Ethiopia.

There are about 14 professional veterinarians in Malawi, of whom five are in private practice, according to Patrick Saini of the *Veterinary Assistants Association of Malawi* (VAAM). The association has 241 members, generally poorly linked with the veterinarians. There is some level of competition and conflict among veterinary practitioners.

In contrast, the VPPs in Kenya are recognised and are registered by the Kenya Veterinary Board, as indicated in the presentation of Robert Muthama (Deputy-Chairperson, Kenya VPP Association). There are various cadres of VPP with specified education levels. About 28% are employed in government while about 70% have private practice.

John Chiwaligo (former Chairperson, Tanzania Association of VPPs) presented the role of VPPs in Africa with particular reference to Tanzania by highlighting the general constraints to livestock production and stressing the importance of the need to establish a coordinated animal health services structure that would include all stakeholders in the livestock sector including VPPs who are the frontline extension cadre.

Godfrey Osuji (President, *Nigerian Association of Animal Health Husbandry Technologists*) emphasised that the relationship between actors in the field does not favour professionalism or indeed delivery of services to those that need them and called for greater professional collaboration. Discussions leading to policy/legislation formulation need to be inclusive, otherwise, there will be disenchantment by some stakeholders. Osuji stated that the greatest challenge faced by animal health technicians in Nigeria and elsewhere in Africa is unclear legislation and lack of defined roles.

As far as the seven countries represented (South Africa, Ethiopia, Malawi, Kenya, Burundi, Tanzania and Nigeria) is concerned, the situation was largely similar. Most have veterinary paraprofessionals, and their numbers are higher compared to veterinarians. The role VPPs play is critical. In Ethiopia, they were instrumental in the eradication of rinderpest. They are formally trained in animal health and contribute immensely to the delivery of animal health services. In most countries, they are supposed to work under supervision from veterinarians, but this is not always possible because of the severe shortage of veterinarians and lack of practical models and structures for supervision. In Malawi, the entire country has fourteen veterinarians with five of them working in the private sector. Consequently, some of the VPPs operate and manage veterinary drug stores, with minimal veterinary supervision. As much as possible, VPPs are formed into associations that stand for VPPs' interests and welfare. Almost all countries represented had a VPP association and in some cases, different categories of VPPs have sub-associations affiliated to the umbrella VPP association.

The main disparity between countries in the region is their level of recognition and registration of VPPs. The OIE has provided a broad definition of VPPs and left individual countries to adapt the specifics of the definition to their situation. Countries have different categories of VPPs depending on the level of development of the livestock industry. South Africa presents the broadest range of VPPs, who are well trained from recognised educational establishments and are formed into strong associations that advocate for their interests. They are registered by a veterinary statutory body and generally thought to be well regulated. Although most countries have VPP associations, they are not always registered by the veterinary statutory body.

Notwithstanding, VPPs face similar challenges in the region, and these are primarily to do with their lack of independence to execute animal health services for direct own gain (i.e. they have to work under supervision from veterinarians) and that their career progression, especially in the government sector is limited compared to that of veterinarians. They also face competition from untrained people offering the same service.

Timothy Wesonga's presentation was delivered by Mwenda Mbaka who shared the *East African Community's* (EAC's) role and progress in establishing Mutual Recognition Agreements with respect to VPPs. The laws governing VPPs in the five EAC countries was presented as was the status of VPPs in East Africa including the registered number of VPPs, their categories, the ratio of VPPs to veterinarians and the area of work VPPs are engaged in. The primary objective of a mutual recognition agreement is to harmonise standards to facilitate the flow of services between member countries as well as from outside the Community primarily to facilitate trade. The EAC has adopted the OIE definition of VPPs and harmonises the practice of VPPs within the framework of the broader definition provided by the OIE. Mbaka outlined the proposed minimum academic requirements of VPPs and categorized them into three levels. In the EAC, only Kenya and Tanzania registers VPPs. He concluded by advocating for strengthening of VPP associations, involving VPPs in decision making, including them in the development of laws, calling for their representation in VSB and encouraging them to register.

7. Country testimonies : other regions

Community-based Animal Health Workers : An experience of Nepal

Dhan Raj Ratala

Chairperson

Nepal Veterinary Council

Kathmandu, Nepal



Nepal is a small land locked country between India and China. It has a human population of 27 million and more livestock per hectare of cultivated land than any other country in the world. Agriculture is the principal economic activity and 87% of the population keep some form of livestock. On average, there are 5.8 livestock and or poultry per household and this contributes to 15% of the GDP.

The Government of Nepal is responsible for providing Veterinary services to the farmers through its network of 75 *District Livestock Service Offices* (DLSOs) and 1,000 Livestock Service Centres which covers about 23% farm households. The fiscal policy of Government of Nepal, 2015 has proposed "*One Village Development Committee, One Veterinary Junior Technician*" with an addition of 3,276 more human resources in the national Veterinary Services.

From 1957 to 1987, the *Department of Livestock Services* (DLS), in collaboration with the *Institute of Agriculture and Animal Science* (IAAS), has produced more than 10,000 multipurpose *Junior Technical Assistants* (JTAs) for veterinary services and agriculture. Since 1989, *Council for Technical Education and Vocational Training* (CTEVT) provides Veterinary Junior Technical Assistant training and train more than 700 VPPs per 15 months' time.

In 1980, the Government of Nepal started training *Village Animal Health Workers* (VAHW), also known as CAHWs, with a vision to build self-reliant healthy sustainable farming communities and to improve the quality of life of livestock dependent poor, marginalized and needy communities by providing animal health services "*One Village, One CAHW*". The duration of training is 35 days with fixed curricula and training module.

Considering the high demand for CAHWs by donor supported projects, cooperatives, farmers groups and Associations, business and industries for their promotional activities, the Government of Nepal delegated the training to diverse NGOs under the supervision of the government. CAHWs trained by NGOs and other agencies were confined to the project command areas without official recognition until 1997 and with the collaboration of the DLS, CTEVT started *National Skill Test* for the CAHW. The results of the skill test so far indicate that more than 50% working CAHWs pass the National Skill Test.

CAHWs play a critical and essential role in the national animal health programme and extend the reach of veterinary services to the poor, marginalized and needy communities of the rural and remote areas who would otherwise have no access. Directly or indirectly the Government of Nepal has provided them the responsibility of primary animal health care. Their role was found more valuable as a skilled volunteer/ front line service provider during insurgency and the recent earthquake disaster in Nepal. Services provided by the CAHWs have significantly reduced the morbidity and mortality of major animal diseases and there by increased production.

DLSO organise one day orientation workshop annually to discuss the problems of CAHWs and possible solution. On the availability of revolving fund, selected CAHWs provided financial support without any interest to promote the clinical practice and CAHWs liable for policy based subsidized inputs and loans from government and financial institutions.

The rate of self-employment and sustainability of CAHWs has been used as primary indicator for the success of the training. This rate has been estimated at more than 50% in the periphery of major livestock producing areas. DLSO chief is responsible for monitoring and supervision of CAHWs. Independent report of the evaluation indicates that considering the situation CAHWs are working and the service provide by them is satisfactory and both farmers and CAHWs have benefited. Issues like misuse of drugs leading to drug resistance, late reporting of disease outbreak, demand for specialised services and weak monitoring and supervision due to insufficient number of veterinarians and absence of performance assessment of individual CAHW and service provided by them is the subject of debate. Many of the trained CAHWs, (after refresher training or some specific training), have diverted from service oriented (primary animal care and treatment services) activities to business oriented activities as Agro-vet shop, dealer or supplier of feed, chickens, and vaccines. In this regard, policy makers have a task of thinking as to how to retain CAHWs to improve quality of animal health services, minimize risk and reduce the cost of service delivery.

Subject to approval of the parliament, amendment of Nepal veterinary council Act is in the process and VPPs and CAHWs will be regulated (registration /licensing as per the academic qualification) up on the fulfilment of the council standards.

Review of VPP and CAHW Training policy to identify the strength and weakness of training is needed to update the training curricula covering the concept of zoonoses, food safety, disease surveillance and animal welfare. Mainstreaming VPP and CAHW within the chain of command in the national Veterinary Service system based on the legal, technical and veterinary governance system is also needed.



A CAHW runs her own agro-vet center, performing a fecal egg test. Picture (c) NVC

The role of VPPs in clinical service delivery and public-private partnerships : A case study from Afghanistan

David Sherman

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OIE, Regional Activities Department

Paris, France

Afghanistan is a largely agrarian nation with limited arable land but considerable grazing land. As such, livestock are very important to livelihoods and the national economy. The country has experienced over 35 years of continuous military conflict and civil unrest since 1979, when the country was invaded by the Soviet Union. As a result of the ensuing conflict, clinical veterinary services, which had been available only through government, essentially disappeared.

During much of the 1980s and early 1990s, whatever veterinary services were available to farmers and herders were provided mainly by *non-governmental organisations* (NGOs) working independently or through United Nations agencies, notably the *United Nations Development Programme* (UNDP) and the *Food and Agriculture Organisation* (FAO). However, those veterinary interventions were provided largely in the context of emergency relief and were non-sustainable. FAO efforts to promote a sustainable approach to veterinary service delivery later in the 1990s were undermined by the emergence of a severe drought that killed large numbers of livestock and by the decision to pay salaries to the veterinarians and VPPs that staffed the FAO-sponsored clinics.



Following the fall of the Taliban and the establishment of an elected government, donor agencies began to look at opportunities for shifting donor support from emergency relief to long term development. In the agricultural sector, in 2004, the *United States Agency for International Development* (USAID) funded a three year project to develop a national, district-based network of *veterinary field units* (VFUs) staffed by unsalaried VPPs who would deliver therapeutic and preventive veterinary services to farmers and herders on a fee-for-service basis. By the end of that project, 388 veterinary field units were operating in 274 districts in 31 of the country's 34 provinces, with an overall staff of 585 mainly VPPs.

Ten years later the VFU network, supported by continuing education for VPPs, an active extension programme, and a reliable supply of quality vaccines and medicines, is still actively providing basic veterinary services to farmers and herders. In the meantime, donor agencies, notably the European Commission, also have invested in revitalising the government veterinary services to restore regulatory veterinary medicine in the country. Over time, government has recognised that the VFU network, and the VPPs that staff it, are a valuable resource for obtaining data on the animal health situation in a country with limited transportation and telecommunication infrastructure and few graduate veterinarians in the field. Recently, government, with the support and encouragement of donors, has begun to develop partnerships with the VFU network in the area of disease reporting, disease surveillance and disease control activities, through the establishment of sanitary mandates.

This presentation will provide an overview of the development of the VFU network, emphasising those aspects which have facilitated its sustainability. It will also describe how the public-private partnership between the government veterinary services and the VFU network is evolving to produce an integrated national veterinary service in a country still confronted with armed conflict and civil instability.

Rapporteur notes

Chair : Botlhe Michael Modisane (OIE Delegate Republic of South Africa,
President of the OIE Council / World Assembly)

Co-chair : Tennyson Williams (Africa Director, World Animal Protection)

Rapporteurs : Moetapele Letswenyo and Patrick Bastiaensen (OIE),
Lois Muraguri (GALVmed)



This session covered two presentations on experiences from other regions of the world, i.e. Nepal and Afghanistan.

Dhan Raj Ratala (Veterinary Council of Nepal) shared Nepal's experience in engaging CAHWs, and VPPs generally, in veterinary service delivery. Dr. Ratala began by outlining Nepal's livestock production system and agro-ecological geography as well as bio-diversity. Nepal relies heavily on CAHWs for delivery of animal health services especially to the rural poor in remote areas. Nepal has established programmes run by the Council for Technical Education and Vocational Training that offer training to VPPs and CAHWs – national skills test for CAHWs are administered under the *Directorate of Livestock Services (DLS)* which is responsible for the monitoring and supervision of CAHWs. Although CAHWs are recognised and the Government has mandated them with the responsibility of primary health care, serious challenges exist on the service provided by CAHWs e.g. weak supervision due to insufficient numbers of veterinarians, lack of performance assessment, misuse of drugs leading to drug resistance and lack of/late reporting of disease outbreaks. In spite of the recognition of CAHWs by the DLS, CAHWs are not registered – the Nepal Veterinary Council Act is in the process of amendment to provide for the registration/licensing of VPPs and CAHWs. CAHWs were highlighted as being instrumental in providing services especially in light of recent earthquake disaster.

David Sherman (Coordinator, Veterinary Legislation Support Programme, OIE) presented a case study from Afghanistan describing the country and its livestock industry. Sherman highlighted that due to the political and security situation in the country, in the early 2000s the veterinary services had almost collapsed completely. There were very few veterinarians, dysfunctional veterinary faculties, poorly trained veterinarians and reluctance by veterinarians to work in rural areas. Diseases, (especially trans-boundary animal diseases such as FMD and PPR), war and drought depleted livestock. USAID funded the *Rebuilding Afghanistan's Agricultural Markets Programme (RAMP)*. The veterinary component of RAMP, aimed at establishing *Veterinary Field Units (VFUs)* was administered by an NGO called the *Dutch Committee of Afghanistan (DCA)*. Under the programme, high-school graduates with livestock experience were trained for six months to become VPPs and deployed at district level as VPPs. The community-based aspect of the VPPs was very important as it brought in an element of *trust*. They operated as private enterprises on a full cost-recovering basis, using good quality equipment, vaccines and medicines supplied by the project. As the political situation in Afghanistan improved, VFU have now been integrated into official animal health service provision, supervised and supported by government under the *sanitary mandate control scheme (SMCS)*. The use of VPPs in the VFU programme worked for Afghanistan and has led to public-private partnership in veterinary service delivery, with the by government creating an enabling environment.

During the discussion that followed the two presentations, the following areas were addressed :

The role of veterinary para professionals and CAHWs – VPPs and CAHWs are widely used in Africa and Asia; the reality of shortage of veterinarians and conflict in these regions leaves governments and farmers with no alternative but to use VPPs and CAHWs for primary animal health services delivery, sometimes without adequate supervision from a veterinarian. It has also become clear that the VPPs are very diverse and often not well regulated in some countries. Whilst there is recognition of the important role they play, issues of the training, recognition, registration and diversity of work have become paramount.

The training of veterinary para professionals – this is critical and must be commensurate with the functions and mandate of the respective cadre of VPPs. The training need not be standardised across all countries. It however needs to recognise the different cadres/categories of VPPs and reflect the skills and knowledge required to perform the permitted duties and functions. It is recommended that for CAHWs, learning is continuous and is implemented within a reasonable time after the training; otherwise, the learnings are not optimised. Lack of adequate or proper training can lead to disastrous outcomes including misuse of veterinary drugs hence resistance. Where cadres are allowed to perform duties such as conduct faecal tests, run agro-shops, etc., all other legal requirements need to be met and adequate training provided. However, focus on training of veterinarians must also receive urgent attention – the lack of enough veterinarians is a primary cause of the dire situation.

The independence of veterinary para professionals and the clarity of their roles – even where legislation on and recognition of VPPs exists, independence/autonomy of VPPs is not always clear. The rules need to clearly stipulate in what circumstances functions can be delegated e.g. must a VPP be employed by a veterinarian (or the government) or would adoption of a supervision model suffice ? The OIE definition refers to “under the responsibility and direction” of a veterinarian. Typically, the words “delegation” and “supervision” are often used without mutual understanding of what this actually means in practice and how it could work. VPPs need to be involved in defining and clarifying this. A consultative process is advisable. There should be clear mandates with freedom and sanctions exercised where there is misuse of mandates. In some cases, VPPs have embarked on the career thinking they can practise widely only to find there are limitations to their autonomy/independence.

Sustainable models of supervision – the sanitary mandate model used in Afghanistan is an example of how the private sector could be used to deliver on public good outcomes. The models for this have to be worked out on a country basis according to a country's needs. There is a need to explore workable and sustainable supervision mechanisms to fulfil the chain of command principle enshrined in the OIE guidelines. Veterinary statutory bodies should engage VPPs and other actors to agree on what these models should be and how they would be put into practice.

8. Veterinary oversight, veterinary medicines and vaccines

OIE standards and guidelines (including veterinary drugs)

Etienne Bonbon

President

Terrestrial Animal Health Standards Commission

OIE

Paris, France



The OIE mandate aims at improving animal health and welfare and veterinary public health, and to consolidate animal position worldwide.

One of the fundamental tools of this organisation with a 180 countries' membership to fulfil its mandate, is its range of standards and guidelines, essential to globally implement efficient interventions.

OIE standards rely on up-to-date scientific and technical knowledge. They can be found in the Terrestrial and Aquatic Code and Manual. Well implemented, they protect animal health and welfare and veterinary public health during the production and trade of animal and animal products, as well as during animal use.

In the current context of globalisation, animal health measures facilitating international trade of animal and products of animal origin, and at the same time protecting public and animal health without imposing unjustified commercial restrictions are getting more important. Thus, OIE became the leading standard-setting body for animal health and animal diseases in the *Agreement for Sanitary and Phytosanitary Measures* (SPS Agreement) of the *World Trade Organisation* (WTO).

Veterinary Authorities and others relevant authorities have to apply all the standards included in the Terrestrial and Aquatic Codes in order to implement measures for early detection, in-country declaration, the reporting and control of pathogens, including zoonotic organisms for terrestrial and aquatic animals, and preventing their spread via international trade in animal and animal products, without initiating unjustified sanitary barriers to trade.

Those codes contain chapters especially focusing on relevant use of antimicrobials.

The role and responsibilities of all stakeholders in animal health and welfare and veterinary public health sectors are clearly defined, including the key role of the Veterinary Authority.

The Manual of Diagnostic Test and Vaccines for Terrestrial Animals and the Manual for Diagnostic Tests for Aquatic Animals provide a harmonious approach for the diagnostic of diseases describing internationally recognised diagnostic techniques, and also baseline procedures for the production and control of vaccines.

The OIE periodically updates its international standards, as new scientific information is made available, along clear and democratic processes. To adopt a standard, it has to be approved by the World Assembly of Delegates for OIE, the highest authority in the organisation meeting once a year in May, for the General Session of OIE.

Delivery systems in animal welfare / animal protection

Benson Wachira Kariuki

Chief Executive Officer

Pan-African Animal Welfare Alliance

PAAWA

Nairobi, Kenya



Science shows that animals can feel pain and suffer. They are sentient being.

Most of the laws and legal systems in the world governing human interaction are meant for order to alleviate pain and suffering that would be experienced by people in absence of such laws and legal systems. To alleviate pain and suffering in animals we must also have laws and legal systems that governs how animals are treated.

The use of animals carries with it an ethical responsibility to ensure the welfare of such animals. Thus animal protection systems must place responsibility on certain individuals with an emphasis that animal welfare is key to achieving sustainable development and livelihoods.

This calls for a protection system that recognises various stakeholders who have diverse interest and points of view. These stakeholders include animal owners, animal handlers, veterinary doctors, animal producers, processors, transporters, animal welfare bodies, researchers, consumers and government agencies.

The protection system must bring all stakeholders within its control and regulation to ensure animal welfare is taken care of. The protection system must focus on the animal with an emphasis that animal welfare is a human responsibility that encompasses all aspects of animal wellbeing through well-defined standards of animal welfare.

The system must provide for acts of omission or commission that are prohibited in relationship to animals and sanctions against such acts. The sanctions must be enforced through a well-known predictable system of enforcement.

The protection system must provide an environment where all animals are provided with care and compassion both in policy and practise

Delivery systems in food safety and meat hygiene : Kenya

Agnes G. Maina

Deputy Sub County Veterinary Officer (Kiambu County),
Ministry of Agriculture, Livestock and Fisheries,
Kiambu, Kenya



“Food safety” refers to practices that preserve food quality to protect consumer health. Food safety in the *Directorate of Veterinary Services* (DVS) in Kenya is under its Veterinary Public Health and Animal Products Division. The DVS regulates inspection and certification of animal origin foods and animal feeds; regulates abattoirs, and communicates food safety risk through reporting. The Directorate tests for residues on a small-scale basis through private and public facilities; and by its authority research is conducted by individuals and organisations. It is guided by Acts such as the Meat Control Act, *Veterinary Surgeons and VPPs Act* (VSVP Act) and Prevention of Cruelty to Animals Act. It collaborates with other sectors in implementing Acts relevant to food safety e.g. Public Health Act, Stock and

Produce Theft Act, Wildlife Management and Conservation Act.

The DVS is responsible for animal health and animal product standards, and is the enquiry point for the OIE. Many food safety risks arise pre-slaughter and can be reduced through the standards and practices recommended by OIE and *Codex Alimentarius* Commission. Furthermore, many food safety standards for Kenyan products are set based on guidelines developed by these bodies. This has been made possible by Kenya’s participation in the meetings held by these bodies.

The food safety delivery systems face challenges such as poor compliance with sanitary measures; inadequate capacity building; weak link between research, policy and extension; and insufficient resources. Despite the challenges, successes have been realized. Meat inspection has been taken over from the State Department of Health to Veterinary Public Health and Animal Products Division in most counties and there are plans for complete the take-over in all counties. Meat inspectors have been trained continuously, abattoirs and meat transport containers have been licensed annually, sanitary documents have been issued at abattoirs for all meat consignments, and surveillance of meat sale outlets has been conducted regularly.

The Constitution of Kenya (2010), created a devolved system of governance. One of the effects of devolution was transfer of some veterinary functions to county governments; others remained under the National Government. For smooth interaction between the two levels in food safety delivery systems, the Draft Veterinary Policy (2015) proposed the National government’s role as development of protocols for Food Safety Assurance such as codes for inspection of animal origin foods; and provision of regulation for animal feed production. County governments’ role is to implement these protocols and regulations. Additionally, both should establish ‘One Health’ legislation and platforms to manage animal-based food hazards. With transition to devolution, challenges surfaced. Among these included disharmony of fees and regulation across counties. However, there are successes such as closer collaboration with other relevant sectors e.g. Health, Livestock Production; and increased food safety capacity-building forums for stakeholders.

Requirements for one to qualify as a VPP include at least two years training in animal health to certificate level or a diploma in the same area. For meat inspectors, a further certificate-level training is mandatory. Supervision of VPPs is undertaken by veterinary surgeons. VPPs contribute to food safety as follows : (a) managing and reporting diseases including those associated with food safety; (b) conducting ante- and post-mortem inspection at slaughter. (c) creating food safety awareness; (d) overseeing hygiene and standard maintenance in abattoirs and during meat transport; (e) ensuring post-abattoir compliance with regulation through meat surveillance; (f) aiding in minimisation of antimicrobial resistance and drug residues via prudent veterinary drug usage; (g) ensuring humane slaughter which facilitates proper carcass bleeding thus improved keeping quality; (h) issuing sanitary documents for meat and live animal transport; (i) aiding in 'AGROVET' supervision to ensure appropriate animal feed storage that in turn prevents contamination and spoilage, and to ensure controlled sale of veterinary drugs; and (j) participating in collaborations between the DVS and other sectors.

VPPs play a vital role in food safety delivery systems for the benefit of society. FAO indicates existence of significant global food safety challenges, and in their role, VPPs are intimately involved in overcoming them. Additionally, increased food trade, rising demand for animal protein and increasing consumer awareness of food safety are indicators of the immense influence now VPPs have, and will continue to have.

Delivery systems in rural and poor settings : policy perspectives

Lois Muraguri

Director

Policy & External Affairs

Global Alliance for Livestock Veterinary Medicines (GALVmed)

Edinburgh, UK



Livestock production in Africa is predominantly by smallholder farmers most of whom are based in rural areas. The number of veterinarians working in rural areas is low. This is occasioned by a variety of reasons. Veterinary services in African countries have typically been provided by the public sector – structural adjustment and the privatisation policies led to a decline in public spending in veterinary services. In addition, there are insufficient numbers of veterinary professionals being trained in veterinary schools with some countries having zero investment in tertiary veterinary education. In the past, the assumption was that this gap would be filled by the private sector. The reality is that the low economies of scale in rural smallholder farming systems do not provide sufficient commercial incentives for the mainstream private sector to play a major role in delivery of livestock health services. Most private

veterinarians prefer servicing urban and peri-urban areas. This has resulted in an unmet need among rural small holders that is increasingly filled by VPPs, CAHWs and other para-professionals. These groups are now recognised as important actors in the provision of livestock health products and services among rural small holders in Africa.

Whilst the OIE guidelines provide for the operation of VPPs *'under the responsibility and direction of a veterinarian'*, many countries are yet to adopt supportive policies and legislation – in fact, some explicitly prohibit para professionals from selling veterinary services. This presentation presents the findings from two GALVmed commissioned studies on the policy, regulatory and administrative framework for delivery of livestock health products and services in Africa. It also highlights GALVmed's work in supporting policy reform aiming at recognition, accreditation, and regulation of para professionals including CAHWs.



Countries covered by a GALVmed-commissioned study (2013, 2014) to review the policy, regulatory & admin framework under which actors involved in the delivery of livestock health products & services operate in the specified countries.

Delivery systems in rural and poor settings : marketing perspectives

Christie Peacock

Founder and Chairperson

Sidai Africa Ltd,

Nairobi, Kenya



Livestock farmers in Africa struggle to access good quality inputs, effective knowledge and fair markets. In most countries the government veterinary service is under-resourced and unable to provide a full range of services to livestock keepers. Regulation of the emerging private sector is very weak allowing unqualified people to sell livestock products, including *Prescription Only Medicines* (POMs) directly to farmers. Many of these products are of sub-manufacturing standard, or are counterfeits. This leads to extensive misuse of drugs through poor diagnosis, incorrect product use and under-dosing. Drug resistance is rising in the use of anthelmintics, antibiotics, acaricides and trypanocides.

Sidai Africa Ltd is a pioneering company that aims to open access to good quality livestock services to farmers and pastoralists in Kenya. It is setting up a national network of professionally-managed branded Livestock Service Centres across Kenya which only stock quality products and offers a full range of livestock services. Sidai places emphasis on herd health, preventing disease and improving management wherever possible. Sidai's buying power is already improving the profitability of Sidai centres enabling them to offer professional services including clinical services, AI, vaccination, simple diagnostics and farmer training. In 3 years Sidai has opened 120 centres serving 100,000 farmers in Kenya. Sidai centres are run by technically-qualified professionals who may be Sidai staff or business partners operating as franchisees using the Sidai brand.

Sidai's unique network, overseen at all levels by qualified veterinarians, provides a professional framework within which veterinarians, livestock technicians, dairy technologists, breeders and nutritionists can work together providing a complete service to farmers and pastoralists. Sidai is aware of the need to enhance a basic veterinary training with higher level technical, as well as business, and

farmer communications skills. Sidai is a Kenya Veterinary Board - approved provider of professional training courses. It is planned to start a Sidai Academy in 2016 offering industry-focused practical training to Sidai staff, franchisees and the wider profession. Sidai will also expand its intern programme for veterinary graduates in the near future.



Sidai Livestock Service Centre in Eldoret, western Kenya. Picture (c) Sidai Kenya Ltd.

Delivery systems in rural and poor settings : Community Veterinary Clinics : South Africa

Dave Kenyon

CVC Director

South African Veterinary Association *Community Veterinary Clinics* (SAVA-CVC)

Pretoria, South Africa



Mission of SAVA-CVC

The South African Veterinary Association *Community Veterinary Clinics* (SAVA-CVC) main function is to render primary veterinary services (vaccinations, parasite control and sterilisations) to disadvantaged communities who have little or no access to veterinary services. We currently have 29 clinics nationwide, reaching 80 communities and approximately 24,000 animals annually.

What are the benefits to the veterinarians involved?

1. Reduction in SAVA membership fees (50%).
2. Controlling infectious diseases in their area.
3. Education and compassion for human life.
4. Marketing and *public-relations* / PR in their practices.
5. Separating charity from regular clinical work.
6. More cohesive veterinary community.
7. Access to *Compulsory Community Service* (CCS) veterinarians.

How does the CVC work?

CVC head office's main function is a central facilitation mechanism: logistics, donations, funds, cooperation agreements. Vets donate their time and facilities to deliver primary health care.

Misconceptions.

1. CVC has lots of money.
2. Donations are used up in administrative functions.
3. It is difficult to open a CVC.



The CVC Team consists of :

- CVC Directors: Dr. Dave Kenyon, Dr. Paul van Dam, Dr. Louween Edwardes, Dr. Rebone Moerane, Dr. Thiresni Chetty
- CVC Staff: National Coordinator: Elize Joubert, Gauteng Coordinator: Elsa Daniels, Driver and storeroom manager: Vhonani Manenzhe, Fundraiser: Elmien Delport

Rapporteur notes

Chair: Peter Jeffries (CEO, GALVmed)

Co-chair : Godfrey Osuji (Chairperson, NAAHHT, Nigeria)

Rapporteur : David Sherman (OIE)



There were six presentations in this session dedicated to the concept of veterinary oversight and issues surrounding veterinary medicines and vaccines.

Etienne Bonbon (Chairperson, OIE Terrestrial Code Commission) reviewed the evolution of the OIE mandate since the organisation's inception and described the OIE's role as a standard setting body of the World Trade Organisation for trade in animals and animal products. He reviewed the purpose and use of the OIE Terrestrial and Aquatic Codes and Manuals and in particular drew the participants' attention to Section 3 of the Terrestrial Code on the Quality of Veterinary Services, notably parts 3.2.9 and 3.2.14., as well as Chapter 3.4.11 on legislation standards for veterinary medicines and biologicals. He also referred participants to Chapters 1.1.6 through 1.1.10 on vaccine production in the Terrestrial Manual. He emphasised the proper use of the OIE texts to prepare legislation, improve governance of veterinary services, ensure prudent use of antibiotics and to define the roles and responsibilities of all actors in animal health. He concluded his presentation with a description of overall OIE standard-setting process and the roles and responsibilities of OIE Delegates in that process.

Benson Wachira Kariuki (Chairperson, PAAWA) described the necessary elements for an effective delivery system for animal welfare and protection, starting with the need to recognise that animals are sentient beings that need to be protected from pain and suffering. He emphasised that effective delivery systems must identify and engage all relevant stakeholders and must address acts of omission and as well as commission. He drew attention to the importance of having mechanisms and resources for effective enforcement and drew attention to special concerns of protecting animals in war and natural disasters. He discussed the role of veterinarians in the investigation and prosecution of animal cruelty cases and emphasised the necessity of suitable legal frameworks and procedural mechanisms for effective animal welfare protection. He concluded with a recognition of the importance of leadership and the participation of veterinarians and VPPs in promoting and implementing animal welfare and protection.

Agnes Maina (County Veterinary Services, Kenya) provided an overview of the delivery system for food safety in Kenya, the roles and responsibilities of the *Department of Veterinary Services (DVS)*, and the relationship with other ministries and agencies involved in food safety, emphasising that the relevant legislation for food safety in the country derived from multiple agencies. She enumerated recent advances and successes, such as the DVS taking over meat inspection at the county level but also noted remaining challenges. With regard to the role of VPPs in food safety, in particular meat inspection, she acknowledged that they are actively involved. VPPs require at least two years of formal training and are given a wide range of responsibilities including, *inter alia*, ante- and post-mortem inspection, general hygiene in the abattoir, inspection of meat transport containers and ensuring humane slaughter. She concluded by saying that VPPs have a vital role to play in food safety for the public good in Kenya.

Ms. Lois Muraguri (Director Policy & External Affairs, GALVmed) presented the results of two studies performed by GALVmed on the policy, regulatory and administrative framework for delivery of livestock health products and services. One study was conducted in 5 countries of Eastern and Southern Africa and the other study in 7 countries of West and Central Africa.

She briefly described the study methodology, emphasising that the investigators strived to identify which actors are allowed to do what, and also to identify discrepancies between established policies and actual practices in the field. Among the key findings were that VPPs and CAHWs are critical for providing access to animal health in Africa, but are mostly not recognised, accredited or regulated in many African countries. Further, different levels or categories of VPP are not easily distinguished and some categories are not acknowledged. She emphasised that all actors need to be considered in the overall animal health delivery system and that a pragmatic approach is required, recognising that effective enforcement on standards of service delivery is essential. She concluded her presentation by describing GALVmed's policy work, emphasising that they are respectful of existing legislation and regulatory processes and work with appropriate authorities and partners. She provided an example of India where GALVmed is working on standards for CAHWs in conjunction with the Animal Health Department and the National Skills Council.

Dr. Christie Peacock (Chairperson, SIDAI Africa Ltd.) started her presentation with a description of the kinds of expertise and inputs farmers in Africa need to access in order to improve their productivity and described how difficult it is for farmers to obtain that expertise and inputs. She explained that she created SIDAI as an effort to address that problem in Kenya. SIDAI was created in 2011 with the objective of revolutionizing the provision of livestock and veterinary services to pastoralists and farmers in the country by creating a more sustainable service delivery model. Whereas SIDAI guarantees the highest quality of products and services to farmers and herders, Christie Peacock noted the challenges of competition from unregistered drug shops offering sub-standard or improperly handled vaccines and medicines staffed by people with no appropriate training. She called for greater regulation of these enterprises which are usually operating outside of existing laws. Dr. Peacock explained that a key element in the SIDAI business strategy is to increase the amount of preventive veterinary care available to farmers noting that recent studies indicate a woefully low rate of vaccination of African livestock even though animal disease is well recognised as a major constraint on productivity. She also noted that SIDAI takes a holistic approach and provides inputs, advice and training on crop health and production as well as animal health and production.

Finally, David Kenyon (Director of the CVC programme of SAVA and a private companion animal veterinary practitioner in South Africa) described the *Community Veterinary Clinics* (CVC) programme of the *South African Veterinary Association* (SAVA), offering it as an interesting additional model for veterinary service delivery in difficult to serve areas. Under this programme, veterinary practitioners and VPPs volunteer their time to provide clinical services to companion animal owners in poor communities and also to address rabies control in dogs through vaccination, sterilisation and education of owners and their communities. In addition, the CVC is engaged with South Africa's *Compulsory Community Service* (CCS) programme which requires recent graduates of the Onderstepoort Faculty of Veterinary Science to work in underserved areas for a period of time after graduation. Dr. Kenyon observed that pet owners who participate in the CVC programme and receive quality treatment and care for their animals gain increased respect for life, both animal and human. He concluded the presentation by describing the innovative fund raising efforts of practitioners who participate in the programme, noting that the regular clients of these practitioners are often very willing to support their charitable enterprise with the CVC programme.

In the discussion period that followed several points were raised. In response to two questions from Mwenda Mbaka from Kenya (Chairperson, KVB), Etienne Bonbon first indicated that there are no direct penalties for an OIE Member Country Delegate who does not comply with OIE standards, but rather, the consequences in not meeting standards would be associated with a potential loss of trade. Secondly, he clarified the process for revision of OIE standards indicating that the standards are regularly reviewed in response to Member Country requests and that revisions can occur, following the same full procedure used for the initial adoption of standards. In turn, Dave Kenyon confirmed that the CVC programme utilizes volunteer VPPs as well as volunteer veterinarians.

9. The training of veterinary para-professionals in Africa

The training of VPPs in Africa : Training and role of the *Veterinary Statutory Bodies (VSB)* : the Namibia model

Anna Marais

Registrar

Namibian Veterinary Council

Windhoek, Namibia

The Veterinary and Veterinary para-professions Act, Act 1 of 2013, provides amongst other functions for the regulation of persons practicing veterinary professions and veterinary para-professions in Namibia. The Act further specifies the eight categories of veterinary para-professions registrable in Namibia. These are as follows:

- Veterinary Nurse
- Animal (Veterinary) Health Technician
- Veterinary Technologist
- Veterinary Laboratory Scientist
- Wildlife Para-professional
- Veterinary Physiotherapist
- Equine Dental Technician
- VPP in assisted animal reproduction



The Regulations to the Act outline the subject courses, curriculum requirements and qualifications required for each category of VPP who wishes to be registered in Namibia. The Regulations specify that when considering an application, Council may register graduates from an accredited institution previously audited by a team of experts appointed for such purpose, following approved guidelines. Applicants from any non-accredited institution are invited to sit a Council examination for registration. Council may also accept an examination conducted by another statutory body.

When Act 1 of 2013 was promulgated, a “grandfather clause” made provision for registration of VPPs who did not hold the specified diplomas or degrees, but who had practiced the relevant veterinary para-profession in Namibia for at least five years prior to publication of the Regulations.

Until recently, no tertiary institution in Namibia has offered training for VPPs in the country. The Council has therefore relied on detailed curriculum requirements, drafted from various tertiary institutions and statutory bodies elsewhere in the world, but tailored to be relevant to Namibia, to evaluate the training of our applicants. The University of Namibia has now embarked on a programme to train both veterinarians and VPPs in Namibia. The University is working closely with the Council in drafting curricula and practical requirements for both their BVM and Higher Diploma in Animal Health, and it is envisaged that when the first cohort of students graduate, the Council will have completed an audit of the institution, enabling the graduates to register immediately.

Without a dedicated committee of experts, appointed expressly to advise Council on education and training requirements for VPPs, and to draft guidelines for auditing and accreditation of various courses, it would not be possible for Council to apply the conditions of registration with confidence.

Training and the outcomes of PVS missions conducted in Africa

Patrick Bastiaensen

Programme Officer

Sub-Regional Representation for East Africa and the Horn of Africa

OIE

Nairobi, Kenya



Based on the outcomes of 30 country evaluations (and gap-analyses) of Veterinary Services in Africa conducted by the OIE as part of its PVS Pathway, and providing information on the technical skills of VPPs, it may be concluded that VPP are generally better qualified for their jobs than veterinarians are for theirs, with less instances of inadequate skills, below-standard qualifications or general under-performance.

In 37% of countries, *“the training of VPPs is of a variable standard and allows the development of only basic competencies”* (as defined in level of advancement 2 of the PVS Tool), whereas in 33% of countries *“the training of VPPs is of a uniform standard that allows the development of only basic specific competencies”* (corresponding to the level 3, out of 5).

Only in 7% of countries, does *“the majority of VPPs have no formal entry-level training”* (level 1). In the remaining 23% of countries is *“the training of VPPs (...) of a uniform standard that allows the development of some advanced competencies (e.g. meat inspection)”*, corresponding to a level of advancement 4 out of 5. The latter category countries are situated in west Africa (2) and southern Africa (5). None of the countries in Africa attains the highest level 5, whereby *“the training of VPPs is of a uniform standard and is subject to regular evaluation and/or updating”*.

Based on a survey conducted in 2013 by Bastiaensen *et al.* in view of the third OIE *Global Conference on Veterinary Education and the Role of the Veterinary Statutory Bodies* (Foz do Iguaco, Brazil, 2013) each country in Africa has –on average- 1.3 faculties or schools of veterinary medicine or sciences, offering university degrees in veterinary medicine and 4.2 institutes or schools providing sub-university / diploma training in animal health, such as veterinary nursing schools.



The training of meat inspectors in Botswana

Andrew Aganga

Principal

Meat Industry Training Institute

Botswana College of Agriculture

Lobatse, Botswana.



The meat industries of many African countries face a challenging future as a result of changing consumer attitudes on issues such as food safety, animal welfare and general health-related needs. Well qualified and adaptable VPPs (meat inspectors), technical managers are needed to respond positively to problems and marketing opportunities. In meeting the needs of the African continent in manpower development for safe food, FAO established in Botswana an Institute named *FAO Regional Training Centre for Meat Inspectors and Meat Technologists in Africa*. Preliminary training started in October 1984 while full training operations started in 1985. FAO managed and organised courses until the end of the Agreement period and then handed the Institution over to the Botswana Government in September 1991.

The Institution was renamed *Meat Inspection Training Centre* (MITC). Academic activities commenced in January 1996 after a break of 5 years. A Certificate in Meat Inspection is awarded to successful participants after a six-month training.

Since its establishment in 1984, over 1,900 participants from 45 African countries have undergone training at the Institution. Facilities at MITC consist of two classrooms, three hostel blocks with total bed space of 40 (2 sharing), an administration block, staff offices, library, a laboratory, 2 bed-room guest house and an abattoir. The abattoir serves as a training facility with the ability to process 50 head of cattle, 50 sheep, 50 goats and 50 pigs per day. Furthermore, the modern abattoir of *Botswana Meat Commission* (BMC, an EU-approved export abattoir) is in the immediate neighbourhood and provides additional training facilities for the Institute.

Courses that are delivered as part of the Certificate Programme are *parasitic diseases of food animals, ante-mortem and post mortem inspection, microbiology for meat inspectors, pathology of food animals, food safety, sanitation of meat establishments, anatomy and physiology of food animals, food safety legislation, epidemiology and zoonosis, meat preservation, poultry inspection, abattoir by-products collection, processing and utilisation*.

Pre-requisite qualifications and experience for the meat inspection programme is a Certificate in Animal Health and Production, with a minimum of 2 years working experience in the meat industry.

On the 1st of April 2012, MITC was taken over by the *Botswana College of Agriculture* (BCA) through a Presidential Directive. The name of the Institution was amended to *Meat Industry Training Institute* (MITI). The goal of this take-over was to place the Institution under the umbrella of a Tertiary Academic establishment so that it can grow to meet the various training needs of the continent

While the Institute currently offers a *Certificate in Meat Inspection*, development of a *Higher Diploma in Meat Inspection* programme is at an advanced stage. It is planned to commence in August 2016. It will consist of a 3 year full time programme made up of 30 courses with a total of 99 credits, excluding *Field Practical Training* (FPT).

Previous page : MITI training abattoir, located in Lobatse, Botswana. Picture (c) MITI.

The training of VPPs in Nigeria

Jacob German

National Secretary

Nigerian Association of Animal health and Husbandry Technologists (NAAHHT)

Ughelli, Nigeria



The origin of the training for animal health practice in Nigeria dates back to 1914. This was when the first formally organised institution for the training of animal health and productions' manpower was established in Zaria. It was also then when a standard institution for veterinary training and vaccine production was established in Vom, Jos (Plateau State). The establishment of these was followed by the emergence of various faculties of veterinary medicine in Nigerian universities to provide higher training for veterinary officers.

Nigeria, at the last livestock census had 13.8 million cattle, 122 million sheep, 34.5 million goats, 150 million chickens, 11 million ducks, 15 million pigeons, 3.4 million pigs and 218,000 camels. To manage this resource, the country therefore requires an appreciable

body of trained personnel. To achieve this, institutions were given the mandate to train technicians and technologists in the area of animal health and production in order to bequeath knowledge and skill essential for livestock development projects and extension services. The technicians and technologists also act as a bridge for feed-back between agro-veterinary researchers and the livestock-keepers for problem identification and appropriate solutions.

The training in animal health is diverse and is currently provided by 24 training institutions in Nigeria. They can be divided into four (4) categories, based on their establishment status: 1st generation (the colonial policies and training programme 1914 – 1950), 2nd generation institutions (1947 – 1962), 3rd generation institutions (1980 till date) and 4th generation institutions (BSc degree animal health & management, university programme). The training imparted by the veterinary school in Vom in the 1st and 2nd generation was of high profile as the education system then was aligned to Nigerians' colonial past, which was shared by other African countries. The 3rd generation training was aligned to curricula provided by the *National Board for Technical Education* (NBTE).

Certificate programmes in beef, poultry and swine production are offered during a five-months training course for attendants and assistants while diploma and degree courses within a period of 2-5 years. The equivalent of ordinary diploma is undertaken in 3 years; higher national diploma in 5 years; and the B.Sc. degree in animal health and management at the university in 4 years.

Presently, the college in Vom offers in addition to the diploma courses, certificate courses. Although the concept of *One Health* is gradually gaining popularity, there is a worrisome problem emerging in the quality of animal health graduates produced under the standard and accreditation of the NBTE. There appears to a "*dilution*" of their academic curriculum. This is a sensitive issue because animal health graduates may work not only locally or regionally but also internationally, either in the government or private sector. The importance of the animal health technologists' role and functions (including primary animal health care services, animal welfare, public health and animal health drugs and agro allied chemical handling) is such that the inefficiency in their training curriculum must be addressed urgently, if their complementary role to the veterinarians is to be achieved.

Finally, there is a need for assessment and revision to upgrade the para-animal health professionals' academic curriculum and services. This reform will promote and improve the animal health education in Nigeria and to ensure that the graduates acquire strong skills and complementary autonomy to begin their careers and help to enhance Nigeria's animal health services with the objective to meet the OIE standards.

Becoming a VPP as a stepping stone to a veterinary undergraduate degree

Johan Oosthuizen

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South African Association of VPPs (SAAVPP)

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Registration with the South African Veterinary Council is compulsory for all VPP in South Africa.

Different VPP are recognised in South Africa namely: Veterinary Nurses, Veterinary Technologists, *Animal Health Technicians* (AHT), Animal Laboratory Technicians and *Veterinary Welfare Assistants* (VWA) with at least 3 other possible groups being registered in the near future.

In South Africa it is also compulsory for all VPPs, for registration purposes, to comply with regard to the approved prescribed qualifications.

These qualifications are however not presented at a single University and as such a similar foundation phase or outcome does not exist. Currently the *University of South Africa* (UNISA) and the *North-West University* (NWU) offer the approved Animal Health qualifications with the *University of Pretoria* (UP) offering the Diploma in Veterinary Nursing and *Tshwane University of Technology* (TUT) offers the 3 year Diploma in Veterinary Technology. Currently no institution in South Africa is offering a qualification in Lab Animal Technology for the Lab Animal Technicians. The new one-year certificate for Veterinary Welfare VWAs will be introduced in 2017.

Most of the VPP qualifications were developed in collaboration with the specific VPP group and for their specific needs with some generic modules and or subject content between the different groups.

These generic modules include *anatomy and physiology, animal diseases, pharmacology, laboratory diagnostics* etc., with different outcomes levels according to specific needs of the VPP group.

The ideal situation will be to have a common outcome with certain module being generic at first year level with specialisation being introduced only as from 2nd year onwards.

This will pave the way for VPPs to either articulate into the undergraduate veterinary degree and or being able to come back and enter the undergraduate veterinary degree at the 2nd year level after completing a VPP qualification.

VPP entering the undergraduate degree, after being exposed to the field work for a number of years, will definitely be more practical veterinarians after qualifying with the veterinary degree.

Further to the above, qualified VPPs must be allowed the opportunity to get *Recognition for Prior Learning* (RPL) after a certain number of years if they were actively involved in the related work field.

This entails that duly qualified VPPs practising for at least 5 years be given RPL and admission to re-enter the veterinary degree at a 3rd year level.



Practicals in post-mortem, conducted as part of the training of VPPs in South Africa. Picture (c) UNISA.

If a pre-agreed method of articulation can be implemented within all African countries it will most definitely contribute towards the relief of the shortage of veterinarians on the continent.

Notwithstanding numerous efforts in the past within South Africa, an agreement could not be reached in bringing together all the above qualifications at a single academic institution or having a generic outcomes level.

Rapporteur notes

Chair: Wondwosen Asfaw (Chairperson, Ethiopian Veterinary Association)

Co-Chair: Yacouba Samaké (Regional Representative Africa, OIE)

Rapporteurs: Samuel Adediran (GALVmed), Samuel Wakhusama (OIE)



There were five presentations in this session dedicated to the training of VPPs in Africa.

Anna Marais (Registrar, Veterinary Council of Namibia) presented on the training and activities of Veterinary Nurses based on an intensive 2 year course at the University of Namibia. Vet nurses are registered by the VSB in the country and could operate private practice. There is a provision for persons who have trained on the job over many years to also acquire certification through the "Grandfather clause" over a period of two years. The level of VPP experience is evaluated and candidates are placed at an appropriate level of the study.

Patrick Bastiaensen (Programme Officer, OIE) gave the second part of the PVS survey looking at the competencies of Vets and VPP in member countries. The evaluation focussed on the available physical infrastructure at training institutions and the quality of graduates. Based on the number of training institutions there were 1.3 Vets to 4.2 VPP on average in the surveyed countries. The survey evaluated the level of advancement of as a measure of competency of VPPs on a scale of 1-5. The results showed that in 40% of the countries the training of VPP is of a uniform standard and allows the development of only basic specific competencies, which correspond to level 3, while 32% of the countries falls within level 2, the training of VPPs is a variable standard and allows the development only basic competencies. In 15% of the countries majority of VPPs have no formal entry-level training, while few countries attained level 5 especially in Meat Inspection training. The quality of training followed similar trend. He concluded that gaps need to be bridged in the training of VPPs.

Andrew Aganga (Director, MITI) gave a presentation on the training of meat inspectors at the *Meat Inspectors Training Institute* (MITI) in Lobatse, Botswana and stressed the importance of meat inspectors in public health. The institute has EU accreditation and confers a Certificate of Meat Inspection to graduates following 6 months of intensive training. Graduates are able to work competently and independently in abattoirs even where there are no vets. The entry level is either certificate of Animal Health of high school grade C level passes in relevant sciences. Since establishment, MITC has trained over 1,900 meat inspectors from 45 countries, including interns from European institutes. The Centre is now affiliated with the *Botswana School of Agriculture*, a subsidiary of the *University of Botswana* and will offer Diploma level certification.

Jacob German (National Secretary, Nigerian Association of Animal Health Husbandry Technologists) presented on the training of VPPs in Nigeria. The establishment of educational institutions and departments in the realm of animal health are controlled by the *National Board for Technical Education* (NBTE) in Nigeria, rather than the VSB. This has led to the proliferation of public and private schools and institutions.

The quality of graduates from many of these institutions is questionable. The VPP association registers animal health *technologists*, animal health *technicians* and animal health *assistants*. The technologists and technicians have had 4 - 5 years of training, including 4 academic semesters and one full year of field experience. There is need for legislation to better regulate the system.

Johan Oosthuizen (Senior Lecturer, UNISA) looked at the career pathways for advancement in the training of VPP at *University of South Africa* (UNISA). The institution offers Diplomas, Bachelor, Master and PhD degrees in various cadres of animal health. There is structured curriculum for on-site as well as on-line training modules. VPPs can therefore follow a career pathway leading to the award of Bachelor of Veterinary medicines. There is scope for experienced VPPs to be admitted to direct or on-line training and candidates are placed at an appropriate level of the study for certification.

During the discussion that followed, Ola Smith of GALVmed (Board) cautioned that advocating for the compulsory upgrading of VPPs could be counterproductive in the sense that qualified veterinarians might not want to work in rural areas, thus perpetuating the current gap in animal health service delivery in rural areas. In respect of the UNISA distant learning programmes, some participants wanted to know how the hands-on component of VPP or veterinary training is done.

Prof. Aganga clarified his earlier statement that meat inspectors that graduate from MITI do not require veterinarians to perform their duties. This is of course applicable only where and when there are no veterinarians available. Based on another question, Andrew Aganga added that MITI was developing its curriculum beyond the mere physical, organoleptic criteria to include self-auditing *Hazard Analysis Critical Control Points* (HACCP) and carcass-cut evaluation components.

Patrick Bastiaensen (OIE) was asked to clarify whether the evaluation of institutions and graduates does not amount to double scoring.



10. Building consensus

The perspective of the *African Veterinary Association (AVA)*

Maria Antonieta J.S. Baptista, Khaled Hicheri & Faouzi Kechrid*

Vice-President

African Veterinary Association (AVA)

Luanda, Angola



Africa is a continent characterized by large inequalities in resources and its coverage in terms of the numbers of Veterinarians could not be an exception. There exist African countries where this class abounds professionals and others with much less whether there is any related faculty in the country or if all the veterinarians are trained in other countries, which is not always a reliable indicator. To our knowledge, cattle-breeding is the basis of food sustainability for many African countries struggling against hunger and poverty. Since many of these countries, which have their economies based on rural areas activities, it becomes obvious that there is a need to evaluate the role of veterinarians in ensuring animal health for food security.

This current prevailing situation of shortages of veterinarians in many countries demands that attention be sought to mitigate the situation by seeking the help of VPPs. This raises a number of questions including the basic and continuing education for the VPPs in order to guarantee a solution to the problem, which is a priority for the benefit of the continent's animal health agenda.

View the full presentation here : www.rr-africa.oie.int/docspdf/en/2015/VPP/BAPTISTA.pdf

The perspective of *World Animal Protection* (WAP)

Tennyson J. C. Williams

Regional Director for Africa
World Animal Protection (WAP)
Nairobi, Kenya



World Animal Protection is aware of the challenges facing the African continent but also aware that animal welfare has huge potential in contributing towards food security, improved livelihoods, poverty reduction and sustainable development which resonates very well with Africa's development agenda. For many years, *World Animal Protection* has been advocating for governments to recognise the benefits of good Animal Welfare to human welfare. The need to demonstrate these linkages in achieving Africa's Development Agenda is becoming increasingly important. Animals have always had a profound impact on human lives! Despite this potential that good animal welfare brings to Africa's development, we are also aware that Africa is lagging behind in accessibility to quality veterinary services that is key to sustainable development of the

livestock sector. There are countries that are without adequate veterinary surgeons which, brings to the fore the importance of veterinary paraprofessionals in Africa.

The *World Organisation for Animal Health* (OIE) defines Veterinary Services of a country as the governmental and non-governmental organisations that implement animal health and welfare measures and other standards and guidelines in the Terrestrial Code in the country. The OIE has also defined a VPP as a person who is authorised to carry out certain veterinary tasks with authorisation from a Veterinary Statutory Body, under the responsibility and direction of a registered or licensed veterinarian.

World Animal Protection believes in a world where animals live free from suffering. It fully recognises, appreciates and supports the importance of VPPs in animal health care provision. We embarked on a journey ten (10) years ago to empower undergraduate Veterinarians and Para-professionals with knowledge and skills to deliver quality animal welfare advice. This has resulted in increased propagation, uptake and institutionalisation of animal welfare courses in seven (7) Faculties of Veterinary Medicine and eighteen (18) Livestock Training Institutions drawn from Kenya, Uganda, Tanzania, Namibia, Sierra Leone and Zambia. Graduates from these institutions are expected to play a catalytic role for change during provision of extension services. We have also in collaboration with the University of Nairobi, jointly supporting the running of a *Veterinary Emergency Response Unit* (VERU) with the aim of developing adequate and available capacity to respond to the needs of animals in disasters - drought, flooding or epidemic etc. Our support for VPPs is also based on the recognition that capacity building and streamlining of responsibilities including supervision should be carefully defined to enhance efficiency and to minimize risks.

We therefore, call upon all governments and the OIE to support and promote capacity building of VPPs across Africa; for governments to put in place effective systems and mechanisms for monitoring service delivery by VPPs and for the OIE to continue providing relevant guidelines and standards that will enhance the performance of all veterinary professionals leading to overall improved productivity of the livestock sector in Africa.

View the full presentation here : www.rr-africa.oie.int/docspdf/en/2015/VPP/WILLIAMS.pdf

The perspective of the *Food and Agriculture Organisation (FAO)*

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ECTAD Eastern Africa
FAO
Nairobi, Kenya



I want first of all to thank the OIE and the organisers of this important meeting.

People like myself are spending our lives moving from meeting to meeting. But this one, I think, is very particular, because the participants are people that are not usually those attending these meetings and we must seize this opportunity to interact with them.

As I indicated during the opening ceremony on the first day, FAO recognises the important role of the VPP and FAO uses and will continue to work with VPP when implementing field activities.

FAO considers that VPP, together with veterinarians and farmers, played a key role during the rinderpest eradication, and our hope is, now that we embark on a new journey of eradicating PPR, you will

remain very key actors in attaining this objective.

As actors in the field of animal production and health, we understand that there are some disparities, depending on the countries, and maybe at country level, you are not always fully involved in, or aware of the global initiatives that are ongoing. This needs to be improved in terms of communication by the people who are representing their country in the different organisations or the different forums. There are currently some interesting initiatives in Africa aiming to improve policies in different areas and AU-IBAR is playing a key role in this respect. Many of your countries have established national livestock policy hubs where you'll find opportunities to discuss issues of animal production and health, to create coalitions to lobby, to advocate, to bring the livestock problems to the forefront, to develop more linkages with the CAADP process. These are activities where we need all the actors around the table and to fully engage.

I think establishing associations at country level, but also at regional level and at global level, can help in this respect. Talking as a veterinarian, I say to you : we are not enemies. I know what VPP are doing since the earliest days of my professional career. I know we must work together to get where we want to be.

FAO remains committed to work with you, with OIE, with AU-IBAR and other partners to build this agenda, not neglecting the *One Health* agenda either, with colleagues from the public health and other sectors of society. Those are elements that we need to consider now, we have no other option, but the need to work together. Please remember that FAO has different offices at country level which can support this endeavour.

We are strongly in support of the process that was engaged this week, the OIE is a forum for all of us, all African countries of are Members of the OIE.

I would like to conclude by thanking the Government of South Africa for a very well-organised meeting. Thank you again to OIE. We are together on this.

The perspective of the *African Union (AU)*

Baboucarr Jaw

Continental Coordinator VETGOV Programme
Inter-african Bureau for Animal Resources (IBAR)
AU
Nairobi, Kenya



The recognition by the world development community that livestock has the advantage of improving the livelihood of the majority of the poor, has resulted in the expansion of the production, consumption and marketing of animal resources globally. As a result, the global livestock sector has been undergoing change at an unprecedented pace over the past few decades. However the speed of change has significantly outpaced the capacity of governments and societies to provide the necessary policy and regulatory frameworks to ensure an appropriate balance between the provision of private and public goods. Accordingly, the main public goods in the context of livestock enterprise are training and human resources

Like many other public services, veterinary services in Africa have been severely affected by the waves of recurrent structural adjustment programmes since the 1980s. This has led to mergers of Ministries of Agriculture and Animal Industry in some countries, staff retrenchment, liberalisation of the veterinary drugs industry and privatisation of veterinary services. Many African countries totally froze or drastically reduced the recruitment of public veterinarians. Public veterinary services staff have continued to decrease, and consequently the majority of the public veterinarians will retire in the next ten years. The public investment in veterinary sciences education has also decreased in the last three decades, and the quality of training, as well as the number of veterinarians trained has decreased. Moreover, very few countries have been able to set up *public - private partnership* (PPP) mechanisms to ensure that the private sector contributes effectively to the provision of veterinary public goods, including *Veterinary Public Health* (VPH) and bio-security.

Recognizing the need for sufficient veterinary human resources to meet current and future challenges, the African Union *Interafrican Bureau for Animal Resources* (AU-IBAR) commissioned a survey in 2011 to assess veterinary demography and training in Africa. The primary objective of the study was to document the prevailing status, identify gaps and provide a basis for strengthening capacity of veterinary training institutions and veterinary human resources on the continent, in order to address the future needs of veterinary human resources. The survey revealed that the workforce in the sector is aging ; in many countries, between 30 to 60% of VPP (certificate and diploma holders) are aged between 50 and 60.

This situation is even more accentuated in veterinarians where over 50% are within the 50 - 60 age bracket in most countries. Just to share a few examples:

- In Benin, 27.7%, 22.5%, 21.4%, 19.1%, 6.4% and 2.9% of the veterinarians are in 30-40, 51-55, 41-50, 56-60, 'less than 30', and 'more than 60' age brackets respectively.
- In Burundi, 59.2% of the veterinarians in the public sector are aged 40 and below. 40.3% is more than 40years but less than 56 years old and 0.5% is between 56 and 60 years old.
- In Central African Republic, 56% (14) of the veterinarians are aged between 51 and 55 years. 32.0% are in the 41-50 age bracket, 8% in the 30-40 and 4% in the 56-60 age brackets

In post-conflict countries, challenges to *veterinary human resources development* include among others poor staffing and lack of skilled human resources, aging veterinary human resources, acute shortage of qualified teaching staff, inadequate physical infrastructure, weak research and partnerships and concerns on the quality of veterinary training. This calls for a robust human resources planning backed by adequate financial resources in order to be able to continue responding adequately to the needs of the sector.

The African Union *Interafrican Bureau for Animal Resources* (AU-IBAR) has many years of experience in strengthening primary-level veterinary services through the use of CAHWs. This led to the development of a policy document which details AU-IBAR's position on CAHWs and describes the appropriate supervision and regulation required for this category of veterinary worker. The policy has been formulated in reference to the OIE Terrestrial Animal Health Code. The policy provides guidelines on the following:

- Organisation and structure of veterinary services
- Legislation
- Quality Control

It also provides the basis for coherence with policies on veterinary service restructuring & privatisation.

The contribution of AU-IBAR in the quest for solutions to the above-mentioned challenges centers around the following as enshrined in its strategic plan for 2014-2017

- Improve and expand accessibility of animal health services to livestock producers through broader participation of private sector and outreach services;
- Improve skills and knowledge of both private and public animal health professionals through training and capacity development. Interventions will build on previous achievements and established institutional structures to ensure sustainability;
- Promote good veterinary governance including appropriate policy and legislative frameworks, human and financial resources and physical infrastructure;
- Strengthen core competences of the national and regional animal health institutions mostly in the fields of disease surveillance, reporting, diagnostic capabilities, emergency preparedness and response;
- Facilitate the engagement of the private sector in the delivery of animal health services through enhancing public-private-partnerships;
- Support Member Countries and RECs to identify knowledge gaps, develop/customize tools and access new technology to enhance disease surveillance, diagnosis and control; and
- Collaborate with relevant partners and academic institutions in developing and implementing training programmes and continuous learning *curriculae* for animal health personnel, in order to improve the technical and managerial capacity of animal health systems.

As a way forward, AU-IBAR recommends that :

- The national veterinary authorities should encourage and evaluate the continuing education of veterinarians and VPPs in their respective countries in accordance with OIE and other standards;
- National Veterinary authorities should also examine how to improve the public perception of the importance of veterinary activities for society as a whole, and convince governments and/ or international donors of the need to better finance initial and continuing veterinary education as a global public good;
- There is also a need to develop on-line distance learning courses and also develop and implement as appropriate the use of new information technologies for these courses to support cheap continuing education and professional development. Development partners should be requested to provide adequate resources for the relevance of continued professional development;
- There is need to share human resources and available infrastructure across the region due to the high cost of training a veterinarian. Therefore, collaboration between the Veterinary / related training institutions and Statutory Boards of different countries should be encouraged in order to harmonize the evaluations and facilitate regional integration, let alone the subsequent mobility of veterinary professionals;
- There is need to invest in training facilities such as demonstration farms, teaching hospitals, teaching and research laboratories, teaching aids, library and information resources, and internet services housing and well equipped facilities. Governments and donor agents can support this;
- In addition to clinical sciences, emphasis should be put on livestock production, product processing, production economics and livelihoods, public health, biosafety and biosecurity of animal resource value chains and industries. The countries, institutions and partners in the region and beyond should work together to address the high cost of veterinary education and at the same time maintaining adequate quality.

View the full presentation here : www.rr-africa.oie.int/docspdf/en/2015/VPP/JAW.pdf

The perspective of the *Global Alliance for Livestock Veterinary Medicines*

Peter Jeffries

CEO

GALVmed

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I have a few points that I would like to draw out from the meeting. The meeting has been a great success and a very encouraging start to an important process. We have identified the ground rules, by which each of the countries is operating and the areas where perhaps there is still a degree of lack of clarity. In the areas where there is contention in the interface between veterinarians and VPPs, I'm not sure that all the issues have been addressed. Perhaps this isn't the right forum for this to take place. Maybe these issues are better dealt with at national level. But I do believe that if we walk away from this meeting and then do not address those unresolved issues, that we will have a problem, because we won't have fulfilled the objectives of this meeting.

It is true to say that the building blocks for future success in the relative roles and responsibilities of the various components of the veterinary profession are well-defined, there's very good agreement across the board on the standards that have been prepared by the OIE, under the guidance of the national representatives, who support them. GALVmed strongly supports those standards. We definitely have a vested interest in seeing the proper application of these standards. GALVmed does not intend to take the lead in this area, we have other fundamental approaches, but we definitely want to continue to be involved and to continue to have a seat at the table as these discussions progress. And to offer our practical and moral support in any situation where we can, where it can begin to address the unmet needs at field level.

And this brings me to the last point, which is that it's salutary to remind ourselves of why we are here : we're not here to protect the veterinary profession, or the veterinary para-profession, we're here because we need to have a system in place, a set of structures in place that protect our customers, i.e. livestock, their welfare and health, and the farmers who own this livestock and derive an economic benefit from it. We're here to stimulate that and make sure that they're properly protected in the environment that we all operate in.

It is not acceptable to impose rules and regulations which serve the purposes of the profession or the professions, but don't meet the needs of the customers. One can't decree that "*you can or can't do this*" when in fact, at field level, the farmer can't get anybody to actually do the work needed to protect his or her animals.

This is also a matter of how we assess the *risk-reward* benefit. There are different levels of risk in each of the measures we're looking at. Consider the following three examples :

- When Newcastle disease goes through a population, it wipes out 80% of the chickens, massive economic loss, welfare issues, mortalities, loss of productivity, chronically infected birds. It's typically treated by an eye drop. There's no intervention in the animal, it's a simple procedure. If the vaccine isn't administered properly, the bird is no worse off than if it wouldn't have been vaccinated. This being said, obviously, it is important to ensure that the vaccine is properly administered, because the farmer, not least, should be paying for it and he deserves the assurance that the vaccine has been administered properly. The costs are limited. The downside risk is limited. There's not a lot that can go wrong.
- The next level is e.g. *peste des petits ruminants* (PPR), for which we're all hoping to see a significant (vaccination) programme unfold, with significant funding behind it, for the eventual eradication of PPR in sheep and goats. That's going to require a lot of people to administer vaccine. And the veterinary profession just does not have the means to deliver against that expectation. If we consider tenths of millions of doses of PPR vaccines, there's no way by which the veterinary profession, in itself, can deliver this across Africa. But the level of intervention of an injection, as compared to an eye drop, is significant and there is therefore a higher risk that something goes wrong, of vaccines that aren't properly administered, and there's a higher level of training required, and therefore a different level of skills' expectations, to ensure that the vaccine has been administered properly.
- Taking it to the other extreme, there's need for caesarean sections or interventionist surgery, which clearly requires highly skilled professionals, a high level of competence, lots of training, there's a higher degree of risk, higher economic and financial consequences, and this can and should only be undertaken by fully trained professionals.

What we should consider is where exactly these barriers arise.

As this meeting was going on this week, the DVO's in an unnamed country are stepping in to block the vaccination against Newcastle disease, without offering an alternative which would allow for the poultry to be protected. That can't be right, something's wrong in a system that allows this to happen. We have to find solutions for it, not for the people in this room, but for the people that are the beneficiaries of the inputs that we make.

This -in conclusion- is a plea for pragmatism, reality-checks, and recognition of the real challenges that exist at field level, while at the same time not wanting in any way to undermine the appropriate professional inputs. Such processes can be handled at an individual country level, because there are countries that have different sets of means, or needs, and there might therefore be a need to adapt models. But the standards exist and need to be applied in a realistic, pragmatic and appropriate way.

As we all head back to our countries, I would encourage you to be hard-working to meet the needs of the farmers that we serve.

The perspective of the *World Organisation for Animal Health*

Monique Eloit

Deputy Director General
OIE
Paris, France



Based on the recommendations of the *ad-hoc group* (AHG) on the role of private veterinarians and para-professionals in the provision of animal health services that the OIE convened in 2003, the World Assembly of Delegates approved a new definition of VPP. It recognises the role that these actors can play in the implementation of animal health policies, provided that their activities are carried out under the responsibility and supervision of a veterinarian.

Between 2006 and 2010, the OIE gradually developed its PVS pathway for a sustainable improvement in the compliance of national Veterinary Services with OIE standards in terms of quality.

Today, all African countries are engaged in this process and the results of a survey conducted in 2015 are very encouraging and positive about the legitimacy of this programme. However, the analysis of mission reports also highlights the significant weaknesses of Veterinary Services that adversely affect their efficiency and undermine their credibility. Several critical competencies of good governance are at stake, including:

1. human resources, especially the skills of veterinarians and VPPs, which are either limited or of too low a level;
2. insufficiently developed interactions with stakeholders, i.e. the Veterinary Statutory Body, or Veterinary Council, but also with farmers;
3. the absence of relevant national veterinary legislation and regulations, enabling the Veterinary Authority to exercise its missions.

The activities carried out by VPPs are multiple and are conducted at various stages of the food production chain : with farmers, but also in slaughterhouses or processing plants, without forgetting the diagnostic laboratories. The situation in Africa, as in other parts of the world, highlights the crucial role they play, because of their everyday proximity to the professional actors. Moreover, thanks to their initial formal training, they provide valuable support to veterinarians, whose numbers are insufficient to ensure all animal health or veterinary public health missions.

With the aim of strengthening the capacity and the quality of Veterinary Services, the OIE intends to pursue its efforts to improve the position of these professionals through different routes:

1. In order to promote active collaboration between the different players in the area of animal health, whether public or private, whether veterinarians or VPPs, the OIE invites all national authorities to define the legal framework that should govern this collaboration.

Hence, based on OIE standards and if necessary with the assistance of the Veterinary Legislation Support Programme, the OIE recommends that the following topics be well-specified, depending on the legal and administrative practices of each Member Country :

- The role and responsibilities of each player,
 - The level of initial training required for specific tasks,
 - The conditions for authorisation or licensing of veterinarians and VPPs in the private sector,
 - Arrangements for coordination between players, i.e. the chain of command, including the terms supervision,
 - Arrangements for the delegation of public service missions, including the financial support of the state;
 - Arrangements for their evaluation and control.
2. In addition, the OIE recommends that Veterinary Councils also commit themselves on this issue, focusing not only on the registration of VPPs, but by also getting involved in the quality of their training, skills assessment and accreditation obtained according the level of training.

The mandate of the Veterinary Statutory Bodies in the field of professional ethics and conduct can also be fully applied to this type of health professionals.

3. In order to pursue its commitment to its Member Countries and help build the partnership with VPPs, the OIE proposes to initiate work on :
- recommendations on the minimum competencies acquired through the para-professional training curriculum
 - guidelines for an initial training core curriculum.

This topic will be on the agenda of the next Global Conference on Veterinary Education that the OIE will organise in Thailand in June 2016, so that the recommendations may guide the agenda of the *ad-hoc* group.

Nonetheless, a full coverage of the national territory can't always be systematically assured by veterinarians and VPPs alone, whether for the monitoring of disease emergence or for the measures that have to be taken to implement control programmes (e.g. certain vaccinations or de-worming). Therefore, the importance of farmers, first sentinels in the field, and their associations or groups, must be highlighted. This can be achieved by supporting the training of farmers and the creation of farmer groups, but the OIE wishes to emphasise that such initiatives should be undertaken as part of a national framework of partners defined by the Veterinary Authority, in order to contribute to the strengthening of the overall national Veterinary Services. Also, if specific situations require the use of CAHWs, such practices should not legitimise their promotion to the detriment of investments aimed at further structuring and strengthening national Veterinary Services.

In conclusion, the concurrent conduct of the various actions mentioned above is necessary to organise and thereafter foster a network of partners. Such partnership should be balanced, and should be encouraged through dialogue and consultation. It is for each national authority to set its rules, the OIE merely providing the overall framework within which it should be conducted.

Recommendations

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RECOMMENDATIONS

CONSIDERING

1. The definition of Veterinary Services in the OIE Terrestrial Animal Health Code, which includes the veterinary para-professionals who should be approved to deliver delegated functions;
2. The provisions of Section 3 of the OIE Terrestrial Animal Health Code related to the quality of Veterinary Services, which are therefore applied to veterinary para-professionals, in particular:
 - Chapter 3.1. that stipulates that the Veterinary Services retain ultimate responsibility for the application of these principles, even when the responsibility for establishing or applying certain animal health or animal welfare measures is exercised by an organisation other than the Veterinary Services;
 - Chapter 3.2. on the Evaluation of Veterinary Services, in particular Article 3.2.5 that highlights the need of the evaluation of the appropriateness of the qualified skills to the tasks undertaken by Veterinary Services;
4. The provisions of the Chapter 3.2. of the OIE Terrestrial Animal Health Code, in particular Article 3.2.12 in which the evaluation of the role of the Veterinary Statutory Body should be done with regard (1) to the licensing or registration of veterinarians and veterinary para-professionals, (2) to the minimum standards of education, and (3) to the standards of professional conduct and competence of veterinarians and veterinary para-professionals;
5. The recommendations of the third OIE Global Conference on Veterinary Education and the role of the Veterinary Statutory Bodies, held in Foz de Iguazu (Brazil) from December 4 - 6, 2013;
6. The recommendations of the 14th Conference of the OIE Regional Commission for Africa, held in Arusha (Tanzania) from January 23 - 26, 2001;
7. The conclusions and recommendations of the regional seminar jointly organized by the OIE, the FAO and the AU-IBAR on Animal Health Policies, Evaluation of Veterinary Services and Role of Livestock Farmers in the surveillance of animal diseases, held in Ndjamená (Chad) from February 13 - 15, 2006;

8. The outcomes of past PVS evaluations conducted in 51 African countries which highlight the lack of well-trained staff in the Veterinary Services as well as the weakness of the interactions between the parties interested in the implementation of animal health policies;

RECOGNIZING

1. The crucial role of the veterinary para-professionals, as parties of the Veterinary Services, for efficient implementation of national Animal Health policies and programmes;
2. The diversity of categories of veterinary para-professionals that exist and the need of harmonization in particular with regard to their qualifications relative to their scope of work, duties or tasks;
3. The need of Veterinary Statutory Bodies to comply with OIE standards (Chapter 3.2., Article 3.2.12.) with attributions given by the law;
4. The important contributions *community-based animal health workers* (CAHW) could make, especially in remote territories, to the delivery of a variety of services under the responsibility of the Veterinary Services;
5. The need to deal with the impediments to the delivery of veterinary services in all corners of the country and the need to improve working relationships between veterinarians, veterinary para-professionals and other actors such as the CAHW.

PARTICIPANTS RECOMMEND :

To the Veterinary Authorities of the OIE Member Countries:

1. To address the shortcomings highlighted in PVS pathway mission reports, in particular the critical competencies related to human resources, particularly to veterinarians and veterinary para-professionals;
2. To facilitate and, where possible, harmonise the legislative framework for the establishment and management of Veterinary Statutory Bodies where these do not exist or do not comply with OIE standards, or to update it for a better recognition of the issues related to the tasks undertaken by veterinary para-professionals as an integral part Veterinary Services;
3. To support the veterinary para-professionals to establish independent national, regional and/or sector-wide associations, able and competent to represent the profession(s) in the Veterinary Statutory Body or Bodies;

4. To take into account their expectation that the National Veterinary Statutory Body will include veterinary para-professionals in their decision making bodies, beyond the mere registration or listing of these para-professionals;
5. To take into account their expectation that the National Veterinary Statutory Body will define conditions and admission criteria for continuing education and post-graduate education for veterinary para-professionals;
6. To mobilize Veterinary Educational Establishments and Veterinary Associations to develop the required training opportunities for veterinary paraprofessionals;
7. To take necessary steps for the enactment and enforcement of required legislation that will ensure the implementation of these recommendations.

To the OIE :

1. To continue to support the OIE Member Countries involved in the OIE PVS Pathway for the implementation of the recommendations made through the OIE PVS missions ;
2. To continue to advocate that donors allocate funds for the continuation of the PVS Pathway in a long-term sustainable framework;
3. To consider developing minimum day-one competences for the various categories of para-professionals that exist, in scope and in level of qualification;
4. To consider developing minimum core training curricula for the various categories of paraprofessionals that exist, in scope and in level of qualification;
5. To encourage the participation of representatives of national, regional and continental associations of veterinary para-professionals to participate in the fourth OIE Global Conference on Veterinary Education, to be held in Thailand in June 2016;
6. To take appropriate steps in terms of monitoring progress made in the implementation of these recommendations;
7. To reconvene as appropriate, regular regional fora on the role of Veterinarians and Veterinary Para-Professionals in Africa where progress made will be assessed and further recommendations made towards the achievement of the goals of this initiative.

Annexes

CONFERENCE PROGRAMME



October 13 th : Presentation of key concepts, standards and regulations, stakeholders		
08:00 – 09:00	Registration	Mpho Mantsho
09:00 – 10:00	Opening session <ul style="list-style-type: none"> - Chief Director of Animal Health and Production, OIE Delegate for South Africa (DAFF) OIE President - Chairperson of the <i>South African Veterinary Council</i>, represented by its Executive Member - Chairperson of the <i>South African Association of VPPs</i> (SAAVPP) - Chairperson of the <i>Association of Veterinary Technicians in Africa</i> (AVTA) - Director of the African Union <i>Interafrican Bureau for Animal Resources</i> (AU-IBAR), represented by the Continental Coordinator of the VETGOV programme - Director of the FAO <i>Animal Health and Production Division</i> (AGA), represented by the Regional Manager FAO-ECTAD for Eastern Africa - CEO of the <i>Global Alliance for Livestock Veterinary Medicines</i> (GALVmed) - Deputy Director General of the <i>World Organisation for Animal Health</i> (OIE) - Minister of Agriculture (DAFF) 	Botlhe M. Modisane Clive Marwick Johan Oosthuizen Benson Ameda Baboucarr Jaw Bouna Diop Peter Jeffries Monique Eloit Senzeni Zokwana
10:00 – 10:30	Group photograph and morning break – Coffee/Tea	
Time	Theme : Presentation of key organisations	
10:30 – 10:45	Presentation of the <i>World Organisation for Animal Health</i> (OIE)	Yacouba Samaké, OIE
10:45 – 11:00	Presentation of the <i>Africa Veterinary Technicians Association</i> (AVTA)	Benson Ameda, AVTA
11:00 – 11:15	Presentation of the <i>Global Alliance for Livestock Veterinary Medicines</i> (GALVmed)	Samuel Niyi Adediran, GALVmed

Time	Theme : The OIE standards pertaining to veterinarians and VPP	
11:15 – 11:30	OIE standards on the quality of veterinary services	Monique Eloit, OIE
11:30 – 11:45	OIE standards on the quality of veterinary legislation	David Sherman, OIE
11:45 – 12:00	OIE definitions with respect to veterinary paraprofessionals	Etienne Bonbon, OIE
12:00 – 12:30	Discussion	Chair
Time	Theme : Country testimonies : Veterinary statutory bodies (VSB)	
12:30 – 12:45	Veterinary Statutory Bodies in Africa : focus on VPPs and staffing of veterinary services	P. Bastiaensen, OIE
12:45 – 13:00	Veterinary Statutory Bodies in Africa : South Africa (host)	Clive Marwick, SAVC
13:00 – 14:00	Lunch	
14:00 – 14:15	Veterinary Statutory Bodies in Africa : Nigeria	Markus Avong, VCN
14:15 – 14:30	Veterinary Statutory Bodies in Africa : Sudan	Mohamed Taha Shigidi
14:30 – 15:00	Discussion	Chair
Time	Theme : Country testimonies : <i>Community-based animal health workers</i> (CAHW)	
15:00 – 15:15	Legislation : the situation in Senegal	Babacar Camata
15:15 – 15:30	Legislation : the Kenya Veterinary Board	Mwenda Mbaka
15:30 – 15:45	Reality-check : <i>Vétérinaires sans Frontières</i>	Willy Duehnen
15:45 – 16:00	Reality-check : vaccination of poultry in Togo (AAVE)	Kawourou Tchintre
16:00 – 16:30	Afternoon Break Tea/Coffee	
Time	Theme : Country testimonies : Chief veterinary officers	
16:30 – 16:45	Representative of the Chief Veterinary Officer : South Africa	Sikhumbuzo Mbizeni
16:45 – 17:00	OIE Delegate or Chief Veterinary Officer : Benin	Byll Orou Kperou Gado
17:00 – 17:15	OIE Delegate or Chief Veterinary Officer : Uganda	Nicholas Kauta
17:15 – 17:45	Discussion (on the two previous themes)	Chair
19:00	Welcome cocktail reception hosted by the OIE	

October 14 th : Operation and representation of VPPs		
Time	Theme : Country testimonies : Associations of veterinary para-professionals	
08:30 – 08:45	National association of VPP : South Africa (host) - <u>National</u> association (SAAVPP)	Johan Oosthuizen
08:45 – 09:00	- <u>Sector</u> specific association : <u>nurses</u>	Theresa Lotter
09:00 – 09:15	- <u>Sector</u> specific association : <u>animal health technicians</u>	William Kutu
09:15 – 09:30	National association of VPP : Ethiopia	Mirtneh Akalu
09:30 – 09:45	National association of VPP : Malawi	Patrick Saini
09:45 - 10:00	National association of VPP : Kenya	Robert Muthama
10:00 – 10:30	Morning break – Coffee/Tea	
10:30 – 10:45	National association of VPP : Burundi	Etienne Bayubahe
10:45 – 11:00	National association of VPP : Tanzania	John Chivaligo
11:00 – 11:15	National association of VPP : Nigeria	Godfrey Osuji
11:15 – 11:30	VPPs and mutual recognition agreements in the <i>East African Community</i> (EAC)	Timothy Wesonga (presented by Mwenda Mabaka)
Time	Theme : Country testimonies : other regions	
11:30 – 11:45	Experience from Nepal and India	Dhan Raj Ratala
11:45 – 12:00	Experience from Afghanistan	David Sherman
12:00 – 12:30	Discussion (on the two previous themes)	Chair
12:30 – 13:30	Lunch	

Time	Theme : Veterinary oversight, veterinary medicines and vaccines	
13:30 - 13:45	OIE standards and guidelines (including veterinary drugs)	Etienne Bonbon, OIE
13:45 - 14:00	Delivery systems in animal welfare / animal protection	Benson Wachira, PAAWA
14:00 - 14:15	Delivery systems in food safety and meat hygiene	Agnes G. Maina, MoALF
14:15 - 14:30	Delivery systems in rural and poor settings : policy perspectives	Lois Muraguri, GALVmed
14:30 - 14:45	Delivery systems in rural and poor setting : marketing perspectives	Christie Peacock, SIDAI Ltd
14:45 - 15:00	Delivery systems in rural and poor settings : <i>Community Veterinary Clinics (CVC) in S. Africa</i>	Dave Kenyon, SAVA
15:00 - 15:30	Discussion	Chair
15:30 - 16:00	Afternoon Break Tea/Coffee	
Time	Theme : The training of VPPs in Africa	
16:00 - 16:15	Training and role of the Veterinary Statutory Bodies	Anna Marais, VCN Namibia
16:15 - 16:30	Training and the outcomes of PVS missions conducted in Africa	Patrick Bastiaensen, OIE
16:30 - 16:45	The training of meat inspectors in Botswana	A. Aganga, MITI Botswana
16:45 - 17:00	The training of VPPs in Nigeria	Jacob German, NAAHHT
17:00 - 17:15	Becoming a VPPs as a stepping stone to a veterinary undergraduate degree	Johan Oosthuizen, UNISA
17:15 - 17:45	Discussion	
19:00	Gala dinner (hosted by the Government of South Africa)	

October 15th : The future of the profession, consensus and conclusions		
Time	Theme : Working group session	
08:30 – 10:00	<ul style="list-style-type: none"> - Topic 1: recognition of VPP in different sectors : public sector employees, private sector employees, private practitioners, civil society / NGO employees - Topic 2: streamlining terminology pertaining to VPP and their diplomas across Africa - Topic 3: Linking veterinarians and VPPs – how to go about it in compliance with OIE Standards ? 	3 working groups
10:00 – 10:40	Feedback session from the working groups	Rapporteurs (from the working groups)
10:40 – 11:00	Morning Break Tea/Coffee	
Time	Theme : Building consensus	
11:00 – 11:15	The perspective of the African Veterinary Association	Maria A. Baptista, AVA
11:15 – 11:30	The perspective of World Animal Protection	Tennyson Williams, WAP
11:30 – 11:45	The perspective of the FAO	Bouna Diop, FAO
11:45 – 12:00	The perspective of African Union	Ahmed Elsayalhy, AU-IBAR
12:00 – 12:15	The perspective of the OIE	Monique Eloit, OIE
12:15 – 12:45	Feedback session for participants, conclusions	AVTA, GALVmed, OIE
Time	Theme : Closing ceremony	
12:45 – 13:00	Closing ceremony	Monique Eloit, OIE Peter Jeffries, GALVmed Benson Ameda, AVTA
13:00 – 14:00	Lunch	

REPORT OF THE WORKING GROUP SESSION



Topic 1. Recognition of VPP in different sectors : public sector employees, private sector employees, private practitioners, civil society / NGO employees

Chair : Tennyson Williams (Africa Director, World Animal Protection)

Facilitator : Lois Muraguri (Director Policy & External Affairs, GALVmed)

The session commenced with the exploration of what constitutes "*recognition*" :

- Although recognition is generally a legal and social construct, it was agreed that in this context, the intended recognition was *legal*. To be recognised, there needs to be:
 - A clear intention and statement in legislation/policy that VPPs are to be regulated
 - A description of the various cadres of VPPs (who is a VPP?)
 - Clarity in roles and functions of different cadres of VPPs (who can VPPs work with? What can/can't they do?)
- For one to be described as a VPP (and therefore recognised as such), there needs to be a system of training and accreditation i.e. what makes one a VPP?
 - The level of cadres and mandated functions must be commensurate with the level of training.
 - This could involve tertiary qualification and cumulative training. Knowledge and experience should also be a consideration.
 - Risk and reward need to also reflect the cadres e.g. remuneration of different levels should be based on all the above factors (level of training, risks, experience, etc.)
- Recognition also suggests that it is accepted and expected that there will be value added to the position
- Recognition connotes that there is decision making – the hierarchy of command implies supervision and management

Issues and challenges experienced by VPPs in different sectors. It was recognised that VPPs in different sectors experience different types of challenges :

Public sector challenges

- Lack of clarity in scope of work – distinction between what they can do compared to BVM degree holders (some VPPs have multiple degrees in other subject areas)
- Often, schemes of service and models of supervision and oversight are not clear
- Lack of career progression – public sector seems to favour vets for promotion, etc. and prospects for career progress for VPPs are limited
- Lack of academic progression – VPPs find they do not easily get time off to study or get scholarships compared to vets
- Where VPPs acquire additional qualifications, their career progression within the public sector is still not guaranteed
-

- Remuneration – whereas different levels occupied by vets get paid differently, in many countries, VPPs are all under one salary band with no prospects of salary graduation
- Where VPPs do as much as, or even more than vets, or in cases where VPPs are long serving and experienced more than younger vets, they don't have as much independence

Private sector challenges

- In many countries, the scope for private practice is limited. Often, legislation requires that VPPs are employed by a vet or by the government
- There are varying degrees of independence with regard to how VPPs can work. E.g. in Ethiopia & Nigeria, VPPs are allowed to e.g. run clinics/practice while in RSA, VPPs can work in a private clinic but cannot run it
- Lack of clarity of what "supervision" entails and how it is workable in practice
- Lack of clarity on scope of role and function – according to different levels/cadres

These challenges are similar to those experienced by VPPs working in the NGO sector.

The overarching themes from discussions in this session can be summarised as:

- The urgent need for legal recognition of VPPs – this entails:
 - Clarity on scope of work/functions – the specific tasks are VPPs allowed to perform
 - Clarity on different levels/cadres of VPPs and the commensurate training/qualification
 - Clarity on independency/autonomy of VPPs and practical models of supervision/delegation
- The need for inclusivity in defining all these aspects. This would build goodwill amongst all actors
- Exploring ways of career and academic progression of VPPs e.g. through CPD so that those that then want to become vets are able to. This should apply regardless of what sector VPPs are working in.





Topic 2. Streamlining terminology pertaining to VPP and their diplomas across Africa

Chair / facilitator : Baboucarr Jaw (Continental coordinator VETGOV programme, AU-IBAR)

Rapporteur : Christie Peacock (Chairperson, SIDAI Africa, Ltd.)

This is a difficult area. We concluded from the countries represented in the group that most countries refer to the terminology in the OIE Terrestrial Animal Health Code in their overarching national legislation. However, within each country there are many names for these people, not at least between francophone and anglophone countries. Some countries have strong objections against the use of the prefix “para”, believed to imply a concept of “pseudo” professional. Also, what does the prefix “para” mean in the absence of the one being *assisted* (“*para*”), knowing that most VPP don’t actually *assist* anyone, but work by themselves. There is a lot of debate about CAHWs and whether they should or shouldn’t be included in the definition of VPP and it is recommended for the OIE to look into this matter.

In order to tackle this diversity, the group developed a matrix, trying to distinguish terminology conveyed by the diploma or qualification from terminology conveyed by one’s formal position in government service (next page).

In conclusion, and based on the challenges in filling-out the matrix, the group recommended that OIE look into the possibility of providing some guidance on the categorisation issues, definitions of functions as opposed to levels of training, and cut-off points for different levels of responsibilities.



Training level	Descriptive titles	Responsibilities
Weeks to months of basic training, followed by some refresher training (often primary school diploma background)	<i>Community-based animal health workers (CAHW)</i>	Basic tasks Community-based Are often farmers themselves Full-time, part-time Remunerated, voluntary
Two-year certificate holders	Livestock Assistant Veterinary Assistant Field Assistant Animal Health Assistant	May perform vaccinations Do perform extension duties Frontline, field-based workers Closely working with farmers In reality, often work without genuine supervision
Three-year diploma holders	Livestock officers Veterinary officer Veterinary technologist	May be able to treat animals more effectively, may own and manage drug shops or outlets Occasionally allowed/authorised to work without supervision
Four-year degree holder (BSc, Higher Diploma)	Government meat inspectors Animal health officers Laboratory officers	More specialist profile (laboratory, meat inspection) Can't sign certificates, but do perform advanced tasks, as part of a specialised team and able to work independently Increasingly allowed/authorised to work without supervision
Five-year degree as Veterinary surgeon, doctor (BVM, DVM)	Veterinarian	Work independently in the private and public sectors, where they are authorised to sign certificates (legal responsibility)
Post-graduate degree holders (MSc, PhD)	Linked to the institutions that hire them	



Topic 3. Linking veterinarians and VPPs. How to go about it in compliance with OIE Standards ?

Chair / Facilitator : Bothle Michael Modisane (Chief Director Animal Health and Production, DAFF)
Rapporteur : David Sherman (Coordinator, Veterinary Legislation Support Programme, OIE)

The session commenced with the exploration of what constitutes "*linkage*" : linkage in the broad sense of the word, or specifically in the context of "supervision" between veterinarians and VPPs ? It was agreed it was best to focus on the latter. The group further defined linkage as the intent of creating accountability and quality-assurance for delivery of service.

Different scenarios of "linkage" were discussed. When VPPs work for government, levels of supervision are clearly implied and defined. When VPPs are working in high-level private practices, such as the veterinary nurses in South Africa, again the supervision is direct and is clearly defined. Of greatest concern however, appears to be the case of VPPs providing clinical services in remote areas where direct supervision by veterinarians is not clear, and often not possible.

The group therefore focused on this group of professionals.

First conclusion : one needs to strengthen the VSB as the basis for regulation of the profession. Therefore there has to be a strong legal basis. Veterinary legislation has to be in place to create and empower the VSB. The representation within the executive of the VSB needs to include the group of VPPs. They have to have a voice at the table. Their perspectives, needs and responsibilities need to be addressed in the context of setting the standards within the VSB, and for setting the degrees of supervision.

The VSB also has to be clear about which categories of VPP that they can recognise, the tasks that each of these categories are allowed to perform, the level of training that is required and the type of supervision, if any, that is recommended. They also need more resources for inspection and enforcement to guarantee that their outputs are respected.

Because the situation of people working in remote areas is so challenging, the group looked for creative approaches to deal with this issue of supervision to provide accountability, quality-assurance and to protect the public good.

A number of interesting ideas were brought forward :

- Government entering into MoUs with veterinary practitioners, paying these practitioners and assigning them to para-professionals and CAHWs and making them responsible for their supervision;
- Tiered supervision, or hierarchical supervision, whereby –for lack of a qualified veterinarian in the area- a VPP with a higher level of training, e.g. at higher diploma-level could supervise less qualified VPPs or CAHWs and in turn report to a veterinarian, where these are available/working e.g. at district level, thereby creating a chain of supervision;

- Output-based supervision, whereby one makes a veterinarian accountable and responsible, but without prescribing how that supervision should take place and leaving the means to his or her best judgement, based on the local circumstances in the area, with the end point being that the person needs to report reliably and honestly that there is compliance.

Recommendations included using new technologies (i.e. mobile phones) to assist in the challenges of supervising, either less formal by calling-in or texting through reports or ask questions, or more formally, as e.g. in the Western Cape province of South Africa, where GPS technology allows to monitor or track the whereabouts of VPP in real time. Other suggestions included technologies to manage drug use and misuse, such as e.g. barcoding technology to distinguish genuine, ethical drugs from counterfeits, thus helping VPP to ensure that they use quality drugs and products only and purchase them from *bonafide* retailers or pharmacies only. In Nigeria, everybody who is authorised to purchase certain types of drugs, and registered with the VCN, is given a digital ID card and can therefore be distinguished from non-authorised purchasers. Only with such ID card will they be allowed to purchase guaranteed, certified, quality veterinary drugs, supplied by registered, prescribed retailers.

These and other technological solutions can assist in alleviating the “supervisory challenges”.

In addition, the group also discussed mechanisms to consider independent, private service delivery by VPPs, who are trained at higher levels, and may have more than e.g. 10 years of professional field experience. Such VPPs should be allowed to set up businesses and, under prescribed conditions, work without direct supervision, supervising other VPPs and CAHWs that are working on their behalf.



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USEFUL WEBSITES

www.au-ibar.org

www.fao.org

www.galvmed.org

www.ilri.org

www.oie.int

www.rr-africa.oie.int

www.sidai.com

www.vsfg.org

www.worldanimalprotection.org

www.worldvet.org

websites of national veterinary associations:

www.eva-ethiopia.org

www.sava.co.za

www.communityvet.co.za

www.saavt.co.za

<http://vnasa.org/>

websites of national veterinary councils:

www.kenyavetboard.org

www.vcn.gov.ng

www.savc.org.za

SELECTED DEFINITIONS FROM THE GLOSSARY OF THE OIE TERRESTRIAL CODE (2015)

ANIMAL HEALTH MANAGEMENT means a system designed to optimise the physical and behavioural health and welfare of animals. It includes the prevention, treatment and control of diseases and conditions affecting the individual animal and herd, including the recording of illness, injuries, mortalities and medical treatments where appropriate.

ANIMAL WELFARE means how an animal is coping with the conditions in which it lives. An animal is in a good state of welfare if (as indicated by scientific evidence) it is healthy, comfortable, well nourished, safe, able to express innate behaviour, and if it is not suffering from unpleasant states such as pain, fear and distress. Good animal welfare requires disease prevention and veterinary treatment, appropriate shelter, management, nutrition, humane handling and humane slaughter/killing. Animal welfare refers to the state of the animal; the treatment that an animal receives is covered by other terms such as animal care, animal husbandry, and humane treatment.

COMPETENT AUTHORITY means the Veterinary Authority or other Governmental Authority of a Member Country 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 in the OIE Aquatic Animal Health Code in the whole territory.

NOTIFICATION means the procedure by which:

- the Veterinary Authority informs the Headquarters,
- the Headquarters inform the Veterinary Authority,

of the occurrence of an outbreak of disease or infection in accordance with Chapter 1.1.

OFFICIAL CONTROL PROGRAMME means a programme which is approved, and managed or supervised by the Veterinary Authority of a Member Country for the purpose of controlling a vector, pathogen or disease by specific measures applied throughout that Member Country, or within a zone or compartment of that Member 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 accordance with Chapters 5.1. and 5.2.

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.

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

TERRESTRIAL CODE means the OIE Terrestrial Animal Health Code.

TRANSPARENCY means the comprehensive documentation of all data, information, assumptions, methods, results, discussion and conclusions used in the risk analysis. Conclusions should be supported by an objective and logical discussion and the document should be fully referenced.

VETERINARIAN means a person with appropriate education, 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 a Member Country, 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 LEGISLATION means laws, regulations and all associated legal instruments that pertain to the veterinary domain.

VETERINARY MEDICINAL PRODUCT means any product with approved claim(s) to having a prophylactic, therapeutic or diagnostic effect or to alter physiological functions when administered or applied to an animal.

VPP 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 VPP) in a territory, and delegated to them under the responsibility and direction of a veterinarian. The tasks for each category of VPP should be defined by the veterinary statutory body depending on qualifications and training, and in accordance with 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 Code and the OIE Aquatic Animal Health Code 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 regulatory body for veterinarians and VPPs.

SECTION 3 OF THE OIE TERRESTRIAL CODE (2015)

CHAPTER 3.1.

VETERINARY SERVICES

Article 3.1.1.

The quality of the Veterinary Services depends on a set of factors, which include fundamental principles of an ethical, organisational, legislative, regulatory and technical nature. The Veterinary Services shall conform to these fundamental principles, regardless of the political, economic or social situation of their country.

Compliance with these fundamental principles by the Veterinary Services of a Member Country is important to the establishment and maintenance of confidence in its international veterinary certificates by the Veterinary Services of other Member Countries.

The same fundamental principles should apply in countries where the responsibility for establishing or applying certain animal health or animal welfare measures, or issuing some international veterinary certificates is exercised by an organisation other than the Veterinary Services, or by an authority or agency on behalf of the Veterinary Services. In all cases, the Veterinary Services retain ultimate responsibility for the application of these principles.

These fundamental principles are presented in Article 3.1.2. Other factors affecting quality are described in Volume I of the Terrestrial Code (notification, principles of certification, etc.).

The quality of Veterinary Services, including veterinary legislation, can be measured through an evaluation, whose general principles are described in Article 3.1.3. and in Article 3.1.4.

Recommendations on the evaluation of Veterinary Services, including veterinary legislation, are described in Chapter 3.2.

A procedure for evaluating Veterinary Services by OIE experts, on a voluntary basis, is described in Article 3.1.5.

Article 3.1.2.

Fundamental principles of quality

The Veterinary Services shall comply with the following principles to ensure the quality of their activities:

1. *Professional judgement*

The personnel of Veterinary Services should have the relevant qualifications, scientific expertise and experience to give them the competence to make sound professional judgements.

2. *Independence*

Care should be taken to ensure that Veterinary Services' personnel are free from any commercial, financial, hierarchical, political or other pressures which might affect their judgement or decisions.

3. *Impartiality*

The Veterinary Services should be impartial. In particular, all the parties affected by their activities have a right to expect their services to be delivered under reasonable and non-discriminatory conditions.

4. *Integrity*

The Veterinary Services should guarantee that the work of each of their personnel is of a consistently high level of integrity. Any fraud, corruption or falsification should be identified and corrected.

5. *Objectivity*

The Veterinary Services should at all times act in an objective, transparent and non-discriminatory manner.

6. *Veterinary legislation*

Veterinary legislation is prerequisite to support good governance and provide the legal framework for all key activities of the Veterinary Services.

Legislation should be suitably flexible to allow for judgements of equivalence and efficient responses to changing situations. In particular, it should define and document the responsibilities and structure of the organisations in charge of the animal identification system, control of animal movements, animal disease control and reporting systems, epidemiological surveillance and communication of epidemiological information.

A similar demonstration should be made by Veterinary Services when they are in charge of veterinary public health activities.

7. *General organisation*

The Veterinary Services should be able to demonstrate by means of appropriate legislation, sufficient financial resources and effective organisation that they are able to anticipate the requirements for, and have control of, the establishment and application of animal health and animal welfare measures, and of international veterinary certification activities.

The Veterinary Services should have at their disposal effective systems for animal disease surveillance and for notification of disease problems wherever they occur, in accordance with the Terrestrial Code. Adequate coverage of animal populations should also be demonstrated. They should at all times endeavour to improve their performance in terms of animal health information systems and animal disease control.

The Veterinary Services should define and document the responsibilities and structure of the organisation (in particular the chain of command) in charge of issuing international veterinary certificates.

Each position within the Veterinary Services which has an impact on their quality should be described. These job descriptions should include the requirements for education, training, technical knowledge and experience.

8. *Quality policy*

The Veterinary Services should define and document their policy and objectives for, and commitment to, quality, and should ensure that this policy is understood, implemented and maintained at all levels in the organisation. Where conditions allow, they may implement a quality system corresponding to their areas of activity and appropriate for the type, range and volume of work that they have to perform. The recommendations for the quality and evaluation of Veterinary Services propose a suitable reference system, which should be used if a Member Country choose to adopt a quality system.

9. Procedures and standards

The Veterinary Services should develop and document appropriate procedures and standards for all providers of relevant activities and associated facilities. These procedures and standards may for example relate to:

- a) programming and management of activities, including international veterinary certification activities;
- b) prevention, control and notification of disease outbreaks;
- c) risk analysis, epidemiological surveillance and zoning;
- d) emergency preparedness for disasters which could have impact on animal health and animal welfare;
- e) inspection and sampling techniques;
- f) diagnostic tests for animal diseases;
- g) preparation, production, registration and control of biological products for use in the diagnosis or prevention of diseases;
- h) border controls and import regulations;
- i) disinfection and disinfestation;
- j) treatments intended to destroy, if appropriate, pathogens in animal products.

Inasmuch as the OIE has adopted standards on these matters, the Veterinary Services should comply with these standards when applying animal health measures and when issuing international veterinary certificates.

10. Information, complaints and appeals

The Veterinary Authority should undertake to reply to legitimate requests from Veterinary Authorities of other Member Countries or any other authority, in particular ensuring that any requests for information, complaints or appeals that they may present are dealt with in a timely manner.

A record should be maintained of all complaints and appeals and of the relevant action taken by the Veterinary Services.

11. Documentation

The Veterinary Services should have at their disposal a reliable and up-to-date documentation system suited to their activities.

12. Self-evaluation

The Veterinary Services should undertake periodical self-evaluation especially by documenting achievements against goals, and demonstrating the efficiency of their organisational components and resource adequacy.

A procedure for evaluating Veterinary Services by OIE experts, on a voluntary basis, is described in Article 3.1.5.

13. Communication

Veterinary Services should have effective internal and external systems of communication covering administrative and technical staff and parties affected by their activities.

14. Human and financial resources

Responsible authorities should ensure that adequate resources are made available to implement effectively the above activities.

Article 3.1.3.

For the purposes of the Terrestrial Code, every Member Country should recognise the right of another Member Country to undertake, or request it to undertake, an evaluation of its Veterinary Services where the initiating Member Country is an actual or a prospective importer or exporter of commodities and where the evaluation is to be a component of a risk analysis process which is to be used to determine or review sanitary measures which apply to such trade.

Any evaluation of Veterinary Services should be conducted having regard to the OIE recommendations on the evaluation of Veterinary Services presented in Chapter 3.2.

A Member Country has the right to expect that the evaluation of its Veterinary Services will be conducted in an objective manner. A Member Country undertaking evaluation should be able to justify any measure taken as a consequence of its evaluation.

Article 3.1.4.

A Member Country which intends to conduct an evaluation of another Member Country's Veterinary Services should give them notice in writing. This notice should define the purpose of the evaluation and details of the information required.

On receipt of a formal request for information to enable an evaluation of its Veterinary Services by another Member Country, and following bilateral agreement of the evaluation process and criteria, a Member Country should expeditiously provide the other country with meaningful and accurate information of the type requested.

The evaluation process should take into account the fundamental principles and other factors of quality laid down in Article 3.1.1. and in Article 3.1.2. It should also take into consideration the specific circumstances regarding quality, as described in Article 3.1.1., prevailing in the countries concerned.

The outcome of the evaluation conducted by a Member Country should be provided in writing as soon as possible, and in any case within four months of receipt of the relevant information, to the Member Country which has undergone the evaluation. The evaluation report should detail any findings which affect trade prospects. The Member Country which conducts the evaluation should clarify in detail any points of the evaluation on request.

In the event of a dispute between two Member Countries over the conduct or the conclusions of the evaluation of the Veterinary Services, the matter should be dealt with having regard to the procedures set out in Article 5.3.8.

Article 3.1.5.

Evaluation facilitated by OIE experts under the auspices of the OIE

The OIE has established procedures for the evaluation of the Veterinary Services of a Member Country, upon request by the Member Country.

The World Assembly of OIE Delegates endorses a list of approved experts to facilitate the evaluation process.

Under these procedures, the Director General of the OIE recommends an expert(s) from that list.

The expert(s) facilitate(s) the evaluation of the Veterinary Services of the Member Country based on Chapter 3.2., using the OIE Tool for the Evaluation of Performance of Veterinary Services (OIE PVS Tool).

The expert(s) produce(s) a report in consultation with the Veterinary Services of the Member Country.

The report is submitted to the Director General of the OIE and, with the consent of the Member Country, published by the OIE.

CHAPTER 3.2.

EVALUATION OF VETERINARY SERVICES

Article 3.2.1.

General considerations

1. Evaluation of Veterinary Services is an important element in the risk analysis process which countries may legitimately use in their policy formulations directly applying to animal health and sanitary controls of international trade in animals, animal-derived products, animal genetic material and animal feedstuffs.

Any evaluation should be carried out with due regard for Chapter 3.1.

2. In order to ensure that objectivity is maximised in the evaluation process, it is essential for some standards of discipline to be applied. The OIE has developed these recommendations which can be practically applied to the evaluation of Veterinary Services. These are relevant for evaluation of the Veterinary Services of one country by those of another country for the purposes of risk analysis in international trade. The recommendations are also applicable for evaluation by a country of its own Veterinary Services – the process known as self-evaluation – and for periodic re-evaluation. These recommendations should be used by OIE experts when facilitating an evaluation under the auspices of the OIE, following a request of a Member Country. In applying these recommendations on the evaluation, the OIE Tool for the Evaluation of Performance of Veterinary Services (OIE PVS Tool) should be used.

In carrying out a risk analysis prior to deciding the sanitary or zoonosanitary conditions for the importation of a commodity, an importing country is justified in regarding its evaluation of the Veterinary Services of the exporting country as critical.

3. The purpose of evaluation may be either to assist a national authority in the decision-making process regarding priorities to be given to its own Veterinary Services (self-evaluation) or to assist the process of risk analysis in international trade in animals and animal-derived products to which official sanitary or zoonosanitary controls apply.
4. In both situations, the evaluation should demonstrate that the Veterinary Services have the capability for effective control of the sanitary and zoonosanitary status of animals and animal products. Key elements to be covered in this process include adequacy of resources, management capability, legislative and administrative infrastructures, independence in the exercise of official functions and history of performance, including disease reporting.
5. Good governance is the key to competence, integrity and confidence in organisations. Mutual confidence between relevant official Veterinary Services of trading partner countries contributes fundamentally to stability in international trade in animals and animal-related products. In this situation, scrutiny is directed more at the exporting country than at the importing country.
6. Although quantitative data can be provided on Veterinary Services, the ultimate evaluation will be essentially qualitative. While it is appropriate to evaluate resources and infrastructure (organisational, administrative and legislative), it is also appropriate to place emphasis on the evaluation of the quality of outputs and performance of Veterinary Services. Evaluation should take into consideration any quality systems used by Veterinary Services.
7. An importing country has a right of assurance that information on sanitary or zoonosanitary situations provided by the Veterinary Services of an exporting country is objective, meaningful and correct. Furthermore, the Veterinary Services of the importing country are entitled to expect validity in the veterinary certification of export.

8. An exporting country is entitled to expect that its animals and animal products will receive reasonable and valid treatment when they are subjected to import inspection in the country of destination. The country should also be able to expect that any evaluation of its standards and performance will be conducted on a non-discriminatory basis. The importing country should be prepared and able to defend any position which it takes as a consequence of the evaluation.
9. As the veterinary statutory body is not a part of the Veterinary Services, an evaluation of that body should be carried out to ensure that the registration or licensing of veterinarians and authorisation of VPPs is included.

Article 3.2.2.

Scope

1. In the evaluation of Veterinary Services, the following items may be considered, depending on the purpose of the evaluation:
 - organisation, structure and authority of the Veterinary Services;
 - human resources;
 - material (including financial) resources;
 - veterinary legislation, regulatory frameworks and functional capabilities;
 - animal health, animal welfare and veterinary public health controls;
 - formal quality systems including quality policy;
 - performance assessment and audit programmes;
 - participation in OIE activities and compliance with Member Countries' obligations.
2. To complement the evaluation of Veterinary Services, the legislative and regulatory framework, the organisational structure and functioning of the veterinary statutory body should also be considered.
3. Article 3.2.14. outlines appropriate information requirements for:
 - self-evaluation by the Veterinary Authority which perceives a need to prepare information for national or international purposes;
 - evaluation by a prospective or actual importing country of the Veterinary Services of a prospective or actual exporting country;
 - verification or re-verification of an evaluation in the course of a visit to the exporting country by the importing country;
 - evaluation by third parties such as OIE PVS experts or regional organisations.

Article 3.2.3.

Evaluation criteria for the organisational structure of the Veterinary Services

1. A key element in the evaluation is the study of the organisation and structure of the official Veterinary Services. The Veterinary Services should define and set out their policy, objectives and commitment to quality systems and standards. These organisational and policy statements should be described in detail. Organisational charts and details of functional responsibilities of staff should be available for evaluation. The role and responsibility of the Chief Veterinary Officer/Veterinary Director should be clearly defined. Lines of command should also be described.
2. The organisational structure should also clearly set out the interface relationships of government Ministers and departmental Authorities with the Chief Veterinary Officer/Veterinary Director and the Veterinary Services. Formal relationships with statutory authorities and with industry organisations and associations should also be described. It is recognised that Services may be subject to changes in structure from time to time. Major changes should be notified to trading partners so that the effects of re-structuring may be assessed.
3. Organisational components of Veterinary Services which have responsibility for key functional capabilities should be identified. These capabilities include epidemiological surveillance, disease control, import controls, animal disease reporting systems, animal identification systems, traceability systems, animal movement control systems, communication of epidemiological information, training, inspection and certification. Laboratory and field systems and their organisational relationships should be described.
4. To reinforce the reliability and credibility of their services, the Veterinary Services may have set up quality systems that correspond with their fields of activity and to the nature and scale of activities that they carry out. Evaluation of such systems should be as objective as possible.
5. The Veterinary Authority alone speaks for the country as far as official international dialogue is concerned. This is also particularly important to cases where zoning and compartmentalisation are being applied. The responsibilities of the Veterinary Authority should be made clear in the process of evaluation of Veterinary Services.
6. The Veterinary Authority is defined in the Glossary. As some countries have some relevant roles of the Veterinary Authority vested in autonomous sub-national (state/provincial, municipal) government bodies, there is an important need to assess the role and function of these Services. Details of their roles, relationship (legal and administrative) to each other and to the Veterinary Authority should be available for evaluation. Annual reports, review findings and access to other information pertinent to the animal health activities of such bodies should also be available.
7. Similarly, where the Veterinary Authority has arrangements with other providers of relevant services such as universities, laboratories, information services, etc., these arrangements should also be described. For the purposes of evaluation, it is appropriate to expect that the organisational and functional standards that apply to the Veterinary Authority should also apply to the service providers.

Article 3.2.4.

Evaluation criteria for quality systems

1. The Veterinary Services should demonstrate a commitment to the quality of the processes and outputs of their services. Where services or components of services are delivered under a formal quality systems programme which is based on OIE recommended standards or, especially in the case of laboratory components of Veterinary Services other internationally recognised quality standards, the Veterinary Services undergoing evaluation should make available evidence of accreditation, details of the documented quality processes and documented outcomes of all relevant audits undertaken.
2. Where the Veterinary Services undergoing evaluation make large use of formal quality systems in the delivery of their services, it is appropriate that greater emphasis be placed on the outcomes of evaluation of these quality systems than on the resource and infrastructural components of the services.

Article 3.2.5.

Evaluation criteria for human resources

1. The Veterinary Services should demonstrate that their human resource component includes an integral core of full-time civil service employees. This core should always include veterinarians. It should also include administrative officials and VPPs. The human resources may also include part-time and private sector veterinarians and VPPs. It is essential that all the above categories of personnel be subject to legal disciplinary provisions. Data relating to the resource base of the Veterinary Services undergoing evaluation should be available.
2. In addition to raw quantitative data on this resource base, the functions of the various categories of personnel in the Veterinary Services should be described in detail. This is necessary for analysis and estimation of the appropriateness of the application of qualified skills to the tasks undertaken by the Veterinary Services and may be relevant, for example, to the roles of veterinarians and VPPs in field services. In this case, the evaluation should provide assurances that disease monitoring is being conducted by a sufficient number of qualified, experienced field veterinarians who are directly involved in farm visits; there should not be an over-reliance on VPPs for this task.
3. Analysis of these data can be used to estimate the potential of the Veterinary Services to have reliable knowledge of the state of animal health in the country and to support an optimal level of animal disease control programmes. A large population of private veterinarians would not provide the Veterinary Services with an effective epizootiological information base without legislative (e.g. compulsory reporting of notifiable diseases) and administrative (e.g. official animal health surveillance and reporting systems) mechanisms in place.
4. These data should be assessed in close conjunction with the other information described in this chapter. For example, a large field staff (veterinarians and VPPs) need fixed, mobile and budgetary resources for animal health activities in the livestock farming territory of the country. If deficiencies are evident, there would be reason to challenge the validity of epizootiological information.

Article 3.2.6.

Evaluation criteria for material resources

1. *Financial*

Actual yearly budgetary information regarding the Veterinary Services should be available and should include the details set out in the model questionnaire outlined in Article 3.2.14. Information is required on conditions of service for veterinary staff (including salaries and incentives), and should provide a comparison with the private sector and perhaps with other professionals. Information should also be available on non-government sources of revenue available to veterinarians in their official responsibilities.

2. *Administrative*

a) Accommodation

The Veterinary Services should be accommodated in premises suitable for efficient performance of their functions. The component parts of the Veterinary Services should be located as closely as possible to each other at the central level, and in the regions where they are represented, in order to facilitate efficient internal communication and function.

b) Communications

The Veterinary Services should be able to demonstrate that they have reliable access to effective communications systems, especially for animal health surveillance and control programmes. Inadequate communications systems within the field services components of these programmes or between outlying offices and headquarters, or between the Veterinary Services and other relevant administrative and professional services, signify an inherent weakness in these programmes. Adequate communications systems between laboratories and between field and laboratory components of the Veterinary Services should also be demonstrated.

Examples of types of communications which should be routinely available on an adequate country-wide basis are national postal, freight and telephone networks. Rapid courier services, facsimile and electronic data interchange systems such as e-mail and Internet services are examples of useful communication services which, if available, can supplement or replace the others. A means for rapid international communication should be available to the Veterinary Authority, to permit reporting of changes in national disease status consistent with OIE recommendations and to allow bilateral contact on urgent matters with counterpart Veterinary Authorities in trading-partner countries.

c) Transport systems

The availability of sufficient reliable transport facilities is essential for the performance of many functions of Veterinary Services. This applies particularly to the field services components of animal health activities such as emergency response visits. Otherwise, the Veterinary Services cannot assure counterpart services in other countries that they are in control of the animal health situation within the country.

Appropriate means of transport are also vital for the satisfactory receipt of samples to be tested at veterinary laboratories, for inspection of imports and exports, and for the performance of animals and animal product inspection in outlying production or processing establishments.

3. *Technical*

Details available on laboratories should include resources data, programmes under way as well as those recently completed and review reports on the role or functions of the laboratory. Information as described in the model questionnaire should be used in the evaluation of laboratory services.

a) Cold chain for laboratory samples and veterinary medicines

Adequate refrigeration and freezing systems should be available and should be used throughout the country to provide suitable low temperature protection for laboratory samples in transit or awaiting analysis, as well as veterinary medical products such as vaccines when these are required for use in animal disease control programmes. If these assurances cannot be given, it may be valid to discount many types of test results, as well as the effectiveness of certain disease control programmes and the export inspection system in the country undergoing evaluation.

b) Diagnostic laboratories

Analysis of the laboratory service component of Veterinary Services, which would include official governmental laboratories and other laboratories authorised by the Veterinary Services for specified purposes, is an essential element of the evaluation process. The quality of the veterinary diagnostic laboratories of a country underpins the whole control and certification processes of the zoosanitary or sanitary status of exported animals and animal products, and therefore these laboratories should be subject to rigid quality assurance procedures and should use international quality assurance programmes (wherever available) for standardising test methodologies and testing proficiency. An example is the use of International Standard Sera for standardising reagents.

In countries where there is more than one diagnostic laboratory for a given pathogen, the designation of a National Reference Laboratory for that pathogen may contribute to the quality of analysis performed by the diagnostic laboratories.

Quality of analysis is equally important to the testing performed on individual export consignments as to the broader ongoing testing regimes which are used to determine the animal health and veterinary public health profiles of the country and to support its disease control programmes. For the purposes of evaluation, veterinary diagnostic laboratories include those which are concerned with either animal health or veterinary public health activities. The Veterinary Services should approve and designate these laboratories for such purposes and have them audited regularly.

c) Research

The scope of animal health, animal welfare and veterinary public health problems in the country concerned, the stages reached in the controls which address those problems and their relative importance can be measured to some degree by analysis of information on government priorities and programmes for research. This information should be accessible for evaluation purposes.

Article 3.2.7.

Legislation and functional capabilities

1. *Animal health, animal welfare and veterinary public health*

The Veterinary Authority should be able to demonstrate that it has the capacity, supported by appropriate legislation, to anticipate and exercise control over all animal health and animal welfare matters. These controls should include, where appropriate, compulsory notification of prescribed animal diseases, inspection, movement controls through systems which provide adequate traceability, registration of facilities, quarantine of infected premises or areas, testing, treatment, humane killing of infected animals, disposal of carcasses, or destruction of contaminated materials, controls over the use of veterinary medicines, etc. The scope of the legislative controls should include domestic animals and their reproductive material, animal products, wildlife as it relates to the transmission of diseases to humans and domestic animals, and other products subject to veterinary inspection. Arrangements should exist for co-operation with the Veterinary Authorities of the neighbouring countries for the control of animal diseases in border areas and for establishing linkages to recognise and regulate transboundary activities. Within the structure of Veterinary Services, there should be appropriately qualified personnel whose responsibilities include animal welfare. Information on the veterinary public health legislation covering the production of products of animal origin for national consumption may be also considered in the evaluation.

2. *Export and import inspection*

The Veterinary Authority should have appropriate legislation and adequate capabilities to prescribe the methods for control and to exercise systematic control over the import and export processes of animals and animal products in so far as this control relates to sanitary and zoosanitary matters. The evaluation should also involve the consideration of administrative instructions to ensure the enforcement of importing country requirements during the pre-export period.

In the context of production for export of foodstuffs of animal origin, the Veterinary Authority should demonstrate that comprehensive legislative provisions are available for the oversight by the relevant authorities of the hygienic process and to support official inspection systems of these commodities which function to standards consistent with or equivalent to relevant Codex Alimentarius and OIE standards.

Control systems should be in place which permit the exporting Veterinary Authority to approve export premises. The Veterinary Services should also be able to conduct testing and treatment as well as to exercise controls over the movement, handling and storage of exports and to make inspections at any stage of the export process. The product scope of this export legislation should include, inter alia, animals and animal products (including animal semen, ova and embryos), and animal feedstuffs.

The Veterinary Authority should be able to demonstrate that they have adequate capabilities and legislative support for zoosanitary control of imports and transit of animals, animal products and other materials which may introduce animal diseases. This could be necessary to support claims by the Veterinary Services that the animal health status of the country is suitably stable, and that cross-contamination of exports from imports of unknown or less favourable zoosanitary status is unlikely. The same considerations should apply in respect of veterinary control of public health. The Veterinary Services should be able to demonstrate that there is no conflict of interest when certifying veterinarians are performing official duties.

Legislation should also provide the right to deny or withdraw official certification. Penalty provisions applying to malpractice on the part of certifying officials should be included.

The Veterinary Services should demonstrate that they are capable of providing accurate and valid certification for exports of animals and animal products, based on Chapters 5.1. and 5.2. They should have appropriately organised procedures which ensure that sanitary or animal

health certificates are issued by efficient and secure methods. The documentation control system should be able to correlate reliably the certification details with the relevant export consignments and with any inspections to which the consignments were subjected.

Security in the export certification process, including electronic documentation transfer, is important. A system of independent compliance review is desirable, to safeguard against fraud in certification by officials and by private individuals or corporations. The certifying veterinarian should have no conflict of interest in the commercial aspects of the animals or animal product being certified and be independent from the commercial parties.

Article 3.2.8.

Animal health controls

1. *Animal health status*

An updated assessment of the present animal disease status of a country is an important and necessary procedure. For this undertaking, studies of the OIE publications such as World Animal Health, the Bulletin and Disease Information should be fundamental reference points. The evaluation should consider the recent history of the compliance of the country with its obligations regarding international notification of animal diseases. In the case of a Member Country, failure to provide the necessary animal health reports consistent with OIE requirements will detract from the overall outcome of the evaluation of the country.

An exporting country should be able to provide further, detailed elaboration of any elements of its animal disease status as reported to the OIE. This additional information will have particular importance in the case of animal diseases which are foreign to or strictly controlled in the importing country or region. The ability of the Veterinary Services to substantiate elements of their animal disease status reports with surveillance data, results of monitoring programmes and details of disease history is highly relevant to the evaluation. In the case of evaluation of the Veterinary Services of an exporting country for international trade purposes, an importing country should be able to demonstrate the reasonableness of its request and expectations in this process.

2. *Animal health control*

Details of current animal disease control programmes should be considered in the evaluation. These programmes would include epidemiological surveillance, official government-administered or officially-endorsed, industry-administered control or eradication programmes for specific diseases or disease complexes, and animal disease emergency preparedness. Details should include enabling legislation, programme plans for epidemiological surveillance and animal disease emergency responses, quarantine arrangements for infected and exposed animals or herds, compensation provisions for animal owners affected by disease control measures, training programmes, physical and other barriers between the free country or zone and those infected, incidence and prevalence data, resource commitments, interim results and programme review reports.

3. *National animal disease reporting systems*

The presence of a functional animal disease reporting system which covers all agricultural regions of the country and all veterinary administrative control areas should be demonstrated.

An acceptable variation would be the application of this principle to specific zones of the country. In this case also, the animal disease reporting system should cover each of these zones. Other factors should come to bear on this situation, e.g. the ability to satisfy trading partners that sound animal health controls exist to prevent the introduction of disease or export products from regions of lesser veterinary control.

Article 3.2.9.

Veterinary public health controls

1. *Food hygiene*

The Veterinary Authority should be able to demonstrate effective responsibility for the veterinary public health programmes relating to the production and processing of animal products. If the Veterinary Authority does not exercise responsibility over these programmes, the evaluation should include a comprehensive review of the role and relationship of the organisations (national, state, provincial and municipal) which are involved. In such a case, the evaluation should consider whether the Veterinary Authority can provide guarantees of responsibility for an effective control of the sanitary status of animal products throughout the slaughter, processing, transport and storage periods.

2. *Zoonoses*

Within the structure of Veterinary Services, there should be appropriately qualified personnel whose responsibilities include the monitoring and control of zoonotic diseases and, where appropriate, liaison with medical authorities.

3. *Chemical residue testing programmes*

Adequacy of controls over chemical residues in exported animals, animal products and feedstuffs should be demonstrated. Statistically-based surveillance and monitoring programmes for environmental and other chemical contaminants in animals, in animal-derived feedstuffs and in animal feedstuffs should be favourably noted. These programmes should be coordinated nationwide. Correlated results should be freely available on request to existing and prospective trading partner countries. Analytical methods and result reporting should be consistent with internationally recognised standards. If official responsibility for these programmes does not rest with the Veterinary Services, there should be appropriate provision to ensure that the results of such programmes are made available to the Veterinary Services for assessment. This process should be consistent with the standards set by the Codex Alimentarius Commission or with alternative requirements set by the importing country where the latter are scientifically justified.

4. *Veterinary medicines*

It should be acknowledged that primary control over veterinary medicinal products may not rest with the Veterinary Authority in some countries, owing to differences between governments in the division of legislative responsibilities. However, for the purpose of evaluation, the Veterinary Authority should be able to demonstrate the existence of effective controls (including nationwide consistency of application) over the manufacture, importation, export, registration, supply, sale and use of veterinary medicines, biologicals and diagnostic reagents, whatever their origin. The control of veterinary medicines has direct relevance to the areas of animal health and public health.

In the animal health sphere, this has particular application to biological products. Inadequate controls on the registration and use of biological products leave the Veterinary Services open to challenge over the quality of animal disease control programmes and over safeguards against animal disease introduction in imported veterinary biological products.

It is valid, for evaluation purposes, to seek assurances of effective government controls over veterinary medicines in so far as these relate to the public health risks associated with residues of these chemicals in animals and animal-derived feedstuffs. This process should be consistent with the standards set by the Codex Alimentarius Commission or with alternative requirements set by the importing country where the latter are scientifically justified.

5. *Integration between animal health controls and veterinary public health*

The existence of any organised programme which incorporates a structured system of information feedback from inspection in establishments producing products of animal origin, in particular meat or dairy products, and applies this in animal health control should be favourably noted. Such programmes should be integrated within a national disease surveillance scheme.

Veterinary Services which direct a significant element of their animal health programmes specifically towards minimising microbial and chemical contamination of animal-derived products in the human food chain should receive favourable recognition in the evaluation. There should be evident linkage between these programmes and the official control of veterinary medicines and relevant agricultural chemicals.

Article 3.2.10.

Performance assessment and audit programmes

1. *Strategic plans*

The objectives and priorities of the Veterinary Services can be well evaluated if there is a published official strategic plan which is regularly updated. Understanding of functional activities is enhanced if an operational plan is maintained within the context of the strategic plan. The strategic and operational plans, if these exist, should be included in the evaluation.

Veterinary Services which use strategic and operational plans may be better able to demonstrate effective management than countries without such plans.

2. *Performance assessment*

If a strategic plan is used, it is desirable to have a process which allows the organisation to assess its own performance against its objectives. Performance indicators and the outcomes of any review to measure achievements against pre-determined performance indicators should be available for evaluation. The results should be considered in the evaluation process.

3. *Compliance*

Matters which can compromise compliance and adversely affect a favourable evaluation include instances of inaccurate or misleading official certification, evidence of fraud, corruption, or interference by higher political levels in international veterinary certification, and lack of resources and poor infrastructure.

It is desirable that the Veterinary Services contain (or have a formal linkage with) an independent internal unit, section or commission the function of which is to critically scrutinise their operations. The aim of this unit should be to ensure consistent and high integrity in the work of the individual officials in the Veterinary Services and of the corporate body itself. The existence of such a body can be important to the establishment of international confidence in the Veterinary Services.

An important feature when demonstrating the integrity of the Veterinary Services is their ability to take corrective action when miscertification, fraud or corruption has occurred.

A supplementary or an alternative process for setting performance standards and application of monitoring and audit is the implementation of formal quality systems to some or all activities for which the Veterinary Services are responsible. Formal accreditation to international quality system standards should be utilised if recognition in the evaluation process is to be sought.

4. *Veterinary Services administration*

a) Annual reports

Official government annual reports should be published, which provide information on the organisation and structure, budget, activities and contemporary performance of the Veterinary Services. Current and retrospective copies of such reports should be available to counterpart Services in other countries, especially trade partners.

b) Reports of government review bodies

The reports of any periodic or *ad-hoc* government reviews of Veterinary Services or of particular functions or roles of the Veterinary Services should be considered in the evaluation process. Details of action taken as a consequence of the review should also be accessible.

c) Reports of special committees of enquiry or independent review bodies

Recent reports on the Veterinary Services or elements of their role or function, and details of any subsequent implementation of recommendations contained in these reports should be available. The Veterinary Services concerned should recognise that the provision of such information need not be detrimental to the evaluation outcome; in fact, it may demonstrate evidence of an effective audit and response programme. The supplying of such information can reinforce a commitment to transparency.

d) In-service training and development programme for staff

In order to maintain a progressive approach to meeting the needs and challenges of the changing domestic and international role of Veterinary Services, the national administration should have in place an organised programme which provides appropriate training across a range of subjects for relevant staff. This programme should include participation in scientific meetings of animal health and animal welfare organisations. Such a programme should be used in assessing the effectiveness of the Services.

e) Publications

Veterinary Services can augment their reputation by demonstrating that their staff publish scientific articles in refereed veterinary journals or other publications.

f) Formal linkages with sources of independent scientific expertise

Details of formal consultation or advisory mechanisms in place and operating between the Veterinary Services and local and international universities, scientific institutions or recognised veterinary organisations should be taken into consideration. These could serve to enhance the international recognition of the Veterinary Services.

g) Trade performance history

In the evaluation of the Veterinary Services of a country, it is pertinent to examine the recent history of their performance and integrity in trade dealings with other countries. Sources of such historical data may include Customs Services.

Article 3.2.11.

Participation in OIE activities

Questions on a country's adherence to its obligations as a member of the OIE are relevant to an evaluation of the Veterinary Services of the country. Self-acknowledged inability or repeated failure of a Member Country to fulfil reporting obligations to the OIE will detract from the overall outcome of the evaluation. Such countries, as well as non-member countries, will need to provide extensive information regarding their Veterinary Services and sanitary or zoosanitary status for evaluation purposes.

Article 3.2.12.

Evaluation of the veterinary statutory body

1. Scope

In the evaluation of the veterinary statutory body, the following items may be considered, depending on the purpose of the evaluation:

- a) objectives and functions;
- b) legislative basis for the veterinary statutory body, including autonomy and functional capacity;
- c) the composition of the veterinary statutory body, including the organisation represented in it;
- d) accountability and transparency of decision-making;
- e) sources and management of funding;
- f) administration of training programmes and continuing professional development for veterinarians and VPPs.

2. Evaluation of objectives and functions

The policy and the objectives of the veterinary statutory body, including details of its power and functions, should be defined, notably with regard to:

- a) the licensing or registration of veterinarians and VPPs to perform the activities of veterinary medicine/science;
- b) the minimum standards of education (initial and continuing) required for degrees, diplomas and certificates entitling the holders thereof to be registered or licensed as veterinarians and VPPs;
- c) the standards of professional conduct and competence of veterinarians and VPPs and ensuring that these standards are met.

3. Evaluation of legislative basis, autonomy and functional capacity

The veterinary statutory body should be able to demonstrate that it has the capacity, supported by appropriate legislation, to exercise and enforce control over all veterinarians and VPPs subject to its authority. These controls should include, where appropriate, compulsory licensing or registration, participation in the definition of minimum standards of education (initial and continuing) for the recognition of degrees, diplomas and certificates by the Competent

Authority, setting standards of professional conduct and competence, investigating complaints and the application of disciplinary procedures.

The veterinary statutory body should be able to demonstrate autonomy from undue political and commercial interests.

Where applicable, the implementation of regional agreements for the recognition of degrees, diplomas and certificates for veterinarians and VPPs should be demonstrated.

4. Evaluation of the composition of the veterinary statutory body

Detailed descriptions of the composition, rules and conditions for membership, including duration of appointment and representation of interested third parties, public and private, should be available.

5. Evaluation of accountability and transparency of decision-making

Detailed information should be available on disciplinary procedures regarding the conducting of enquiries into professional misconduct, transparency of decision-making, publication of findings, sentences and mechanisms for appeal.

Additional information regarding the publication at regular intervals of activity reports, lists of registered or licensed persons including deletions and additions should also be taken into consideration.

6. Evaluation of financial sources and financial management

Information regarding income and expenditure, including fee structure(s) for the licensing or registration of persons should be available.

7. Evaluation of training programmes and programmes for continuing professional development, for veterinarians and VPPs

Documentary evidence should be available to demonstrate compliance with initial and continuing education requirements, including with OIE recommendations.

8. Evaluation of mechanisms for coordination between Veterinary Authority and veterinary statutory body

The exact mechanisms will vary in accordance with the national governance systems.

Article 3.2.13.

1. The Veterinary Services of a country may undertake self-evaluation against the above criteria for such purposes as national interest, improvement of internal efficiency or export trade facilitation. The way in which the results of self-evaluation are used or distributed is a matter for the country concerned.
2. A prospective importing country may undertake an evaluation of the Veterinary Services of an exporting country as part of a risk analysis process, which is necessary to determine the sanitary or zoosanitary measures which the country will use to protect human or animal life or health from disease or pest threats posed by imports. Periodic evaluation reviews are also valid following the commencement of trade.
3. In the case of evaluation for the purposes of international trade, the authorities of an importing country should use the principles elaborated above as the basis for the evaluation and should attempt to acquire information in accordance with the model questionnaire outlined in Article 3.2.14. The Veterinary Services of the importing country are responsible for the analysis of details and for determining the outcome of the evaluation after taking into account all the

relevant information. The relative ranking of importance ascribed, in the evaluation, to the criteria described in this chapter will necessarily vary in accordance with case-by-case circumstances. This ranking should be established in an objective and justifiable way. Analysis of the information obtained in the course of an evaluation study should be performed in as objective a manner as possible. The validity of the information should be established and reasonableness should be employed in its application. The assessing country should be willing to defend any position taken on the basis of this type of information, if challenged by the other party.

Article 3.2.14.

This article outlines appropriate information requirements for the self-evaluation or evaluation of the Veterinary Services of a country.

1. *Organisation and structure of Veterinary Services*

a) National Veterinary Authority

Organisational chart including numbers, positions and numbers of vacancies.

b) Sub-national components of the Veterinary Authority

Organisational charts including numbers, positions and number of vacancies.

c) Other providers of veterinary services

Description of any linkage with other providers of veterinary services.

2. *National information on human resources*

a) Veterinarians

i. Total numbers of veterinarians registered or licensed by the Veterinary statutory body of the country.

ii. Numbers of:

- full time government veterinarians: national and sub-national;
- part time government veterinarians: national and sub-national;
- private veterinarians authorised by the Veterinary Services to perform official veterinary functions [Describe accreditation standards, responsibilities and limitations applying to these private veterinarians.];
- other veterinarians.

iii. Animal health and welfare:

Numbers associated with farm livestock sector on a majority time basis in a veterinary capacity, by geographical area [Show categories and numbers to differentiate staff involved in field service, laboratory, administration, import and export and other functions, as applicable.]:

- full time government veterinarians: national and sub-national;
- part time government veterinarians: national and sub-national;
- other veterinarians.

iv. Veterinary public health:

Numbers employed in food inspection on a majority time basis, by commodity [Show categories and numbers to differentiate staff involved in inspection, laboratory and other functions, as applicable.]:

- full time government veterinarians: national and sub-national;
- part time government veterinarians: national and sub-national;
- other veterinarians.

v. Numbers of veterinarians relative to certain national indices:

- per total human population;
- per farm livestock population, by geographical area;
- per livestock farming unit, by geographical area.

vi. Veterinary education:

- number of veterinary schools;
- length of veterinary course (years);
- curriculum addressing the minimum competencies of day 1 veterinary graduates and the post-graduate and continuing education topics to assure the delivery of quality veterinary services, as described in the relevant chapter(s) of the Terrestrial Code;
- international recognition of veterinary degree.

vii. Veterinary professional associations.

b. Graduate personnel (non-veterinary)

Details to be provided by category (including biologists, biometricians, economists, engineers, lawyers, other science graduates and others) on numbers within the Veterinary Authority and available to the Veterinary Authority.

c. VPPs employed by the Veterinary Services

i. Animal health and welfare:

- Categories and numbers involved with farm livestock on a majority time basis:
 - + by geographical area;
 - + proportional to numbers of field Veterinary Officers in the Veterinary Services, by geographical area.
- Education or training details.

- ii. Veterinary public health:
 - Categories and numbers involved in food inspection on a majority time basis:
 - + meat inspection: export meat establishments with an export function and domestic meat establishments (no export function);
 - + dairy inspection;
 - + other foods.
 - Numbers in import and export inspection.
 - Education or training details.

d. Support personnel

Numbers directly available to Veterinary Services per sector (administration, communication, transport).

- e. Descriptive summary of the functions of the various categories of staff mentioned above
- f. Veterinary, VPPs, livestock owner, farmer and other relevant associations
- g. Additional information or comments.

3. *Financial management information*

- a. Total budgetary allocations to the Veterinary Authority for the current and past two fiscal years:
 - i. for the national Veterinary Authority;
 - ii. for each of any sub-national components of the Veterinary Authority;
 - iii. for other relevant government-funded institutions.
- b. Sources of the budgetary allocations and amount:
 - i. government budget;
 - ii. sub-national authorities;
 - iii. taxes and fines;
 - iv. grants;
 - v. private services.
- c. Proportional allocations of the amounts in a) above for operational activities and for the programme components of Veterinary Services.
- d. Total allocation proportionate of national public sector budget. [This data may be necessary for comparative assessment with other countries which should take into account the contexts of the importance of the livestock sector to the national economy and of the animal health status of the country.]
- e. Actual and proportional contribution of animal production to gross domestic product.

4. Administration details

a. Accommodation

Summary of the numbers and distribution of official administrative centres of the Veterinary Services (national and sub-national) in the country.

b. Communications

Summary of the forms of communication systems available to the Veterinary Services on a nation-wide and local area bases.

c. Transport

- i. Itemised numbers of types of functional transport available on a full-time basis for the Veterinary Services. In addition provide details of transport means available part-time.
- ii. Details of annual funds available for maintenance and replacement of motor vehicles.

5. Laboratories engaged in diagnosis

a. Descriptive summary of the organisational structure and role of the government veterinary laboratory service in particular its relevance to the field Veterinary Services.

b. Numbers of veterinary diagnostic laboratories operating in the country:

- i. government operated laboratories;
- ii. private laboratories authorised by veterinary authority for the purposes of supporting official or officially-endorsed animal health control or public health testing and monitoring programmes and import and export testing.

c. Descriptive summary of accreditation procedures and standards for private laboratories.

d. Human and financial resources allocated to the government veterinary laboratories, including staff numbers, graduate and post-graduate qualifications and opportunities for further training.

e. List of diagnostic methodologies available against major diseases of farm livestock (including poultry).

f. List of related National Reference Laboratories, if any.

g. Details of collaboration with external laboratories including international reference laboratories and details on numbers of samples submitted.

h. Details of quality control and assessment (or validation) programmes operating within the veterinary laboratory service.

i. Recent published reports of the official veterinary laboratory service which should include details of specimens received and foreign animal disease investigations made.

j. Details of procedures for storage and retrieval of information on specimen submission and results.

k. Reports of independent reviews of the laboratory service conducted by government or private organisations (if available).

l. Strategic and operational plans for the official veterinary laboratory service (if available).

6. *Institutes engaged in research*

- a. Numbers of veterinary research institutes operating in the country:
 - i. government operated institutes;
 - ii. private institutes involved in full time research directly related to animal health and welfare, and veterinary public health matters involving production animal species.
- b. Summary of human and financial resources allocated by government to veterinary research.
- c. Published programmes of future government sponsored veterinary research.
- d. Annual reports of the government research institutes.

7. *Veterinary legislation, regulations and functional capabilities*

- a. Animal health and animal welfare and veterinary public health
 - i. Assessment of the adequacy and implementation of relevant legislation (national or sub-national) concerning the following:
 - animal and veterinary public health controls at national frontiers;
 - control of endemic animal diseases, including zoonoses;
 - emergency powers for management of disasters which could have impact on animal health and animal welfare, and control of exotic disease outbreaks, including zoonoses;
 - inspection and registration of facilities;
 - animal feeding;
 - veterinary public health controls of the production, processing, storage and marketing of meat for domestic consumption;
 - veterinary public health controls of the production, processing, storage and marketing of fish, dairy products and other food of animal origin for domestic consumption;
 - registration and use of veterinary pharmaceutical products including vaccines;
 - animal welfare.
 - ii. Assessment of ability of Veterinary Services to enforce legislation.
- b. Export and import inspection
 - i. Assessment of the adequacy and implementation of relevant national legislation concerning:
 - veterinary public health controls of the production, processing, storage and transportation of meat for export;

- veterinary public health controls of production, processing, storage and marketing of fish, dairy products and other food of animal origin for export;
 - animal health and veterinary public health controls of the export and import of animals, animal genetic material, animal products, animal feedstuffs and other products subject to veterinary inspection;
 - animal health controls of the importation, use and bio-containment of organisms which are aetiological agents of animal diseases, and of pathological material;
 - animal health controls of importation of veterinary biological products including vaccines;
 - administrative powers available to Veterinary Services for inspection and registration of facilities for veterinary control purposes (if not included under other legislation mentioned above);
 - documentation and compliance.
- ii. Assessment of ability of Veterinary Services to enforce legislation.

8. Animal health, animal welfare and veterinary public health controls

a. Animal health

- i. Description of and sample reference data from any national animal disease reporting system controlled and operated or coordinated by the Veterinary Services.
- ii. 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.
- iii. Description and relevant data of current official control programmes including:
 - epidemiological surveillance or monitoring programmes;
 - officially approved industry administered control or eradication programmes for specific diseases.
- iv. Description and relevant details of animal disease emergency preparedness and response plans.
- v. Recent history of animal disease status:
 - animal diseases eradicated nationally or from defined sub-national zones in the last ten years;
 - animal diseases of which the prevalence has been controlled to a low level in the last ten years;
 - animal diseases introduced to the country or to previously free sub national regions in the last ten years;
 - emerging diseases in the last ten years;
 - animal diseases of which the prevalence has increased in the last ten years.

b. Animal welfare

- i. Description of major animal welfare issues.
- ii. Description of specific official programmes initiated by the Veterinary Services to address animal welfare problems.

c. Veterinary public health

i. Food hygiene

- Annual national slaughter statistics for the past three years in accordance with official data by species of animals (bovine, ovine, porcine, caprine, poultry, farmed game, wild game, equine, other).
- Estimate of total annual slaughterings which occur but are not recorded under official statistics.
- Proportion of total national slaughter which occurs in registered export establishments, by category of animal.
- Proportion of total national slaughter which occurs under veterinary control, by category of animal.
- Numbers of commercial fresh meat establishments in the country which are registered for export by the Veterinary Authority:
 - + slaughterhouses (indicate species of animals);
 - + cutting or packing plants (indicate meat type);
 - + meat processing establishments (indicate meat type);
 - + cold stores.
- Numbers of commercial fresh meat establishments in the country approved by other importing countries which operate international assessment inspection programmes associated with approval procedures.
- Numbers of commercial fresh meat establishments under direct public health control of the Veterinary Services (including details of category and numbers of inspection staff associated with these premises).
- Description of the veterinary public health programme related to production and processing of animal products for human consumption (including fresh meat, poultrymeat, meat products, game meat, dairy products, fish, fishery products, molluscs and crustaceans and other foods of animal origin) especially including details applying to exports of these commodities.
- Descriptive summary of the roles and relationships of other official organisations in public health programmes for the products listed above if the Veterinary Authority does not have responsibility for those programmes which apply to national production destined to domestic consumption or exports of the commodities concerned.

ii. Zoonoses

- Descriptive summary of the numbers and functions of staff of the Veterinary Authority involved primarily with monitoring and control of zoonotic diseases.

- Descriptive summary of the role and relationships of other official organisations involved in monitoring and control of zoonoses to be provided if the Veterinary Authority does not have these responsibilities.
- iii. Chemical residue testing programmes
- Descriptive summary of national surveillance and monitoring programmes for environmental and chemical residues and contaminants applied to animal-derived foodstuffs, animals and animal feedstuffs.
 - Role and function in these programmes of the Veterinary Authority and other Veterinary Services to be described in summary form.
 - Descriptive summary of the analytical methodologies used and their consistency with internationally recognised standards.
- iv. Veterinary medicines
- Descriptive summary of the administrative and technical controls involving registration, supply and use of veterinary pharmaceutical products especially including biological products. This summary should include a focus on veterinary public health considerations relating to the use of these products in food-producing animals.
 - Role and function in these programmes of the Veterinary Authority and other Veterinary Services to be described in summary form.

9. *Quality systems*

a) Accreditation

Details and evidence of any current, formal accreditation by external agencies of the Veterinary Services of any components thereof.

b) Quality manuals

Documented details of the quality manuals and standards which describe the accredited quality systems of the Veterinary Services.

c) Audit

Details of independent (and internal) audit reports which have been undertaken of the Veterinary Services of components thereof.

10. *Performance assessment and audit programmes*

a) Strategic plans and review

- i. Descriptive summary and copies of strategic and operational plans of the Veterinary Services organisation.
- ii. Descriptive summary of corporate performance assessment programmes which relate to the strategic and operational plans - copies of recent review reports.

b) Compliance

Descriptive summary of any compliance unit which monitors the work of the Veterinary Services (or elements thereof).

c) Annual reports of the Veterinary Authority

Copies of official annual reports of the national (sub-national) Veterinary Authority.

d) Other reports

- i. Copies of reports of official reviews into the function or role of the Veterinary Services which have been conducted within the past three years.
- ii. Descriptive summary (and copy of reports if available) of subsequent action taken on recommendations made in these reviews.

e) Training

- i. Descriptive summary of in-service and development programmes provided by the Veterinary Services (or their parent Ministries) for relevant staff.
- ii. Summary descriptions of training courses and duration.
- iii. Details of staff numbers (and their function) who participated in these training courses in the last three years.

f) Publications

Bibliographical list of scientific publications by staff members of Veterinary Services in the past three years.

g) Sources of independent scientific expertise

List of local and international universities, scientific institutions and recognised veterinary organisations with which the Veterinary Services have consultation or advisory mechanisms in place.

11. Membership of the OIE

State if country is a member of the OIE and period of membership.

CHAPTER 3.3.

COMMUNICATION

Article 3.3.1.

General considerations

In general, communication entails the exchange of information between various individual, institutional and public groups for purposes of informing, guiding and motivating action. The application of the science and technique of communication involves modulating messages in accordance with situations, objectives and target audiences.

The recognition of communication as a discipline of the Veterinary Services and its incorporation within it is critical for their operations. The integration of veterinary and communication expertise is essential for effective communication.

Communication should be an integral part of all the activities of the Veterinary Services including animal health (surveillance, early detection and rapid response, prevention and control), animal welfare and veterinary public health (food safety, zoonoses) and veterinary medicine.

Objectives of this chapter on communication for the Veterinary Services are to provide guidance for the development of a communication system, strategic and operational communication plans and elements to assess their quality.

Article 3.3.2.

Principles of communication

1. Veterinary Services should have the authority and capability to communicate on matters within their mandate.
2. Veterinary and communication expertise should be combined, and have established linkages with relevant agencies, particularly for management of disasters which could have impact on animal health and animal welfare, and for exotic disease control.
3. Communication should be targeted and follow the fundamental criteria of transparency, consistency, timeliness, balance, accuracy, honesty and empathy and respect the fundamental principles of quality of Veterinary Services (Article 3.1.2.).
4. Communication should be a continuous process.
5. Veterinary Services should have oversight of planning, implementing, monitoring, evaluating and revising their strategic and operational communication plans.

Article 3.3.3.

Definitions

Communication: means the discipline of informing, guiding and motivating individual, institutional and public groups, ideally on the basis of interactive exchanges, about any issue under the competence of the Veterinary Services.

Crisis: means a situation of great threat, difficulty or uncertainty when issues under the competence of the Veterinary Services require immediate action.

Crisis communication: means the process of communicating information as accurately as possible, albeit potentially incomplete, within time constraints in the event of a crisis.

Outbreak communication: means the process of communicating in the event of an outbreak. Outbreak communication includes notification.

Article 3.3.4.

Communication system

In addition to the Principles of Communication the following elements should be used in conjunction with Chapter 3.1., when planning, implementing and assessing a communication system:

1. Organisational chart indicating a direct link between the communication personnel and the Veterinary Authority, through the chain of command, such as dedicated communication unit or communication officer
2. Human resources
 - a) Identified and accessible official communication focal point
 - b) Job descriptions of communication personnel identifying roles and responsibilities
 - c) Sufficient number of qualified personnel with knowledge, skills, attitude and abilities relevant to communication
 - d) Continuous training and education on communication provided to communication personnel.
3. Financial and physical resources
 - a) Clearly identified budget for communication that provides adequate funding
 - b) Provision or access to appropriate material resources in order to carry out roles and responsibilities: suitable premises or accommodation that is adequately equipped with sufficient office and technical equipment, including information technology and access to the Internet.

4. Management of the communication system

a) Roles and responsibilities of the communication personnel

- i. Report to the Veterinary Authority
- ii. Engage in decision-making process by providing guidance and expertise on communication issues to the Veterinary Services
- iii. Be responsible for the planning, implementation and evaluation of the strategic and operational plans for communication and relevant standard operating procedures
- iv. Function as contact point on communication issues for the Veterinary Services with established linkages to relevant Competent Authorities with which Veterinary Services collaborate
- v. Provide and coordinate continuous education on communication for the Veterinary Services.

b) Strategic plan for communication

A well-designed strategic plan for communication should support the Veterinary Services strategic plan and have management support and commitment. The strategic plan for communication should address all high level organisation-wide long-term communication objectives.

A strategic plan for communication should be monitored, periodically reviewed and should identify measurable performance objectives and techniques to assess the effectiveness of communication.

The strategic plan for communication should consider the different types of communication: routine communication, risk communication, outbreak communication and crisis communication, to allow individuals, affected or interested parties, an entire community or the general public to make best possible decisions and be informed of policy decisions and their rationale.

The key outcomes in effectively implementing a strategic plan for communication are increased knowledge and awareness of issues by the public and stakeholders, higher understanding of the role of the Veterinary Services, higher visibility of and improved trust and credibility in the Veterinary Services. These will enhance understanding or acceptance of policy decisions and subsequent change of perception, attitude or behaviour.

c) Operational plans for communication

Operational plans for communication should be based on the assessment of specific issues and should identify specific objectives and target audiences such as staff, partners, stakeholders, media and the general public.

Each operational plan for communication should consist of a well-planned series of activities using different techniques, tools, messages and channels to achieve intended objectives and utilizing available resources within a specific timeframe.

CHAPTER 3.4.

VETERINARY LEGISLATION

Article 3.4.1.

Introduction and objective

Good governance is a recognised global public good and is of critical importance to Member Countries. Legislation is a key element in achieving good governance.

Veterinary legislation should, at a minimum, provide a basis for Competent Authorities to meet their obligations as defined in the Terrestrial Code and the relevant recommendations of the *Codex Alimentarius Commission*. In addition, there is an obligation for *World Trade Organisation (WTO)* Members under the *Agreement on the Application of sanitary and phytosanitary measures (SPS Agreement)* to notify the WTO of changes in sanitary measures, including changes in legislation that affect trade, and provide relevant information.

For the purposes of the Terrestrial Code, veterinary legislation comprises all legal instruments necessary for the governance of the veterinary domain.

The objective of this chapter is to provide advice and assistance to Member Countries when formulating or modernising veterinary legislation so as to comply with OIE standards, thus ensuring good governance of the entire veterinary domain.

Article 3.4.2.

Definitions

For the purposes of this chapter the following definitions apply:

Hierarchy of legislation: means the ranking of the legal instruments as prescribed under the fundamental law (e.g. the constitution) of a country. Respect for the hierarchy means that each legal instrument must comply with higher order legal instruments.

Legal instrument: means the legally binding rule that is issued by a body with the required legal authority to issue the instrument.

Primary legislation: means the legal instruments issued by the legislative body of a Member Country.

Secondary legislation: means the legal instruments issued by the executive body of a Member Country under the authority of primary legislation.

Stakeholder: means a person, group, or organisation that can affect or be affected by the impacts of veterinary legislation.

Veterinary domain: means all the activities that are directly or indirectly related to animals, their products and by-products, which help to protect, maintain and improve the health and welfare of humans, including by means of the protection of animal health and animal welfare, and food safety.

Article 3.4.3.

General principles

1. *Respect for the hierarchy of legislation*

Veterinary legislation should scrupulously respect the hierarchy between primary legislation and secondary legislation.

2. *Legal basis*

Competent Authorities should have available the primary legislation and secondary legislation necessary to carry out their activities at all administrative and geographic levels.

Veterinary legislation should be consistent with national and international law, as appropriate, including civil, penal and administrative laws.

3. *Transparency*

Veterinary legislation should be inventoried and be readily accessible and intelligible for use, updating and modification, as appropriate.

Competent Authorities should ensure communication of veterinary legislation and related documentation to stakeholders.

4. *Consultation*

The drafting of new and revised legislation relevant to the veterinary domain should be a consultative process involving Competent Authorities and legal experts to ensure that the resulting legislation is scientifically, technically and legally sound.

To facilitate implementation of the veterinary legislation, Competent Authorities should establish relationships with stakeholders, including taking steps to ensure that they participate in the development of significant legislation and required follow-up.

5. *Quality of legislation and legal certainty*

Veterinary legislation should be clear, coherent, stable and transparent and protect citizens against unintended adverse side effects of legal instruments. It should be technically relevant, acceptable to society, able to be effectively implemented and sustainable in technical, financial and administrative terms. A high quality of legislation is essential for achieving legal certainty.

Article 3.4.4.

The drafting of veterinary legislation

Veterinary legislation should:

1. be drafted in a manner that establishes clear rights, responsibilities and obligations (i.e. 'normative');
2. be unambiguous, with clear and consistent syntax and vocabulary;
3. be precise, accurate and consistent in the repeated use of the terminology;
4. contain no definitions that create any conflict or ambiguity;
5. include a clear statement of scope and objectives;

6. provide for the application of penalties and sanctions, either criminal or administrative, as appropriate to the situation; and
7. make provision for the financing needed for the execution of all activities of Competent Authorities; the financing should be ensured in accordance with the national funding system.

Article 3.4.5.

Competent Authorities

Competent Authorities should be legally mandated, capacitated and organised to ensure that all necessary actions are taken quickly and coherently to address animal health, public health and animal welfare emergencies effectively.

Veterinary legislation should provide for a chain of command that is as effective as possible (i.e. short, with all responsibilities clearly defined). For this purpose, the responsibilities and powers of Competent Authorities, from the central level to those responsible for the implementation of legislation in the field, should be clearly defined. Where more than one Competent Authority is involved such as in relation to environmental, food safety or other public health matters a reliable system of coordination and cooperation should be in place.

Competent Authorities should appoint technically qualified officials to take any actions needed for implementation or verification of compliance with the veterinary legislation, respecting the principles of independence and impartiality prescribed in Article 3.1.2.

1. Necessary powers of the Competent Authority

The veterinary legislation should also ensure that:

- a) officials have the legal authority to intervene in accordance with the legislation and the penal procedures in force;
- b) while executing their legal mandate, officials are protected against legal action and physical harm for actions carried out in good faith;
- c) the powers and functions of officials are explicitly and thoroughly listed to protect the rights of stakeholders and the general public against any abuse of authority. This includes respecting confidentiality, as appropriate; and
- d) at least the following powers are available through the primary legislation:
 - i. access to premises and vehicles for carrying out inspections;
 - ii. access to documents;
 - iii. taking samples;
 - iv. retention (setting aside) of animals and goods, pending a decision on final disposition;
 - v. seizure of animals, products and food of animal origin;
 - vi. suspension of one or more activities of an inspected establishment;
 - vii. temporary, partial or complete closure of inspected establishments; and
 - viii. suspension or withdrawal of authorisations or approvals.
 - ix. These essential powers must be identified as they can result in actions that may conflict with individual rights ascribed in fundamental laws.

2. *Delegation of powers by the Competent Authority*

The veterinary legislation should provide the possibility for Competent Authorities to delegate specific tasks related to official activities. The specific tasks delegated, the body(ies) to which the tasks are delegated and the conditions of supervision by the Competent Authority should be defined.

For this purpose, the veterinary legislation should:

- a) define the field of activities and the specific tasks covered by the delegation;
- b) provide for the control, supervision and, when appropriate, financing of the delegation;
- c) define the procedures for making delegation;
- d) define the competencies to be held by persons receiving delegation; and
- e) define the conditions of withdrawals of delegations.

Article 3.4.6.

Veterinarians and VPPs

1. *Veterinary medicine/science*

- a) In order to ensure quality in the conduct of veterinary medicine/science, the veterinary legislation should:
- b) define the prerogatives of veterinarians and of the various categories of VPPs that are recognised by the Member Country;
- c) define the minimum initial and continuous educational requirements and competencies for veterinarians and VPPs;
- d) prescribe the conditions for recognition of the qualifications for veterinarians and VPPs;
- e) define the conditions to perform the activities of veterinary medicine/science; and
- f) identify the exceptional situations, such as epizootics, under which persons other than veterinarians can undertake activities that are normally carried out by veterinarians.

2. *The control of veterinarians and VPPs*

- a) Veterinary legislation should provide a basis for regulation of veterinarians and VPPs in the public interest. To that end, the legislation should:
- b) describe the general system of control in terms of the political, administrative and geographic configuration of the country;
- c) describe the various categories of VPPs recognised by the Member Country in accordance with its needs, notably in animal health and food safety, and for each category, prescribe its training, qualifications, tasks and extent of supervision;
- d) prescribe the powers to deal with conduct and competence issues, including licensing requirements, that apply to veterinarians and VPPs;
- e) provide for the possibility of delegation of powers to a professional organisation such as a veterinary statutory body; and
- f) where powers have been so delegated, describe the prerogatives, the functioning and responsibilities of the mandated professional organisation.

Article 3.4.7.

Laboratories in the veterinary domain

1. *Facilities*

Veterinary legislation should define the role, responsibilities, obligations and quality requirements for:

- a) reference laboratories, which are responsible for controlling the veterinary diagnostic and analytical network, including the maintenance of reference methods;
- b) laboratories designated by the Competent Authority for carrying out the analysis of official samples; and
- c) laboratories recognised by the Competent Authority to conduct analyses required under the legislation e.g. for the purposes of quality control.

Veterinary legislation should define the conditions for the classification, approval, operations and supervision of laboratories at each level.

2. *Reagents*

Veterinary legislation should provide a basis for actions to address the elements listed below:

- a) procedures for authorising reagents that are used to perform official analyses;
- b) quality assurance by manufacturers of reagents used in official analyses; and
- c) surveillance of marketing of reagents, where these can affect the quality of analyses required by the veterinary legislation.

Article 3.4.8.

Health provisions relating to animal production

1. *Identification and traceability*

Veterinary legislation should provide a basis for actions to address all the elements in point 6 of Article 4.2.3.

2. *Animal markets and other gatherings*

Veterinary legislation should address, for animal markets and other commercially or epidemiologically significant animal gatherings, the following elements:

- a) registration of animal markets and other animal gatherings;
- b) health measures to prevent disease transmission, including procedures for cleaning and disinfection, and animal welfare measures; and
- c) provision for veterinary checks.

3. *Animal reproduction*

Veterinary legislation should provide a basis for actions to address the health regulation of animal reproduction as appropriate. Health regulations may be implemented at the level of animals, genetic material, establishments or operators.

4. *Animal feed*

Veterinary legislation should provide a basis for actions to address the elements listed below:

- a) standards for the production, composition and quality control of animal feed;
- b) registration and, if necessary, approval of establishments and the provision of health requirements for relevant operations; and
- c) recall from the market of any product likely to present a hazard to human health or animal health.

5. *Animal by-products*

Veterinary legislation should provide a basis for actions to address the elements listed below:

- a) definition of the animal by-products subject to the legislation;
- b) rules for collection, processing, use and disposal of animal by-products;
- c) registration and, if necessary, approval of establishments and the provision of health requirements for relevant operations; and
- d) rules to be followed by animal owners.

6. *Disinfection*

Veterinary legislation should provide a basis for actions to address the regulation and use of products and methods of disinfection relating to the prevention and control of animal diseases.

Article 3.4.9.

Animal diseases

Veterinary legislation should provide a basis for the Competent Authority to manage diseases of importance to the country and to list those diseases, guided by the recommendations in Chapters 1.1. and 1.2.

1. *Surveillance*

Veterinary legislation should provide a basis for the collection, transmission and utilisation of epidemiological data relevant to diseases listed by the Competent Authority.

2. *Disease prevention and control*

- a) Veterinary legislation should include general animal health measures applicable to all diseases and, if necessary, additional or specific measures such as surveillance, establishment of a regulatory programme or emergency response for particular diseases listed in the country.
- b) The legislation should also provide a basis for contingency plans to include the following for use in disease responses:
 - i. administrative and logistic organisation;
 - ii. exceptional powers of the Competent Authority; and
 - iii. special and temporary measures to address all identified risks to human or animal health.

- c) Veterinary legislation should provide for the financing of animal disease control measures, such as operational expenses and, as appropriate, owners' compensation in the event of killing or slaughtering of animals and seizure or destruction of carcasses, meat, animal feed or other things.

3. *Emerging diseases*

Veterinary legislation should provide for measures to investigate and respond to emerging diseases.

Article 3.4.10.

Animal welfare

1. *General provisions*

Veterinary legislation should provide a basis for actions to address the animal welfare related requirements in Section 7.

To this end, the legislation should contain, as a minimum, a legal definition of cruelty as an offence, and provisions for direct intervention of the Competent Authority in the case of neglect by animal keepers.

2. *Stray dogs and other free-roaming animals*

Veterinary legislation should provide a basis for actions to address the requirements in Chapter 7.7. and, as appropriate, prohibition of the abandonment of animals, and management of abandoned animals, including transfer of ownership, veterinary interventions and euthanasia.

Article 3.4.11.

Veterinary medicines and biologicals

Veterinary legislation should provide a basis for assuring the quality of veterinary medicines and biologicals and minimising the risk to human, animal and environmental health associated with their use.

1. *General measures*

Veterinary legislation should provide a basis for actions to address the elements listed below:

- a) definition of veterinary medicines and biologicals, including any specific exclusions; and
- b) regulation of the importation, manufacture, distribution and usage of, and commerce in, veterinary medicines and biologicals.

2. *Raw materials for use in veterinary medicines and biologicals*

Veterinary legislation should provide a basis for actions to address the elements listed below:

- a) quality standards for raw materials used in the manufacture or composition of veterinary medicines and biologicals and arrangements for checking quality;
- b) establishment of the withdrawal periods and maximum residue limits for veterinary medicines and biologicals, as appropriate; and
- c) requirements for substances in veterinary medicines and biologicals that may, through their effects, interfere with the conduct of veterinary checks.

3. *Authorisation of veterinary medicines and biologicals*

- a) Veterinary legislation should ensure that only authorised veterinary medicines and biologicals may be placed on the market.
- b) Special provisions should be made for:
 - i. medicated feed;
 - ii. products prepared by authorised veterinarians or authorised pharmacists; and
 - iii. emergencies and temporary situations.
- c) Veterinary legislation should address the technical, administrative and financial conditions associated with the granting, renewal, refusal and withdrawal of authorisations.
- d) In defining the procedures for seeking and granting authorisations, the legislation should:
 - i. describe the role of the relevant Competent Authorities; and
 - ii. establish rules providing for the transparency in decision making.
- e) Veterinary legislation may provide for the possibility of recognition of the equivalence of authorisations made by other countries.

4. *Quality of veterinary medicines and biologicals*

Veterinary legislation should address the following elements:

- a) the conduct of clinical and non-clinical trials to verify all claims made by the manufacturer;
- b) conditions for the conduct of trials;
- c) qualifications of experts involved in trials; and
- d) surveillance for adverse effects arising from the use of veterinary medicines and biologicals.

5. *Establishments producing, storing and wholesaling veterinary medicines and biologicals*

Veterinary legislation should provide a basis for actions to address the following elements:

- a) registration or authorisation of all operators manufacturing importing, storing, processing, wholesaling or otherwise distributing veterinary medicines and biologicals or raw materials for use in making veterinary medicines and biologicals;
- b) definition of the responsibilities of operators;
- c) good manufacturing practices as appropriate;
- d) reporting on adverse effects to the Competent Authority; and
- e) mechanisms for traceability and recall.

6. *Retailing, use and traceability of veterinary medicines and biologicals*

Veterinary legislation should provide a basis for actions to address the following elements:

- a) control over the distribution of veterinary medicines and biologicals and arrangements for traceability, recall and conditions of use;
- b) establishment of rules for the prescription and provision of veterinary medicines and biologicals to end users;
- c) restriction to authorised professionals and, as appropriate, authorised VPPs of commerce in veterinary medicines and biologicals that are subject to prescription;
- d) the supervision by an authorised professional of organisations approved for holding and use of veterinary medicines and biologicals;
- e) the regulation of advertising claims and other marketing and promotional activities; and
- f) reporting on adverse effects to the Competent Authority.

Article 3.4.12.

Human food production chain

Veterinary legislation should provide a basis for actions to safeguard the human food production chain through controls at all critical steps, consistent with national food safety standards. The role of the Veterinary Services in food safety is described in Chapter 6.1.

1. *General provisions*

Veterinary legislation should provide a basis for actions to address the following elements:

- a) controls over all stages of the production, processing and distribution of food of animal origin;
- b) recording all significant animal and public health events that occur during primary production;
- c) giving operators of food production premises the primary responsibility for compliance with food safety requirements, including traceability established by the Competent Authority;
- d) inspection for compliance with food standards, where this is relevant to health or safety;
- e) inspection of premises;
- f) prohibition of the marketing of products not fit for human consumption; and
- g) provisions for recall from the marketplace of all products likely to be hazardous for human or animal health.

2. *Products of animal origin intended for human consumption*

Veterinary legislation should provide a basis for actions to address the following elements:

- a) arrangements for inspection and audit;
- b) the conduct of inspection and audit;
- c) health standards; and
- d) the application of health identification marks that are visible to the intermediary or final user.

The Competent Authority should have the necessary powers and means to rapidly withdraw any products deemed to be hazardous from the food chain or to prescribe uses or treatments that ensure the safety of such products for human or animal health.

3. *Operators responsible for premises and establishments pertaining to the food chain*

Veterinary legislation should provide a basis for actions to address the following elements as appropriate:

- a) registration of premises and establishments by the Competent Authority;
- b) the use of risk-based management procedures; and
- c) prior authorisation of operations that are likely to constitute a significant risk to human or animal health.

Article 3.4.13.

Import and export procedures and veterinary certification

Veterinary legislation should provide a basis for actions to address the elements relating to import and export procedures and veterinary certification referred to in Section 5.



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