



## Towards a More Resilient Veterinary Workforce for Africa 2024

Continental Conference  
26 – 28 November 2024 Nairobi, Kenya

# HIGH LEVEL CONFERENCE RECOMMENDATIONS 28 November 2024

### Considering

1. The recommendations of the 2015 OIE Regional Conference on the role of veterinary para-professionals (Pretoria, South Africa);
2. The 2016 OIE International Conference on Veterinary Education (Bangkok, Thailand);
3. The development and publication of WOA (OIE) :
  - a) Recommendations on the Competencies of graduating veterinarians ('Day 1 graduates') to assure National Veterinary Services of quality (2012)
  - b) Guidelines on Veterinary Education Core Curriculum (2013)
  - c) Competency Guidelines for Veterinary Paraprofessionals (2018)
  - d) Curricula Guidelines for Veterinary Paraprofessionals (2019)
  - e) Competency and Curricula Guidelines for *Community-based Animal Health Workers* (CAHWs) (September 2024);
4. The data generated and availed through the *Performance of Veterinary Services* (PVS) Pathway and *Information System* (PVSIS);
5. The *World Veterinary Association* (WVA) Position Statement on Veterinary Para-Professionals (2024);
6. The AU-IBAR / WOA Africa PPP Forum in the veterinary domain (April 2024);
7. The work implemented by numerous programmes and projects, supported by FAO, WHO, UNEP, VSF International, and other partners;



## Participants recommend

### WOAH Members to -

#### Legislation

1. Ensure that national legislation provides a robust framework to govern all categories of personnel involved in animal health services, including veterinarians, *veterinary paraprofessionals* (VPPs), *community-based animal health workers* (CAHWs), and addresses their education, qualifications, prerogatives and regulation.

#### Workforce assessment, planning and development

2. Conduct regular veterinary workforce assessments ensuring all relevant stakeholders are involved in the process, using gender-disaggregated data collection, monitoring, exploiting data from the PVS Pathway Information System and including continuing education to ensure appropriate workforce planning and development.

#### Regulation

- 3.a. Ensure the establishment or strengthening of an independent *Veterinary Statutory Body* (VSB) that regulates all categories of personnel, includes their representation on the VSB Board, and ensures that ethical standards and accountability underlie veterinary practice, and that a Continuing Education framework is in place.
- 3.b. Encourage Veterinary Statutory Bodies across Africa to foster collaboration, harmonisation of standards, and shared resources in the regulation of veterinary practice and recognition of all categories of personnel.

#### Education

4. Develop competency-based frameworks for veterinary and veterinary paraprofessional education and continuing education, aligned with national requirements, WOAH competency and curricula guidelines and competency-based Training Frameworks, with attention to lifelong learning and transferable skills for women and men, aspiring towards continental quality assurance and regional harmonisation.

#### Economic sustainability of Veterinary Services

5. Foster economic sustainability of veterinary service delivery, including through leveraging *public - private partnerships* (PPP), creating the enabling environment, providing economic incentives, advocating for investments in adequate staffing, and fostering business and advocacy skills in the private sector.



## **Gender inclusion**

- 6.a. Promote gender equality and gender mainstreaming of the veterinary professions by ensuring equal access to education, continuing education, employment, and decision-making within the workforce, adopting gender-disaggregated data collection, analysis, and reporting and ensure service delivery tailored to meet the needs of both women and men livestock keepers.
- 6.b. Advocate for policies addressing gender-based violence, harassment, and discrimination to ensure that everyone in the workforce feels safe.

## **Wellbeing and mental health**

7. Promote the psychosocial resilience of the veterinary workforce by ensuring comprehensive workforce planning, targeted training, adequate staffing, and improved working conditions as well as fostering a supportive infrastructure, an inclusive decision-making environment and integrating mental health support mechanisms.

## **Collaboration**

- 8.a. Enable collaboration between veterinarians, *veterinary paraprofessionals* (VPPs), *community-based animal health workers* (CAHWs), their associations, and other professionals in the veterinary domain, actively including the public and private sectors.
- 8.b. Promote understanding of Veterinary Services scope and impact beyond the veterinary domain, including in One Health approaches.

## **Inclusion and youth**

9. Identify and incorporate youth perspectives in workforce planning and decision-making and ensure affordable access to veterinary education and continuing education, fair compensation and inclusivity in veterinary careers.

## **Digitalisation**

10. Integrate, as appropriate, inclusive digital technologies, across competency-based education frameworks and veterinary service delivery systems, to enhance professional collaboration, strengthen preventive care, regulation and surveillance capabilities, and improve service efficiency.

## **The World Organisation for Animal Health (WOAH) to -**

1. Continue to support WOAH Members for the implementation of these recommendations, through the capacity building programmes PVS Pathway and Training System, including the Platform for the Training of Veterinary Services;
2. Develop indicators for monitoring, evaluation and learning of the Performance of Veterinary Services through the PVS Information System;
3. Continue to make available and encourage Members to access veterinary workforce assessment and development opportunities offered by the PVS Pathway and Training System, acknowledging language and technological barriers;



4. Mobilise resources for WOAAH capacity building programmes and their innovation with resource partners;
5. Advocate for sustainable financing and public-private partnerships in Veterinary Services;
6. Continue updating and developing methodologies and tools for competency-based education and continuing education, including competency and curricula guidelines for veterinarians, VPPs and CAHWs, and continuing education frameworks;
7. Advocate for visibility and inclusivity of Veterinary Services, including for gender inclusive recruitment and retention in the veterinary workforce, for veterinary services that meet the needs of women and men livestock keepers, and for workforce development that responds to the needs of next generation animal health professionals;
8. Encourage gender-disaggregated quantitative and qualitative data collection, analysis and reporting on veterinary workforce by Members;
9. Monitor and evaluate Members' progress in the implementation of these recommendations, including through the use of data from the PVS Pathway Information System;

## **The Africa PPP Forum in the Veterinary Domain to -**

*WOAH and AU-IBAR, as co-organisers of the Africa PPP Forum, to -*

1. Develop a five-year roadmap for operationalising the forum to enhance animal health and welfare through a comprehensive stakeholder engagement strategy involving government agencies, veterinary authorities, animal health companies, industry associations, and livestock farmers;
2. Facilitate open dialogue and encourage active participation to better identify and address the specific needs and challenges within the veterinary sector across African regions;
3. Enhance trust and transparency and promote the co-creation of solutions that align with international standards, ultimately contributing to a more resilient and thriving livestock sector in Africa;

*Members of the Africa PPP Forum in the Veterinary Domain, to -*

4. Engage in the Forum's thematic working groups for targeted discussions and actionable outcomes, ensuring that diverse perspectives are considered in developing solutions and sharing feedback to continuously improve and adapt strategies based on participant insights and changing circumstances to make this forum relevant and sustainable;

## **WOAH Collaborating Centres to -**

1. Continue to support the Organisation and its Members in the assessment of education and continuing education needs, development of quality standards for education and continuing education, and delivery of training services, in line with their mandate and through the WOAAH Platform for the Training of the Veterinary Services.

