



World Organisation
for Animal Health

Capacity of the Veterinary Services to leverage regional GF-TADs

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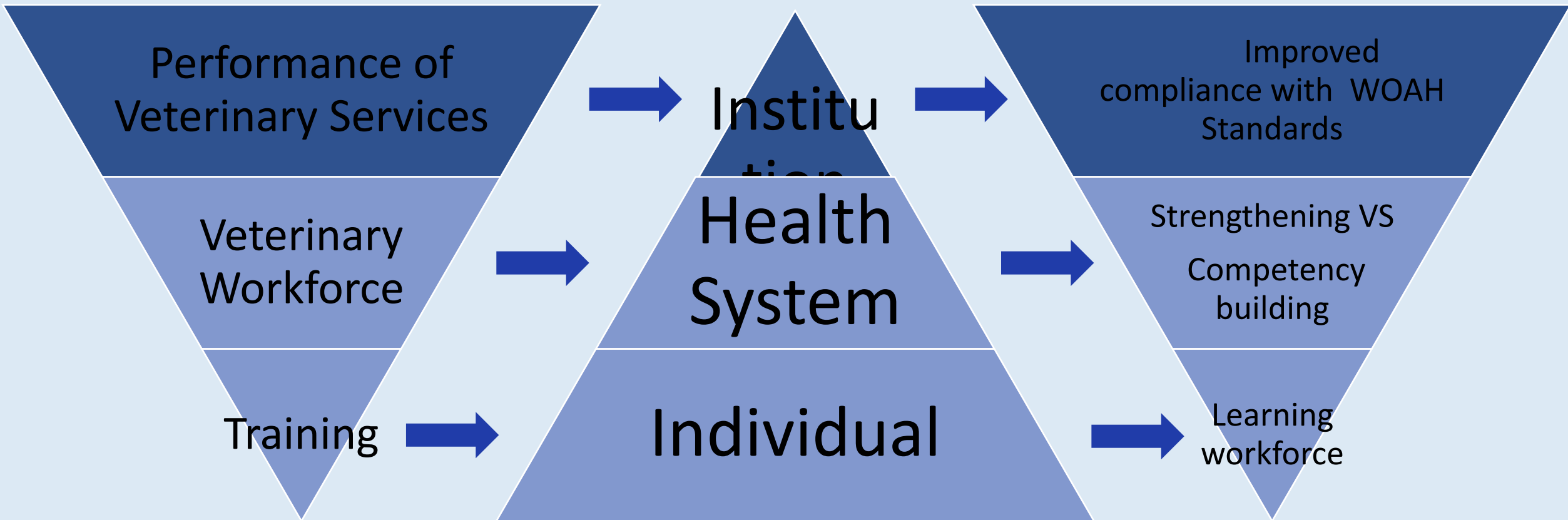
Ms. Oshin Dhand

12th Meeting of the Regional
Steering Committee (RSC12) of the
GF-TADs for Africa

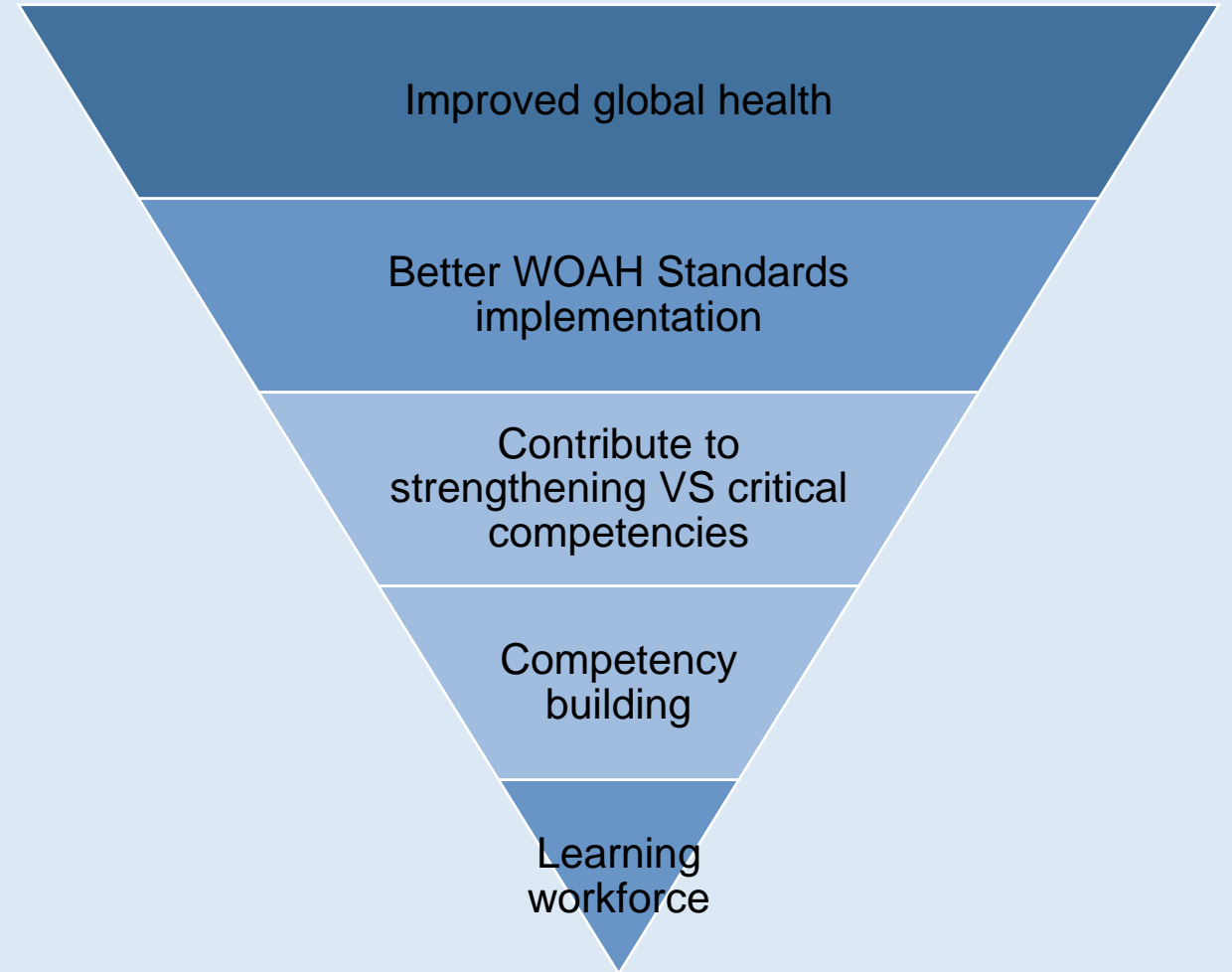
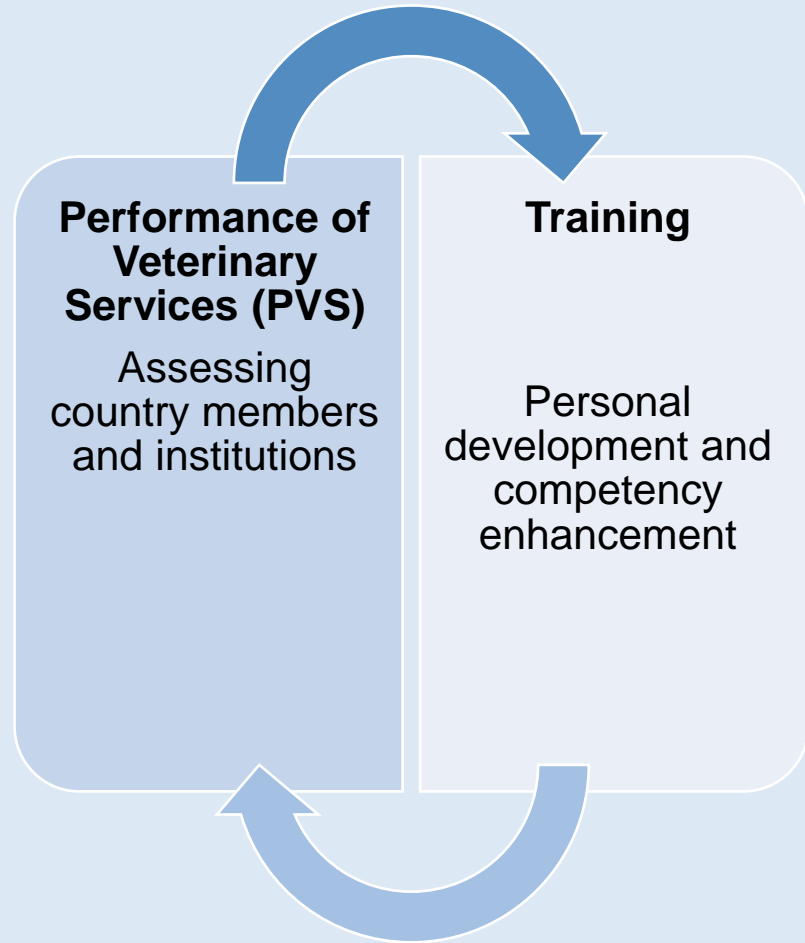
Mbabane, Eswatini

11 – 13 March 2025

Woah supports capacity building

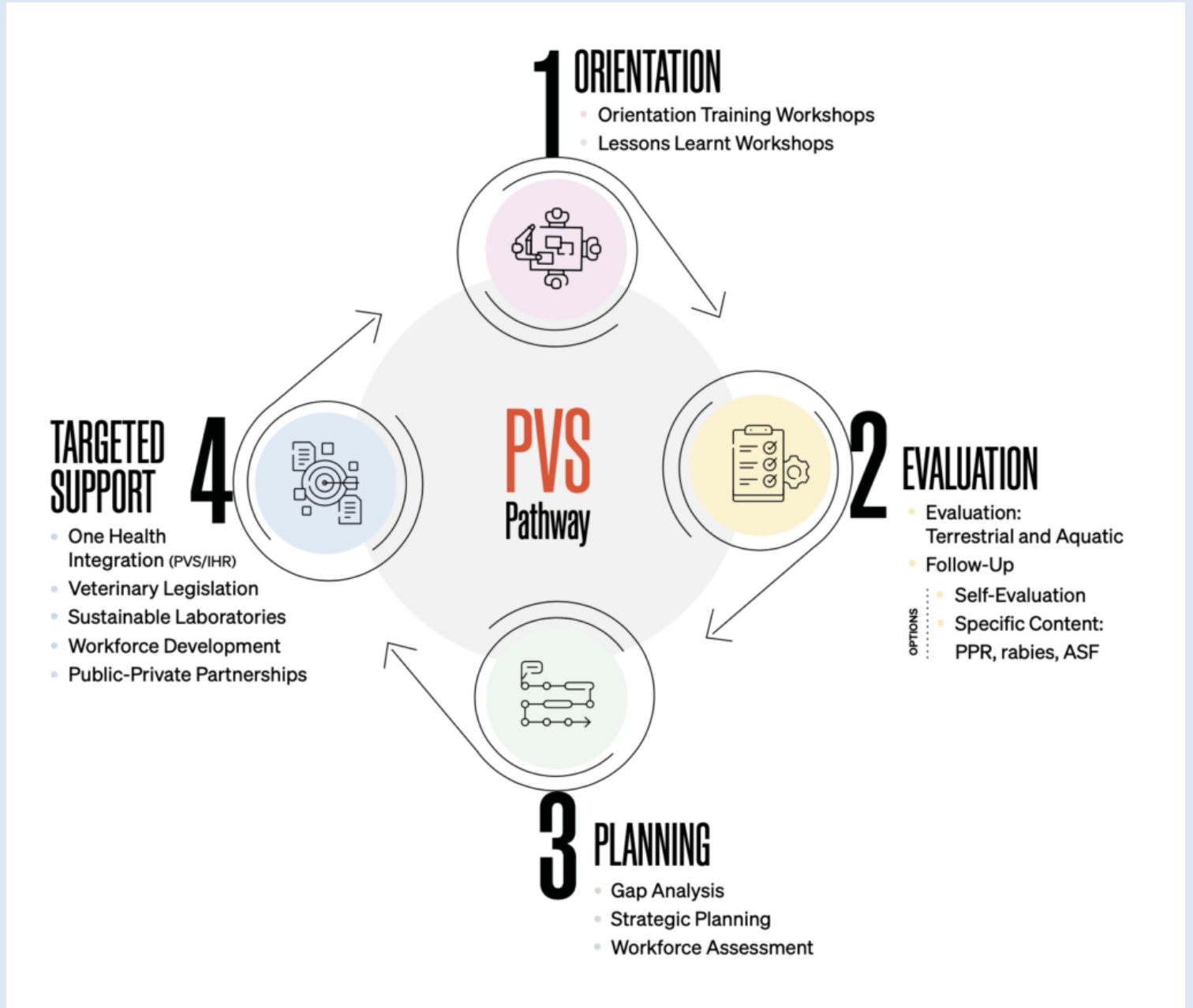
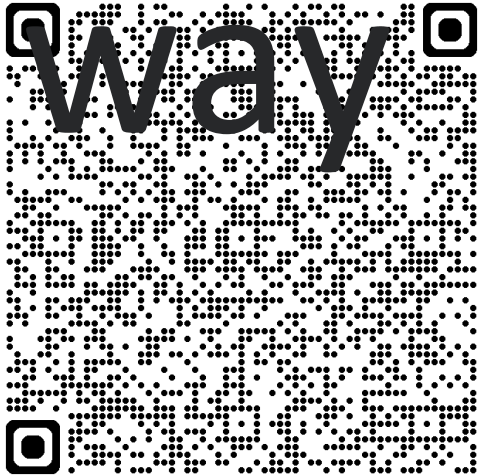


WOAH Training within Capacity Building

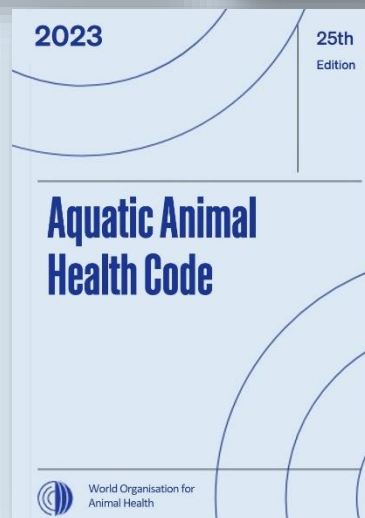
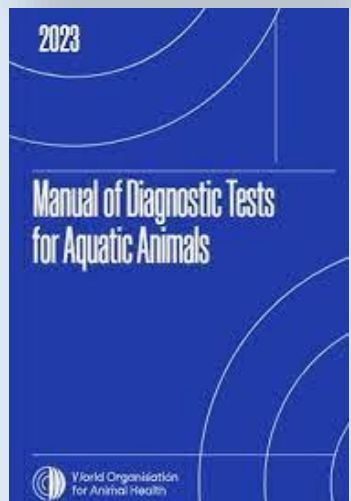
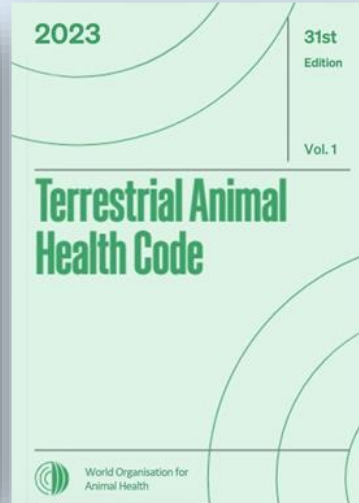
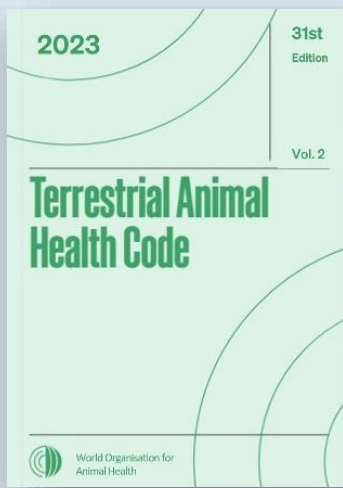
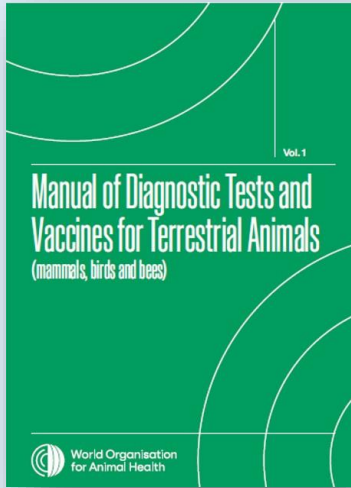


- The **PVS** serves as a baseline for assessing **country members and institutions**, while the **Training** System targets **learners and individuals**
- The training is a relevant component of workforce development, designed to elevate **knowledge, skills** and **competencies**

PV Path



PVS Pathway: Tools for the good governance of VS and AAHS

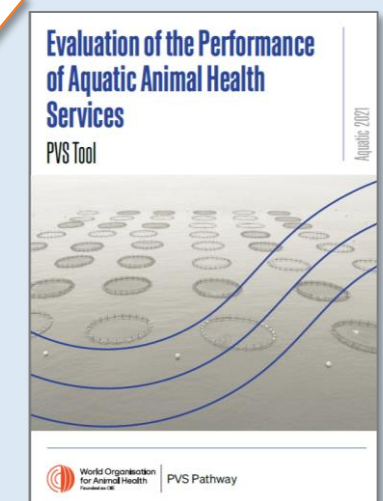
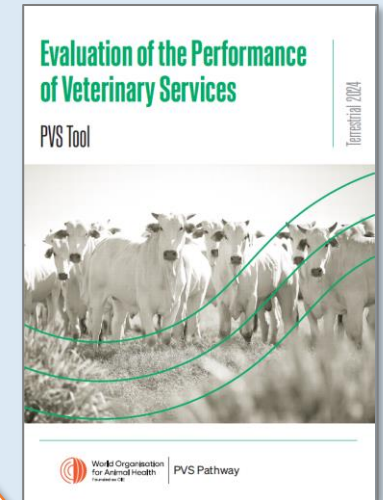


Section 3 of Codes

Quality of Veterinary Services /
Aquatic Animal Health Services

Section 3 des Codes

Qualité des Services Vétérinaires /
Services de Santé pour les Animaux
Aquatiques



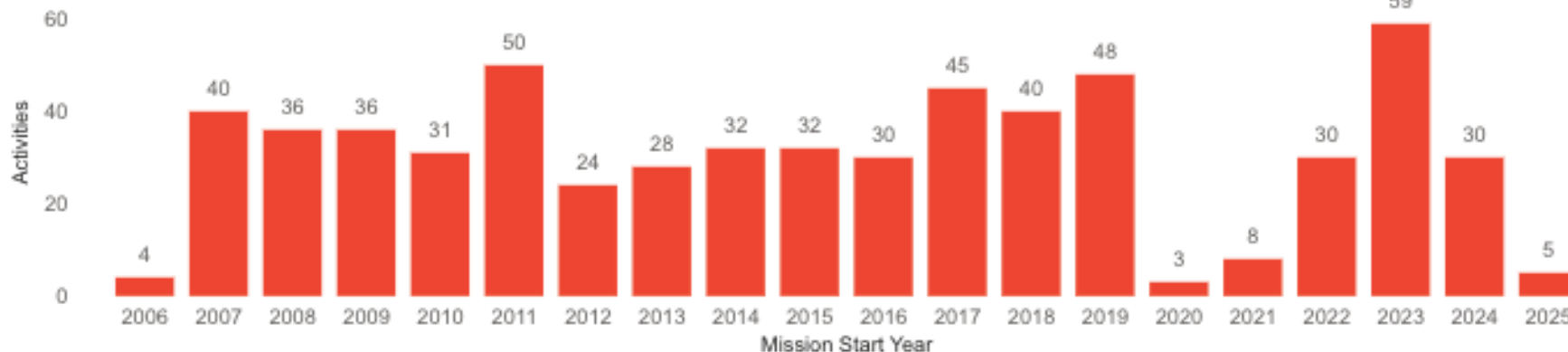


Africa Region: Leading PVS Engagement Globally

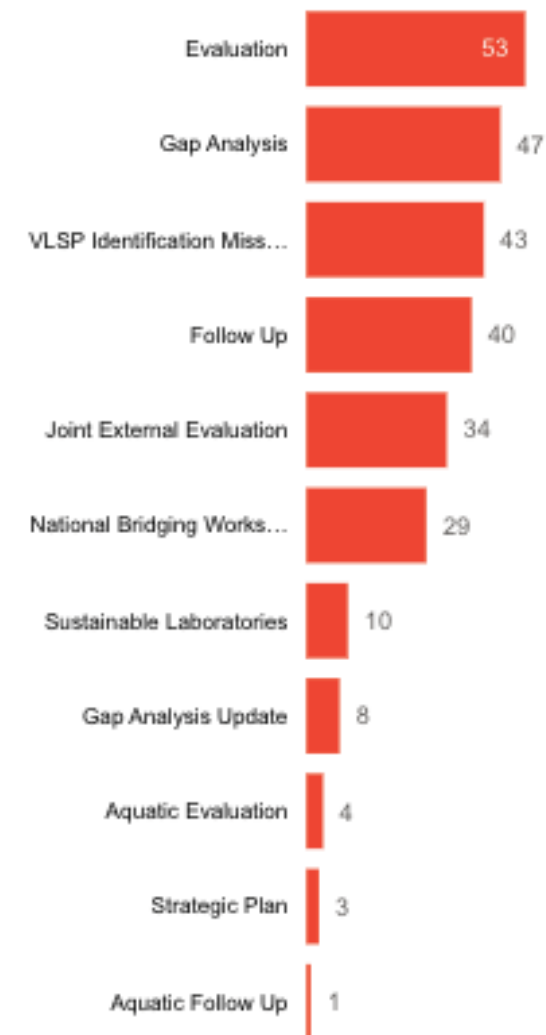
Africa leads globally in engagement and re-engagement in the PVS Pathway

- **43%** of all PVS activities occurred in the Africa Region since 2006
 - Best picture of historic and current capacity globally
 - Members optimized engagement for VS benefit
- **100%** of Members engaged in PVS Pathway
 - Wide range of contexts across continent represented
- **92%** of Members reengaged in the PVS Pathway since 2016
 - Performance over time is possible to understand
 - Evaluation and Targeted Support are most popular

PVS Activities Implemented by Year



PVS Activities Conducted by Mission Type



what
insights
that strong
engagement
t in PVS
Evaluation
has



Africa: PVS Achievement

PVS Achievement measures the **percentage of Critical Competencies (CCs)** where a country performs at Level of Advancement (LoA) **3, 4, or 5.**

53

Countries

91%

Maximum PVS Achievement

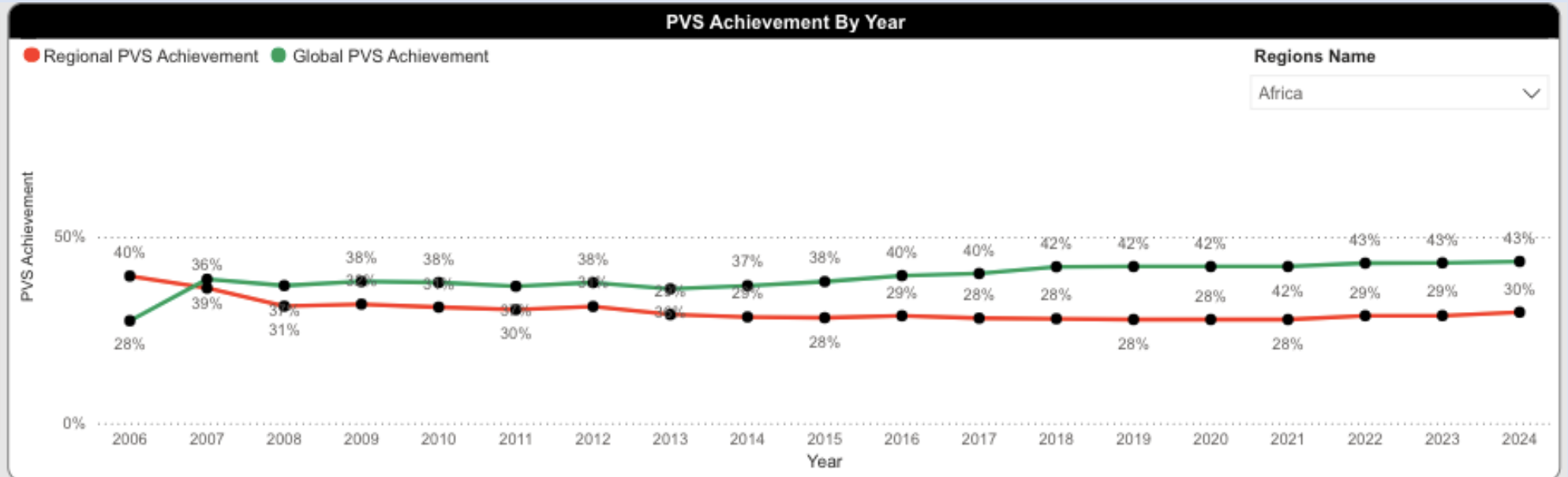
30%

Average PVS Achievement

0%

Minimum PVS Achievement

- *On average, Members in the Africa Region have demonstrated minimal capacity in **30% of PVS Critical Competences**, according to their most recent PVS Evaluation, compared to 43% globally*
- *Since the majority of countries engaged in the PVS Pathway in 2008, the mean PVS achievement has stays stable over time (31% to 30%)*
- *Achievement ranged from 0% to 91% achievement in the region*
- **Target = to reach minimal capacity in 100% of PVS Critical Competencies**
- *There is work to do and investment needed to build capacity of the Veterinary Services*





So, what does it mean?

II-4. SURVEILLANCE¹³ AND EARLY DETECTION

DEFINITION

The authority and capability of the VS to determine, verify and report on the sanitary status of their animal populations, including *wildlife*, in a timely manner.

A. Passive surveillance¹⁴, early detection and epidemiological outbreak investigation

A *surveillance* system based on a field animal health network capable of reliably detecting (by clinical or post mortem signs), diagnosing, reporting and investigating legally *notifiable diseases* (and relevant *emerging diseases*) in a timely manner.

LEVELS OF ADVANCEMENT

1. The VS have very limited passive surveillance capacity, with no formal disease list, little training/awareness and/or inadequate national coverage. Disease outbreaks are not reported or reporting is delayed.
2. The VS have basic passive surveillance authority and capacity. There is a formal disease list with some training/awareness and some national coverage. The speed of detection and level of investigation is variable. Disease outbreak reports are available for some species and diseases.
3. The VS have some passive surveillance capacity with some sample collection and laboratory testing. There is a list of *notifiable diseases* with trained field staff covering most areas. The speed of reporting and investigation is timely in most production systems. Disease outbreak investigation reports are available for most species and diseases.
4. The VS have effective passive surveillance with routine laboratory confirmation and epidemiological disease investigation (including tracing and pathogen characterisation) in most animal sectors, and covering producers, markets and slaughterhouses. There are high levels of awareness and compliance with the need for prompt reporting from all animal owners/handlers and the field VS.
5. The VS have comprehensive passive surveillance nationwide providing high confidence in the *notifiable disease* status in real time. The VS routinely report surveillance information to producers, industry and other stakeholders. Full epidemiological disease investigations are undertaken in all relevant cases with tracing and active follow up of at-risk establishments.

¹³ Recommended reading: WOAH Guide to terrestrial animal health surveillance (2014).

¹⁴ Other terms for passive surveillance include general surveillance.

Level 1

No capacity

Level 2

Some capacity

Level 3

Minimal capacity

Level 4

Good capacity

Level 5

Excellent capacity



So, what
does it
mean?

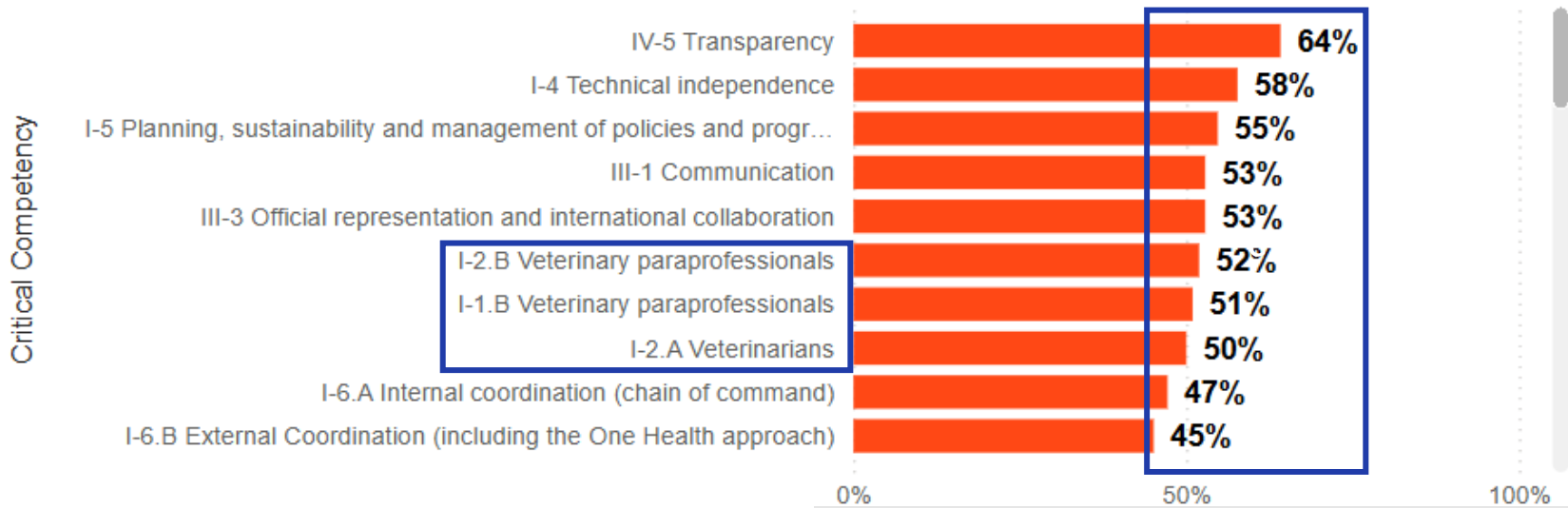
If minimal
capacity
(LOA=3) is
not
achieved

- No to little capacity exists in the VS for that CC
- If a critical mass of CC are not achieving minimal capacity, VS may not be able to meet its mission
- Investment in priority areas is needed to boost performance and capacity



Africa: Levels of Advancement (LOA) Analysis

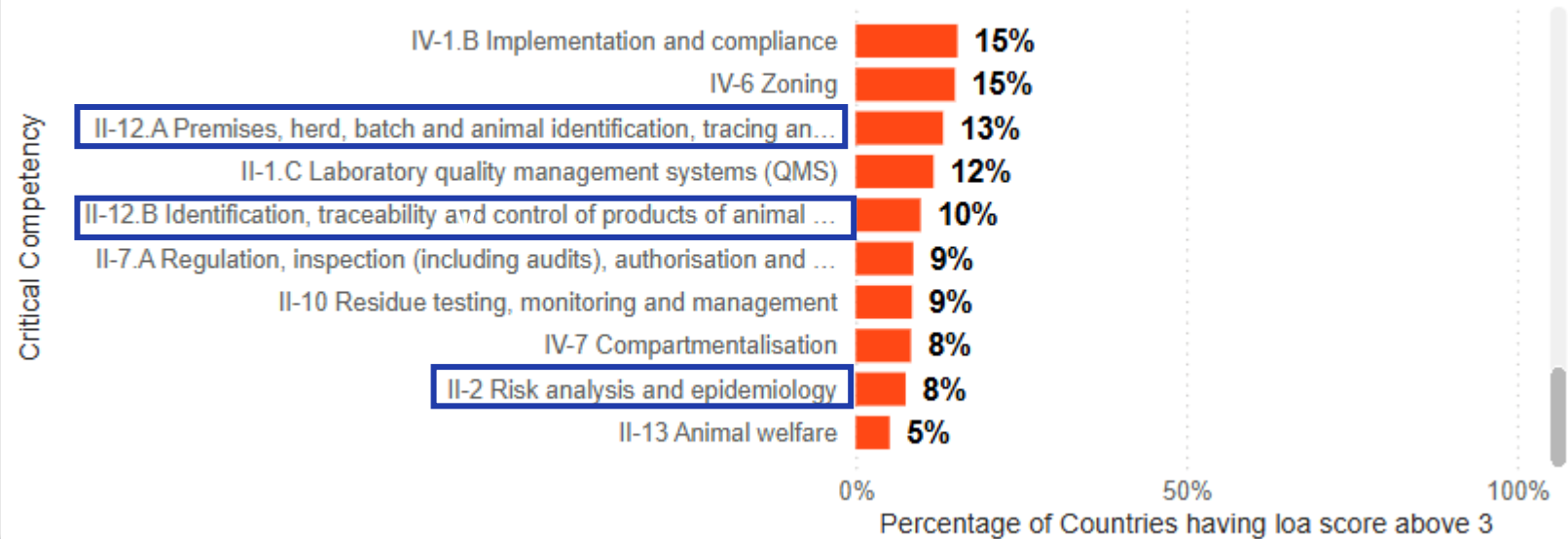
Percentage of countries having LOA score of greater than or equal to 3



Critical Competencies with highest percentage of countries with LOA scores ≥ 3

Critical Competencies with lowest percentage of countries with LOA scores ≥ 3

Percentage of countries having LOA score of greater than or equal to 3



Percentage of Countries having loa score above 3

So, what does it mean?

If minimal capacity (LOA=3) is not maintained

- Chronic lack of capacity exists in the VS for that CC
- Critical competencies are established from the WOAH International Standards
- If a critical mass of CC are chronically underachieving (never reached minimal capacity) or not maintained (decreasing or fluctuating over time), VS may not be able to meet its mission
- Services for citizens are not met
- Trade and livelihoods suffer

Lack of action can lead to long-term challenges

Disease control and prevention at risk

Animal health at risk

WOAH International Standards hard to implement



Now, a wealth of new data is available to

content analysis of the DVS and the role of AVS in the context of animal welfare



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

Terrestrial Code reference(s): Appendix 1

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Evidence (listed in Appendix 5): E1, H24.

Findings:

The VS employ a total of 92 veterinary para-professionals (2 at GDVS, 11 in laboratories and 79 in DVOs). However, the proportion of those with a 1 or 2-year academic training is unknown. A large number of those employed in DVOs are mainly involved in animal identification and the vaccination of animals.

The VS has no technicians involved in animal welfare (no activities currently on this topic) or in ante or post mortem inspection (under the mandate of municipalities). When retiring, these positions are replaced by veterinary ones.

Rechercher ✕

welfare ▼

Précédent Suivant

► Remplacer par

- Should the VS' new strategy in private veterinarians, the DV professionals.
- This would also be the case programme is currently an imp (ions)
- On the long term, and if adequate ante and post- mortem inspection control of food of animal origin an adequate ratio of veterinarian staff training and appropriate veterinarians. cial

Methods

Positions occupied by veterinary para-professionals are being gradually replaced by veterinary positions in DVOs.

The number of veterinarians working in the West Bank is likely to increase over the coming years because of the creation of a veterinary college, in addition to the veterinarians who are returning after studying abroad.

Changes:

- Job descriptions are now issued for the VS staff.
- GDVS has no administrative and finance division anymore.
- GDVS personnel have reduced from 11 to 8 veterinarians only.
- Gradual replacement of veterinary para-professionals by veterinarians.
- GDVS started involving private veterinarians in official activities (rabies vaccination).

Strengths:

- Veterinarians hold the key positions.
- Job descriptions exist.

Weaknesses:

- Insufficient number of veterinarians (or university staff in management functions) at GDVS for Palestine's VS in transition. GDVS therefore has to spend additional human resources to reform the VS in addition to conducting routine tasks. There are some vacant positions at GDVS.
- A large proportion of the private veterinarians are conducting animal vaccination (which could be officially delegated to private veterinarians) at the expense of the conduct of other important missions: disease surveillance, supervision of municipal slaughterhouses, control of VMPs etc.

Recommendations

- While waiting for a new definition of the missions of the VS, a small number of veterinarians should be recruited to fill the gaps between what the VS are supposed to do and what the activities currently are, i.e. without a change in the mandate of GDVS-DVOs.
- In the longer-term, a slightly larger number of veterinarians will be needed at GDVS, while the number of veterinarians employed in DVOs could be sufficient providing that animal vaccination be officially delegated to private veterinarians (under strict supervision from the DVOs) in order to free more time for the DVO veterinarians to better organise animal disease control plans, control the retailing, prescription and usage of VMPs etc.
- The GDVS would also benefit in upgrading the technical management capacity by the addition of one or more non-technical positions to assist the technical staff with operational management, information management etc.

Recommendations



Key
Recommendations



Umbrella
Recommendations

Unique raw text narrative
written by PVS Experts

Summary of the raw text
with an action verb and a
main idea

Grouped similar
recommendations that can
be quantified and
prioritised

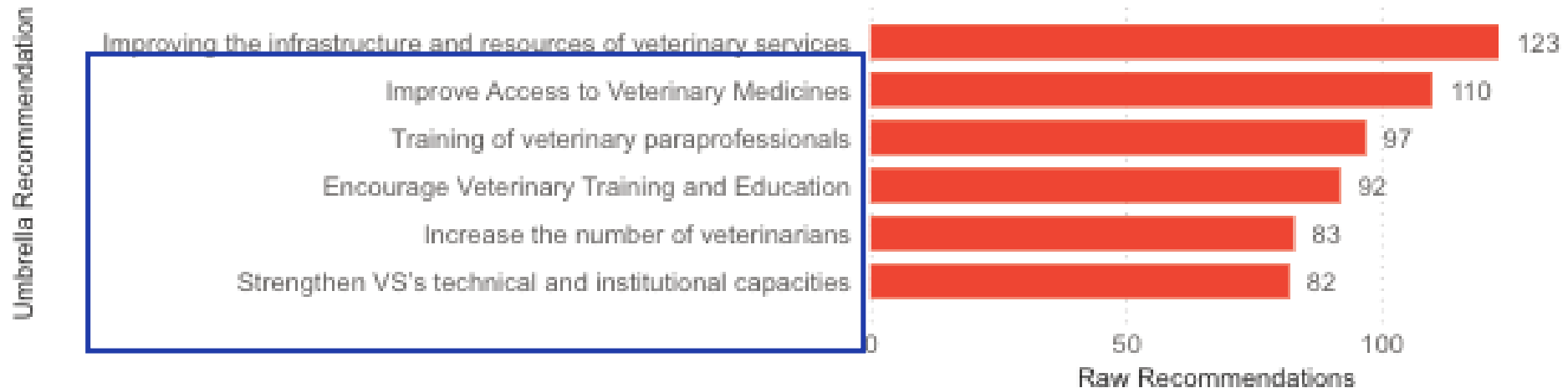


Africa: Top Recommendations using

qua

- Out of the **1700+** recommendations made to Members in the Africa Region, the most common recommendations are
 - **Improve infrastructure & resources of VS**
 - **Improve access to vet medicines**
 - **Training VPP**
 - **Support Vet training & education**
 - **Increase veterinarian numbers**
 - **Strengthen VS technical & institutional capacities**

Most Frequent Umbrella Recommendations





So, what does it mean?

If these
recommendations
are not addressed
or acted upon

- Chronic gaps and weaknesses remain
- Chronic lack of capacity exists in the VS for that CC
- If a critical mass of CC are chronically underachieving (never reached minimal capacity) or not maintained over time (decreasing or fluctuating), VS may not be able to meet its commitments

Regional and Global disease eradication, post-eradication, and control efforts are weakened



What is WOAH doing to address these

challenges?

1. Supporting Members through Targeted Support
2. Offering regular Evaluation to check progress
3. Structuring PVS Recommendations and other PVS text data to allow for performance monitoring
4. Launching the PVS Recommendations Impact Evaluation in 2025 to understand actions taken
5. Leveraging new technologies like AI to better understand trends and link actions taken to larger global and regional frameworks
6. Crosswalking PVS data to GF-TADs recommendations to leverage and link efforts at national level to GF-TADs strategic actions
7. Measuring strengths and gaps to inform strategic actions
8. Advocating for Members to mobilise resources
9. Mobilising Members to take action and to address risks

PVS Pathway Programme
THEORY OF CHANGE

December 2020

The PVS Pathway Programme provides voluntary, tailored supports to their Veterinary Services (VS) with the international standards for animal health and welfare. In doing this, it helps Members identify goals for improvement and provides tools for supporting and monitoring progress. Members to externally assess the alignment of

Inputs

Activities

Outputs

Outcomes

Impact



Planning stage

Transparency of national VS is increased by Members sharing information

Zone of control

Zone of influence

Conditions of success

- ✓ Voluntary, country-led approach
- ✓ Credibility of OIE and its standards
- ✓ Credibility of the PVS Pathway program
- ✓ (For some Members) Option of keeping report confidential
- ✓ Funding available
- ✓ Experts available
- ✓ VS staff participate
- ✓ Support of OIE regional office
- ✓ Information is accessible, objective, accurate, credible, complete (holistic)
- ✓ Reports are audience-appropriate
- ✓ Stakeholders read/understand the reports
- ✓ Stakeholders know how to use the info
- ✓ OIE communicates success stories
- ✓ PVS Database*
- ✓ VS acknowledged as a global public good
- ✓ Members are willing to change
- ✓ PVS report travels to higher levels than the Delegate
- ✓ May require proceeding beyond Evaluation phase (e.g. to Targeted Supports)

WOAH's CAHW initiative

Better understanding and defining the role of community animal health workers as part of strengthening frontline Veterinary Services



Advancing Community Animal Health Workers



Guidelines for Community Animal Health Workers

KEYWORDS
#capacitybuilding
#communityanimalhealthworkers
#WorldOrganisationforAnimalHealthWOAH
Newsletter

The World Organisation for Animal Health (WOAH) is strengthening the role of Community Animal Health Workers (CAHWs) through this project. This project will review the role of CAHWs from around the world.



KEYWORDS
#capacitybuilding
#communityanimalhealthworkers
#WorldOrganisationforAnimalHealthWOAH
Newsletter

A new frontier for the WOAH Workforce Development Programme

This April, the WOAH Competency and curricula guidelines for Community Animal Health Workers (CAHWs) will be available to all Members, as well as veterinary and continuing education establishments. These guidelines will aid the development of competency-based training for CAHWs.

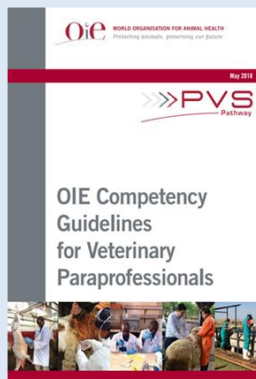
Competency and Curricula Guidelines for Community Animal Health Workers (CAHWs): updates, launch webinars and the steps

- Strengthening the enabling environment for community animal health workers (CAHWs) through development of competency and curricula guidelines
- Complements work previously done at WOAH in the development of competency and curricula guidelines for both veterinarians and veterinary paraprofessionals
- Partners: Vétérinaires sans Frontières International (Phase 1 and Phase 2) and Ohio State University (Phase 2)
- Competency-based curriculum

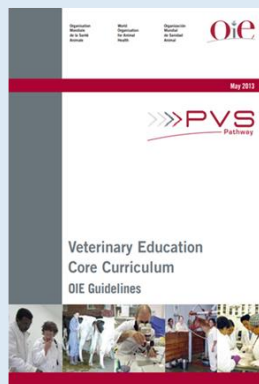
Why CAHWs guidelines ?



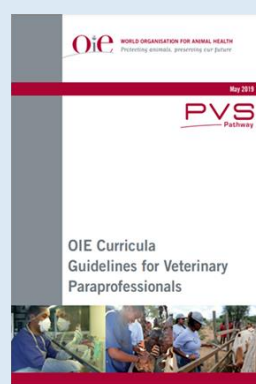
2012



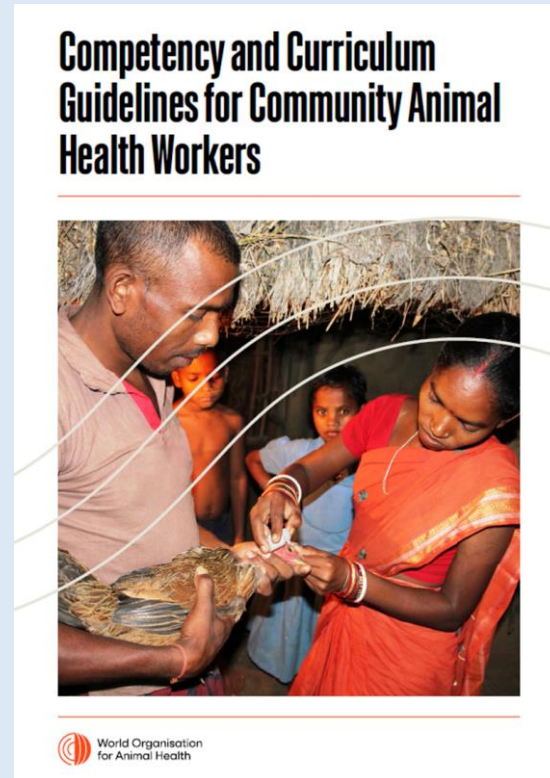
2018



2013



2019



Objectives

- To promote a consistent level of training for CAHWs through the delivery of core competencies.
- To create a basis for VSBs to establish criteria for the qualification and registration of CAHWs to better integrate them into national Veterinary Services

Competency and Curriculum Guidelines for Community Animal Health Workers



The English and French
versions of the CAHWs
guidelines are now online!



English



French

Thank you

pvs@woah.org

Merci

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