



Towards a More Resilient Veterinary Workforce for Africa 2024

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THE EVOLUTION OF VETERINARY COUNCIL OF TANZANIA AND ITS CONTRIBUTION TO THE NATIONAL WORKFORCE PLANNING

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OUTLINE

- Background
- The evolution of VCT
- The VCTs mandate
- Twinning programme
- Benefits of broad registration process
- Challenges
- VCTs contribution to the AH workforce strategy development

Background information

- The livestock subsector is vital for sustainable development in Sub-Saharan Africa
- Key in rural livelihoods, food security, and employment opportunities in Sub-Saharan Africa.
- Serves as economic lifelines for more than 50% of the continental population
- Contributes significantly to export earnings.
- Supports industrial development and growth.

Background information.....

Livestock Sector in Tanzania

- **GDP Contribution**

- Accounts for approximately **6.7%** of the National GDP (Tanzania Economic Survey, 2022)

- **Employment**

- Provides direct and indirect employment to around **60%** of the population, especially in rural areas

- **Food Security & Nutrition**

- Supplies essential food products such as **milk, meat, and eggs**

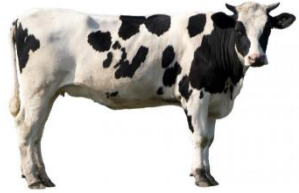
- **Export Revenue**

- Contributes to foreign exchange earnings through **exports of livestock products** like hides and skins

- **Support for Rural Livelihoods**

- A crucial source of income for **rural communities**

Background information.....



Cattle 36.6 mil



Pig 3.7 mil.



Goats 26.6 mil



Chicken 97.6 mil.



Sheep 9.1 mil.



Dogs 4 mil +
2 mil cats.

- Tanzania has a huge animal resource
- cattle which account for 1.4% and 11% of the global and African cattle population

Veterinary Services and Legislative Review in Tanzania

- **Resource Base**

- Tanzania's livestock and fisheries sectors depend on animal health services.

- **Animal Health Services**

- Delivered by **veterinarians** and **veterinary paraprofessionals**.
- Veterinary paraprofessionals form the **frontline workforce** in animal health.

- **Economic Context**

- The shift in the 1980s toward a **market-based economy** highlighted the need for regulatory updates.

- **Legislative Review**

- Initiated a review of the **Veterinary Surgeon Ordinance CAP 376 of 1958** to align with modern needs.

The Veterinary Act and the Veterinary Council of Tanzania

- **Legislative Update**

- **Veterinary Act CAP 319** enacted in **2003**, replacing the **Veterinary Surgeons Ordinance CAP 376 of 1958**.

- **Establishment of the Veterinary Council**

- **Veterinary Council of Tanzania** established in **2004** under Section 3 of the Act.
- Replaced the **Tanzania Veterinary Board**.

- **Role of the Veterinary Council**

- **Regulates** the veterinary profession, paraprofessionals, and animal health services facilities.
- Ensures **livestock farmers benefit** from high-quality animal health services.

Veterinary Council of Tanzania (VCT) Registration

• Inclusion of Paraprofessionals

- VCT registers **paraprofessionals, paraprofessional assistants, and technicians.**
- These groups represent the **majority and frontline workforce** in animal health services in Tanzania.

• Registration Statistics *(as of June 2024)*:

- **Registered Veterinarians:** 1,004 registered
- **Enrolled Paraprofessionals:** 2,967 enrolled
- **Enlisted Paraprofessional Assistants:** 2,791 enlisted
- **Technicians:** 1,130 licensed
 - **Meat Inspectors:** 955
 - **AI Technicians:** 91
 - **Lab Technicians:** 84

Benefits of Broad Registration of Animal Health Professionals

- **Regulation and Accountability**
 - Ensures that all **animal health professionals** are registered and regulated.
- **Ethics and Standards**
 - Enforces compliance with **professional ethics** to maintain high standards in service delivery.
- **Quality Assurance for Farmers**
 - Guarantees that **farmers receive the best possible services** to support livestock health and productivity.

Challenges of Broad Registration of Animal Health Professionals

- **Compliance with Continuing Professional Development (CPD)**
 - **Low compliance** due to CPD not being compulsory for VCT registration.
 - **Resistance among profession** in private sector due to financial constraints.
- **Legislation Enforcement Issues**
 - **Prosecutions for non professional criminal offenses** often fail at the police or prosecuting authorities level.

WOAH-Funded Twinning Programme (2018-2020)

• Partnership

- Collaboration between the **Veterinary Council of Tanzania (VCT)** and the **South African Veterinary Council (SAVC)**.
- Funded by the **World Organization for Animal Health (WOAH)**.

• Programme Objective

- Enhance **effectiveness in regulatory tasks** performed by VCT and SAVC.
- Strengthen **capacity and resources** of Veterinary Service Boards (VSBs).

• Key Areas of Focus

- Improve **national veterinary services**.
- Ensure **generation of scientific information** and **disease reporting**.
- Promote **animal and human health**, as well as **food security and safety**.

• Training Components

- Standards for **veterinary training**.
- Standards for **veterinary practice**.
- Effective **functioning of Veterinary Service Boards (VSBs)**.

Key Developments in Veterinary Council of Tanzania (VCT)

- **Day One Competencies Guidelines**

- **Development and adoption** of guidelines to define competencies required from veterinarians from day one of practice.

- **Legislation for CPD**

- **Formal implementation** of legislation relating to **Continuing Professional Development (CPD)** for animal health professionals.

- **Registration of Veterinary Practices**

- **Mandatory registration** of veterinary practices by **registered veterinarians** to ensure compliance and professionalism.

- **Strategic Plan for 2020-2025**

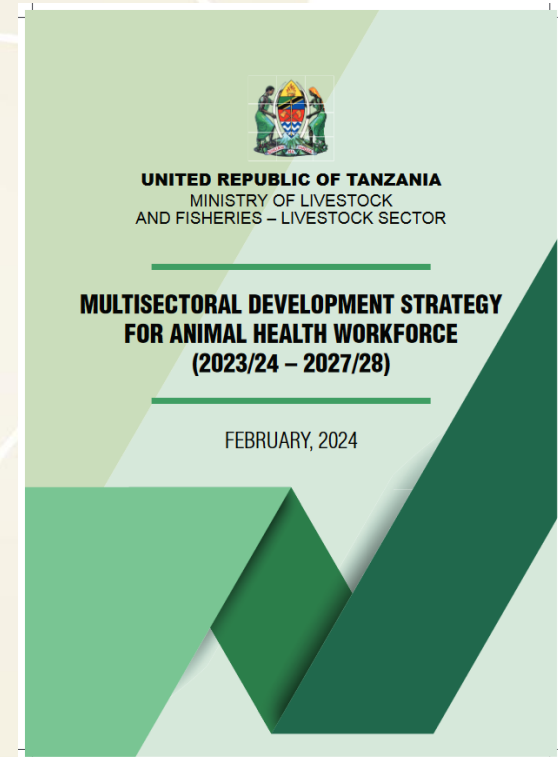
- Drafted and adopted a **strategic plan** with the goal of establishing VCT as an **independent Veterinary Service Board (VSB)**.

Key Developments in Veterinary Council of Tanzania (VCT)

- **Veterinary Council of Tanzania (VCT) Self-Evaluation Report [SER]**
- **Development and Adoption**
 - The **Self-Evaluation Report (SER)** was developed and adopted with positive feedback from the **College of Veterinary Medicine and Biomedical Sciences (CVMBS), SUA**.
- **Implementation and Monitoring**
 - **SER in Use:** Utilized in conjunction with annual visits and inspections of the **Veterinary Faculty at CVMBS**.
 - **Curriculum Monitoring:** Ensures alignment with standards for the **veterinary qualification in Tanzania**.
- **Online Application System (2022)**
 - A **fully functional online system** for registration of personnel and facilities.
 - System developed and overseen by the **ICT unit of the Ministry** to enhance efficiency in VCT operations.

The VCT contributions to the strategy development

- The Ministry of Livestock and Fisheries Developed a Multisectoral Development strategy for Animal Health workforce in 2023 in collaboration with FAO
- Aimed to ensure an adequate supply of skilled professionals capable to effectively address the diverse challenges in animal health
- The assignment was undertaken from December, 2022 to June, 2023.
- It was accomplished in phases that involved:
 - Initial in-depth review of reports and documents on animal health workforce,
 - Assessment of the current state of animal health workforce,
 - Consultations with various stakeholders
 - Validation with stakeholders



The VCT contributions.....

- Provision of Registration data
- Provision of Retention in the register, roll and list data
- Provision of clarifications to the strategy developers on procedures for registration, enrollment, enlistment and licensing
- VRCS – Veterinary Registration and Certification System (2006) – as a database
- MIMIS- Mifugo Management Information System (2022)
- Tanzania Public Service Human Capital Management Information System (HCMIS - 2021) – obtained by request



Thank

You