



Towards a More Resilient Veterinary Workforce for Africa 2024

Continental Conference 26 – 28 November 2024 Nairobi, Kenya

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Navigating Veterinary Workforce Evolution in South Africa

Advancing Veterinary Professional Recognition in South Africa: A VPPs Perspective

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Africa Rep

Introduction

• Overview of the Presentation

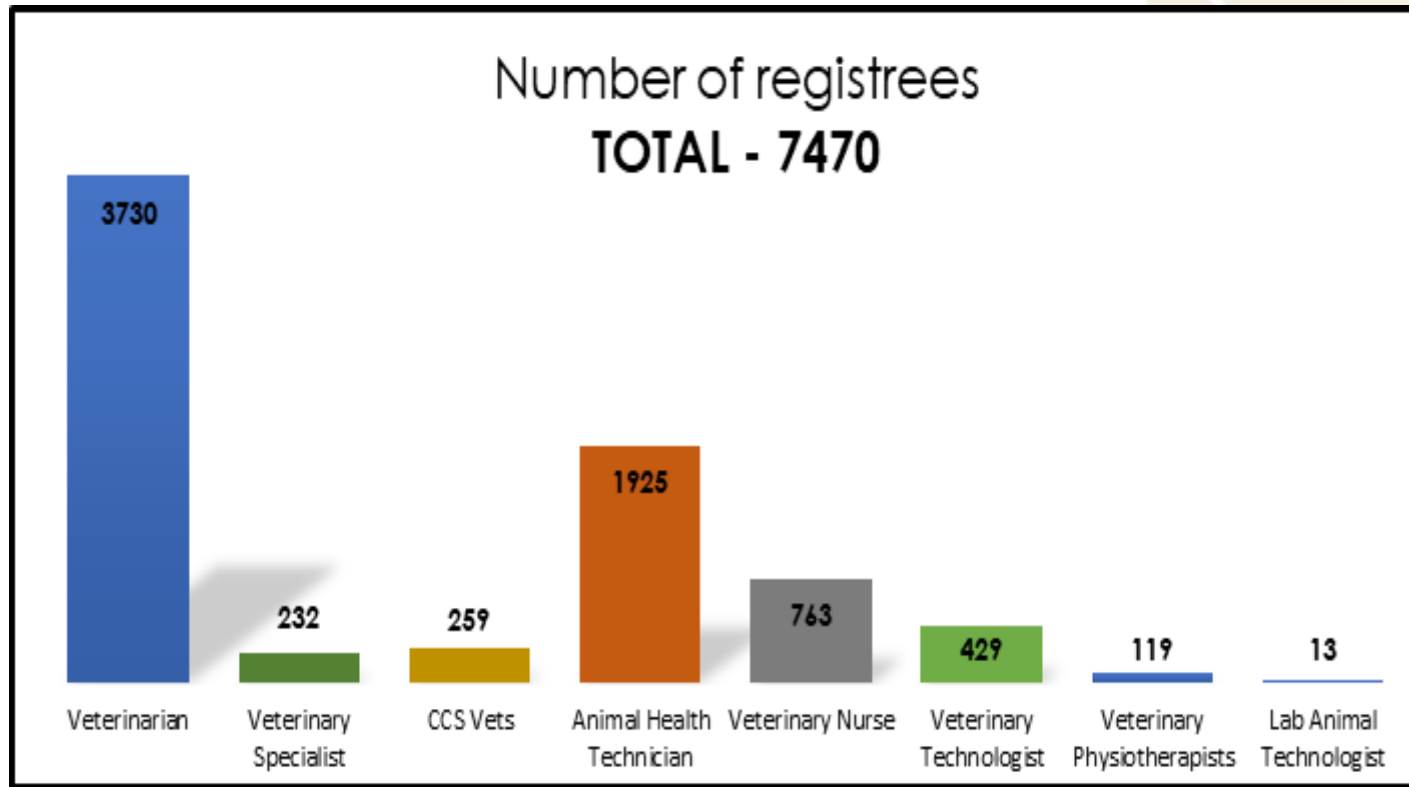
- The South African Veterinary Council (SAVC)
- South African Vet Council Registree Data base
- Addressing workforce gaps in veterinary services
- Evolution of recognition for Veterinary Paraprofessionals (VPPs)
- Establishment of qualifications and registration by the South African Veterinary Council

South African Veterinary Council

• Regulatory Function

- Veterinary and Para-veterinary Profession Act 19 of 1982
- Custodian of Quality Veterinary and Para-veterinary Standards
- Council and Committees
 - Investigation Committee,
 - Facility Compliance Committee,
 - Education Committee (Standards Working Group),
 - Committee on Specialization, etc
 - Executive Committee of SAVC and Finance, Audit, Risk Management Committee (FARMCO)
- Executive Management as led by the Registrar/Chief Executive Officer
- Ensuring ethical practices and maintenance of high professional standards

Number of registrees - demographics



Demographic break-down: Registrées per profession/gender

Profession	Female	Male	Unspecified	Total
Veterinarians	1 837	1 852	41	3730
Veterinary specialists	80	149	3	232
CCS veterinarians	165	92	2	259
Animal health technicians	1 043	845	37	1 925
Veterinary nurses	708	42	13	763
Veterinary technologists	302	119	8	429
Veterinary physiotherapists	107	6	6	119
Laboratory animal technologists	7	6	0	13
TOTAL	4 249	3 111	110	7 470

Registrees per profession/race

Veterinarians – 3 730

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	252	36	136	1 941	1 365	3 730

Veterinary specialists – 232

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	10	3	3	149	67	232

CCS veterinarians – 259

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	55	8	33	149	14	259

Animal health technicians – 1 925

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	1 042	19	10	199	655	1925

Veterinary nurses – 763

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	74	7	15	449	218	763

Veterinary technologists – 429

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	206	1	10	78	134	429

Veterinary physiotherapists – 119

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	0	0	0	110	9	119

Laboratory Animal technologists – 13

Race	Black	Coloured	Indian	White	Unspecified	Total
Total	3	0	1	8	1	13

Current Workforce Situation

• Veterinarian Shortage in South Africa

- Only 4 000 registered veterinarians for 30 million people
- World standard: 200-400 veterinarians per million people
- Impact on food security and disease control
- Greater impact on rural smallholder farmers
- Recruitment of veterinarians - experience by private clinics and provincial department

South African Vet Council's Response

- **Revised Regulatory Framework**

- Expansion of VPPs' scope of practice
- Delineation of scope of practice with some aspects of VPPs work on their own, with no supervision and some aspects requiring either direct and/or indirect supervision by a veterinarian
- Increased visibility in rural sectors
- Improved accessibility of veterinary services

The SAVC acting in terms of section 30(1) of the Veterinary and Para-Veterinary Professions Act, 1982, promulgated the new rules relating to the practising of the para-veterinary profession of VPPs.

- **The New Rules provide for the following**

- General services which may be performed in the course of employment by state, or under veterinary supervision
- Services that may be performed for own account at a Primary Animal Health Clinic facility
- Procedures that may be performed by an VPP (Animal Health Technician/ Veterinary Nurse), without veterinary supervision
- Exceptions to rule 2

Categories of VPPs

- **Five VPP categories and Qualifications registered with SAVC**
 - **Animal Health Technicians (AHTs)**
 - Primary Animal Health Care (PAHC)
 - Disease prevention and biosecurity
 - **Veterinary Technologists (VTs)**
 - Sampling and diagnostics
 - **Veterinary Nurses (VNs)**
 - Companion animals in urban areas
 - **Veterinary Physiotherapists (Vet Physio)**
 - Companion animals and performing animals like horses
 - **Laboratory Animal Technologists (LATs)**
 - Research and development

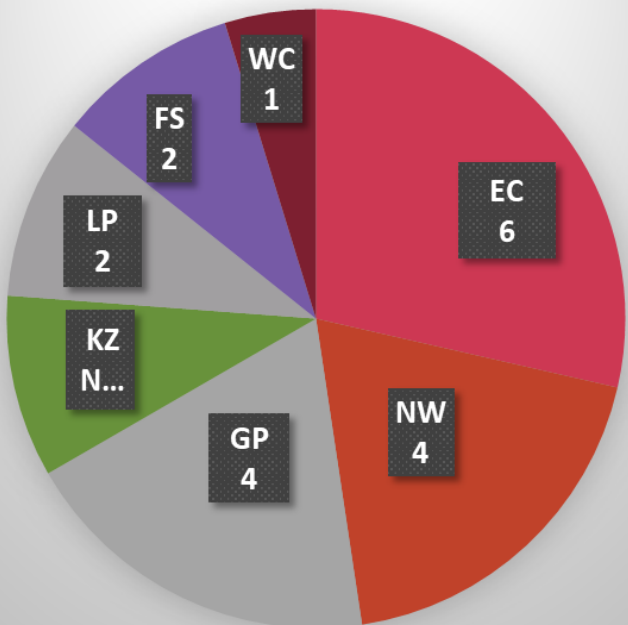
Implementation and Impact

- **Consultation and Promulgation**
 - Public consultation process
 - Gazetting of new rules (December 2022, February 2023)
- **Working for Own Gain**
 - One of the most important features of the new rules is the creation of a new dispensation allowing VPPs to work for own account
 - This was a game changer in that for the first time in the history of the profession, VPPs can now register and operate their own para-veterinary facilities, as principals of such facilities
- **Impact on Workforce and Animal Health**
 - Addressing workforce challenges
 - Enhancing animal health across South Africa
 - Improving access to veterinary services by the rural smallholder farmer

SAVC Approved VPP Facilities to Date

New rules December 2022 and February 2023: Para-veterinary professionals can work for own gain to provide services within their scope of practice

- ✓ Primary animal healthcare facilities (AHTs) – 21 facilities registered
- ✓ Veterinary nursing facilities – four (4) facilities registered
- ✓ Veterinary physiotherapy facilities – 26 facilities registered
- ✓ LATs and VTs- Zero (0) facilities thus far



PRIMARY ANIMAL HEALTHCARE BUSINESS WORKSHOP

2023 Closing & CEREMONY

Tsolo Agriculture and Rural Development
1st December 2023
Program Facilitator: Mr Titus M...

PRIMARY ANIMAL HEALTHCARE BUSINESS WORKSHOP (DAY 02) Programme

Session	Time	Topics	Facilitators
2.1	09.00-09.30	From pricing to profitability: why is it important to get pricing right?	Mr Lindile Ndala
2.2	09.30-10.00	Introduction to the how of pricing and this morning's task	Dr Shepard Marimbire
	10.00-10.30	Break	
2.3	10.30-12.00	Group work: pricing case studies	Dr Shepard Marimbire Lulu Kwetana Fazile November Zintle Gomo Xolani Nyiki
2.4	12.00-12.30	Plenary discussion on pricing	Dr Shepard Marimbire
2.5	12.30-13.00	Recap: herd health planning	Dr John Guma
	13.00-14.00	Lunch	
2.6	14.30-16.00	Introduction to the Lunda Vet App and the role it could play for an AHT's business	Lunda Vet team
	16.00-16.30	Break	
2.7	16.30-17.00	Preparing for herd health visit	Dr John Guma Mr. Daniel Matlou

IN PARTNERSHIP WITH:

PRIMARY ANIMAL HEALTHCARE BUSINESS WORKSHOP (DAY 01) Programme

Session	Time	Topics	Facilitators
1.1	11.00-11.30	Welcome and agenda for the week	Dr John Guma
1.2	11.30-13.30	Artificial intelligence and business	Mr. Thembelani Maphanga-ECDC
	13.30-14.30	Break	
1.3		Summary feedback on business plans	ECDC -Virtual Session

Registered PAHC facilities: 21 - Geographical Spread

Conclusion

- **Summary of Key Points**

- Importance of addressing workforce gaps
- Role of VPPs in improving veterinary services
- SAVC's efforts in regulatory changes

- **Future Outlook**

- Continued efforts to enhance veterinary services
- Potential for further improvements in animal health and food security

Conclusion

- Veterinary Paraprofessionals (VPPs) play a pivotal role in enhancing veterinary services. Their expanded range of categories and increased authority to practice are directly linked to educational efforts aimed at upskilling. These advancements in training are reflected in the five (5) qualifications recognized by the South African Veterinary Council (SAVC) for VPP registration.
- The SAVC's regulatory changes ensure that VPPs meet contemporary standards necessary for delivering high-quality veterinary care. Effective communication between training institutions and the SAVC is essential for aligning educational programs with industry requirements and regulatory standards.
- This responsibility falls under the Education Committee (Educom) of the SAVC, which monitors educational institutions offering veterinary education to ensure curricula are updated according to current practices and regulations. To implement this new regulatory framework, Educom issued a notice to Veterinary Education Establishments (VEEs) to revise the Day One Competencies for VPPs, incorporating Business Development, Entrepreneurial Skills, and OneHealth.
- VEEs maintain ongoing communication with the SAVC through annual stakeholder engagements held by the Executive Committee and quarterly Educom meetings, where VEEs are represented.

Q&A

- **Questions and Answers**

- Open floor for audience questions
- Discussion on key points and future steps

Thank you

SOUTH AFRICAN VETERINARY COUNCIL

- Physical Location:
26 Victoria Link Street, Route 21 Corporate Park, Nellmapius Drive, Irene, South Africa
- Contact Tel: 0027(0)12 345 6360

 **PRIMARY ANIMAL HEALTHCARE BUSINESS WORKSHOP**

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