

Findings of pre-workshop survey

Prepared and presented by:
Dr Johan Oosthuizen
WOAH VPP - Expert

Arusha
Tanzania
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World
Organisation
for Animal
Health
Founded as OIE

Organisation
mondiale
de la santé
animale
Fondée en tant qu'OIE

Organización
Mundial
de Sanidad
Animal
Fundada como OIE





Pre-workshop participation

Participating Southern African Development Community (SADC) member countries

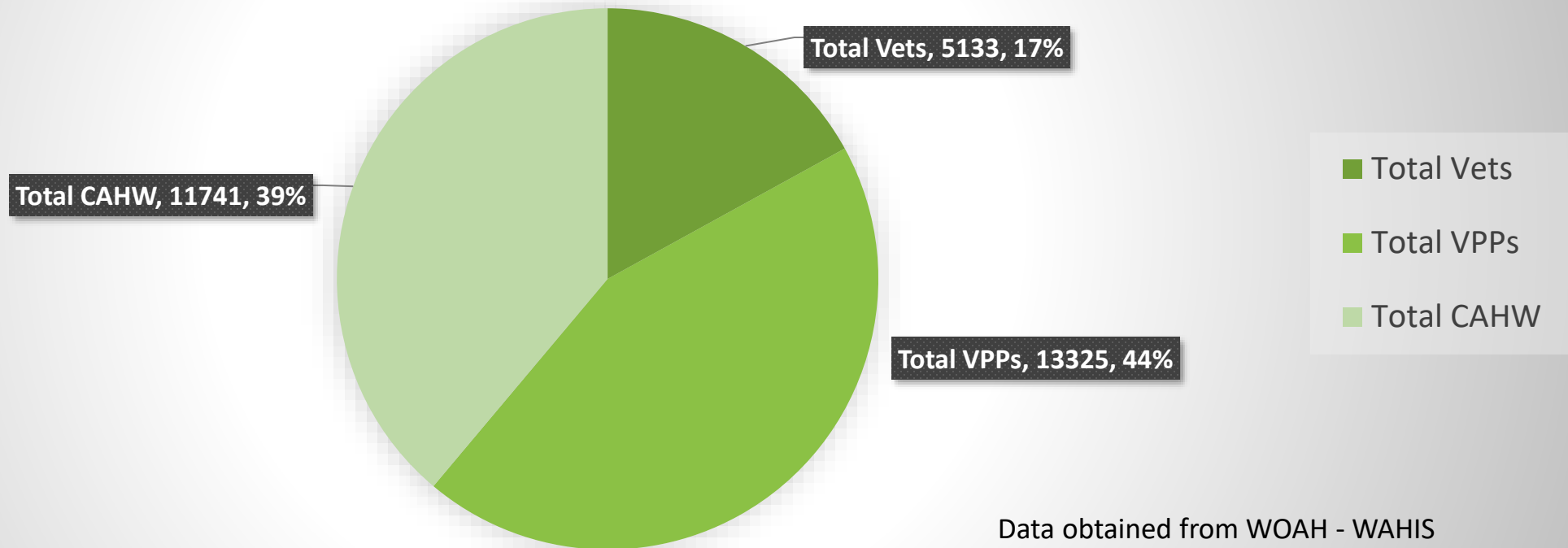


A total number of 24 responses from the SADC region were received



Workforce Status – SADC Region

Number of
Veterinarians, VPPs & CAHWs

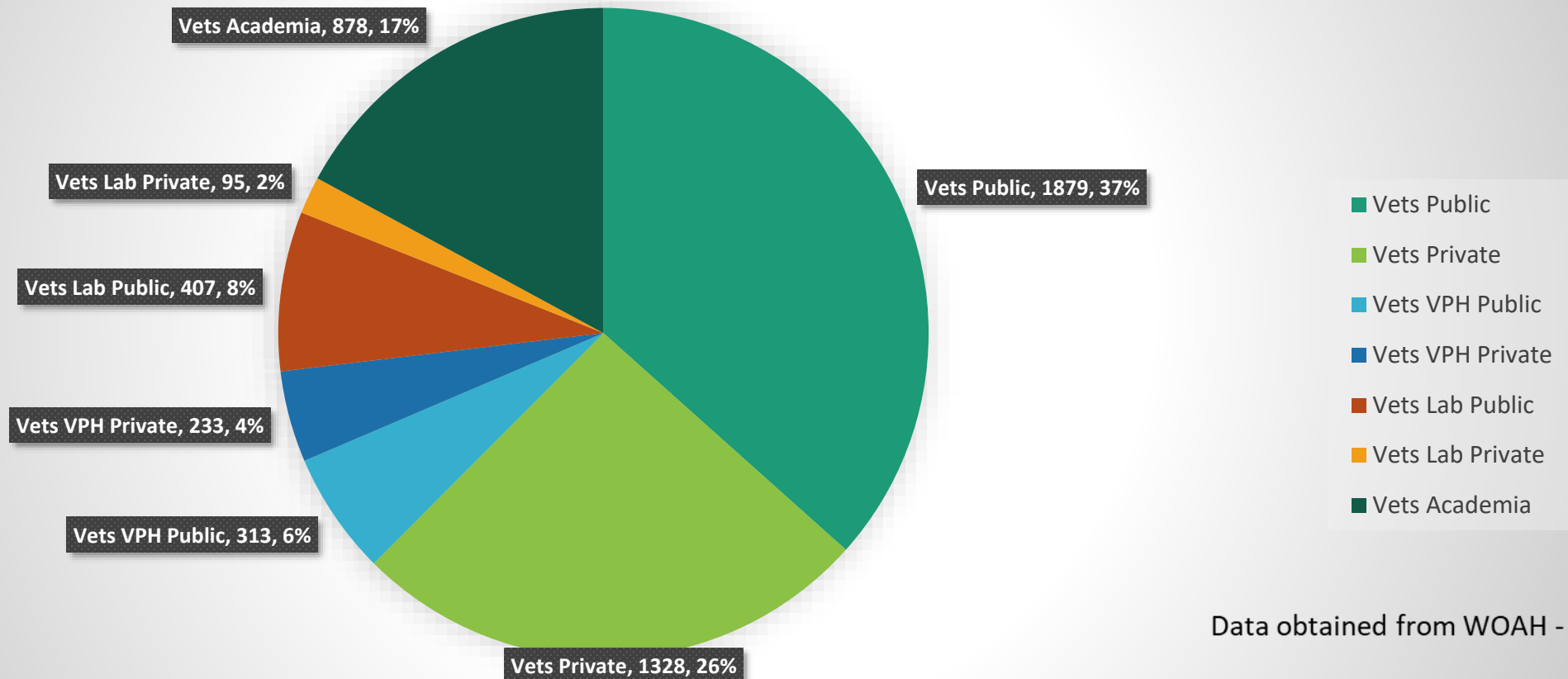


Data obtained from WOA - WAHIS



Workforce Status – SADC Region

Distribution of Veterinarians in SADC region

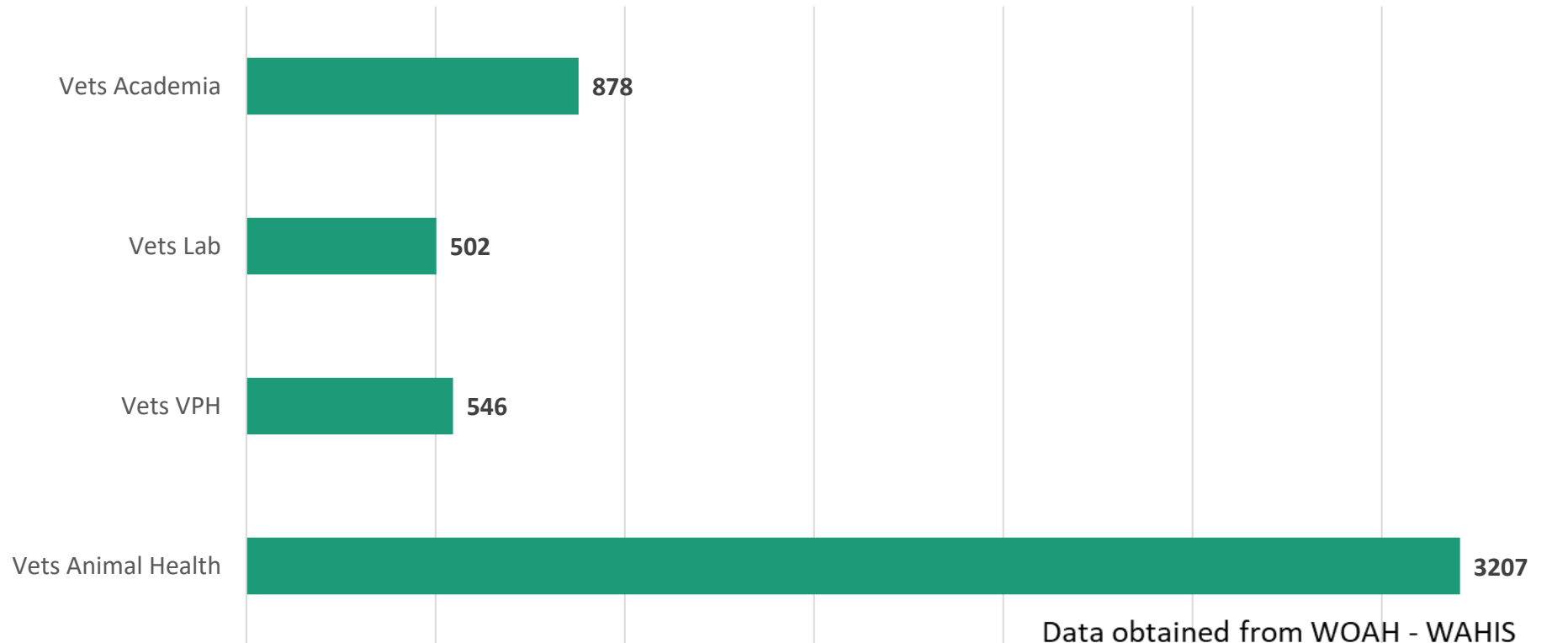


Data obtained from WOAH - WAHIS



Workforce Status – SADC Region

Veterinarians within different sectors of practice

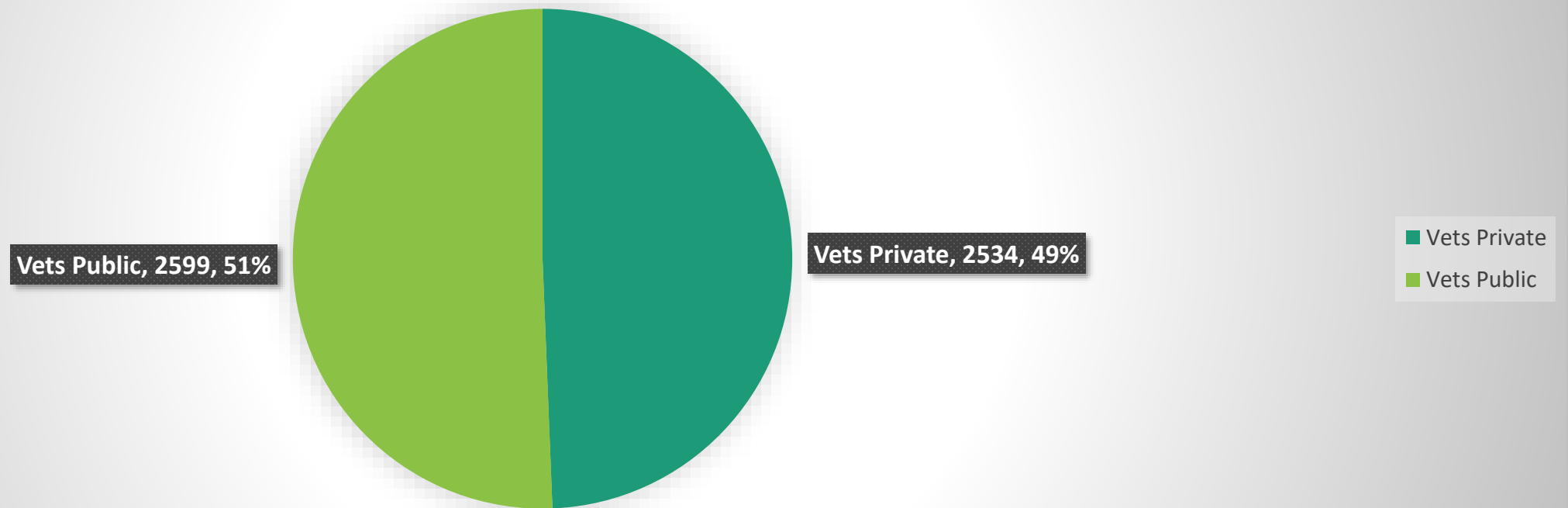


Data obtained from WOA - WAHIS



Workforce Status – SADC Region

Veterinarians in Private vs Public sector

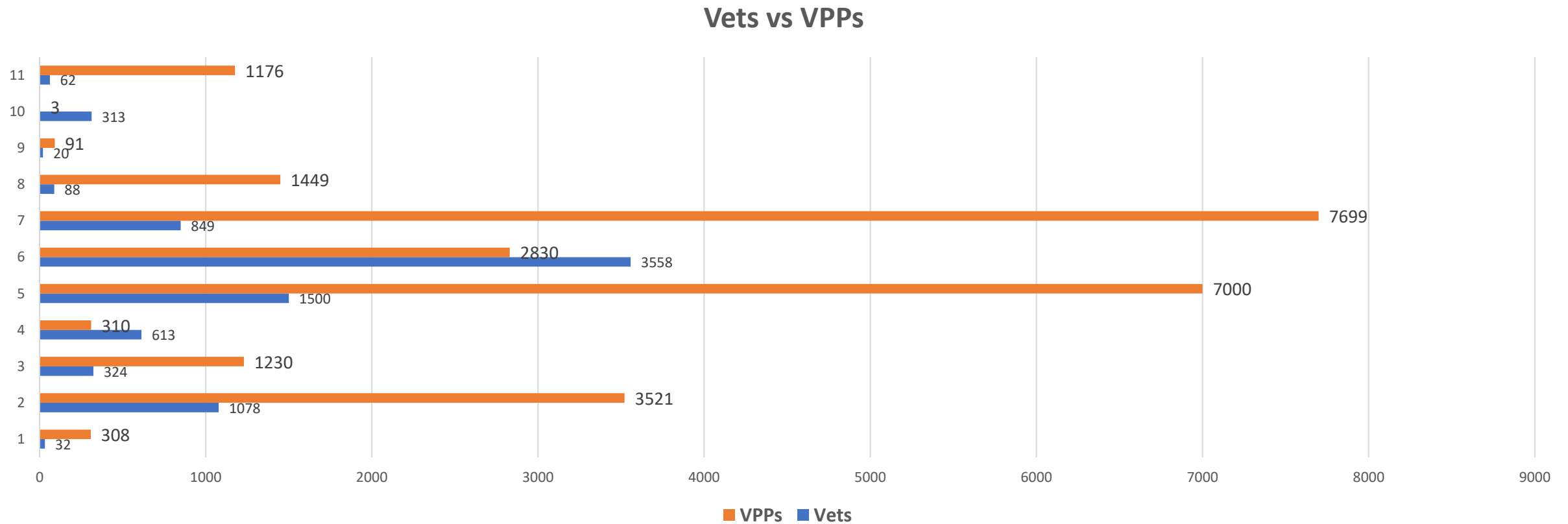


Data obtained from WOA - WAHIS



Workforce Status – SADC Region

Numbers according to the poster presentations

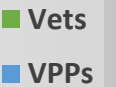
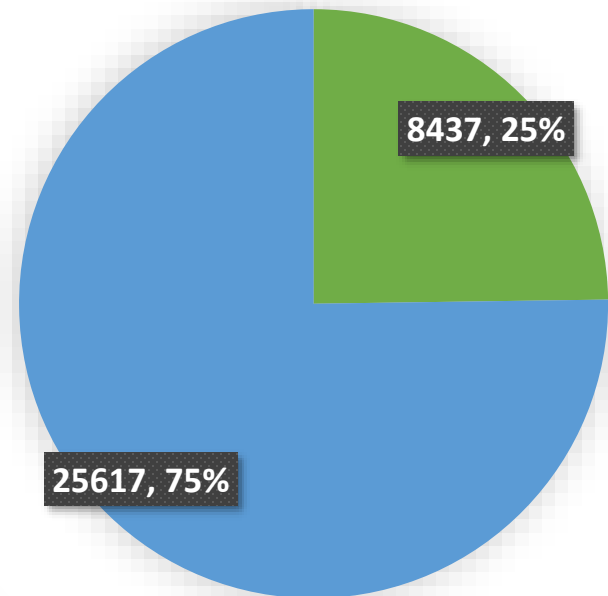




Workforce Status – SADC Region

Vets vs VPPs according to poster presentations

Vets vs VPPs





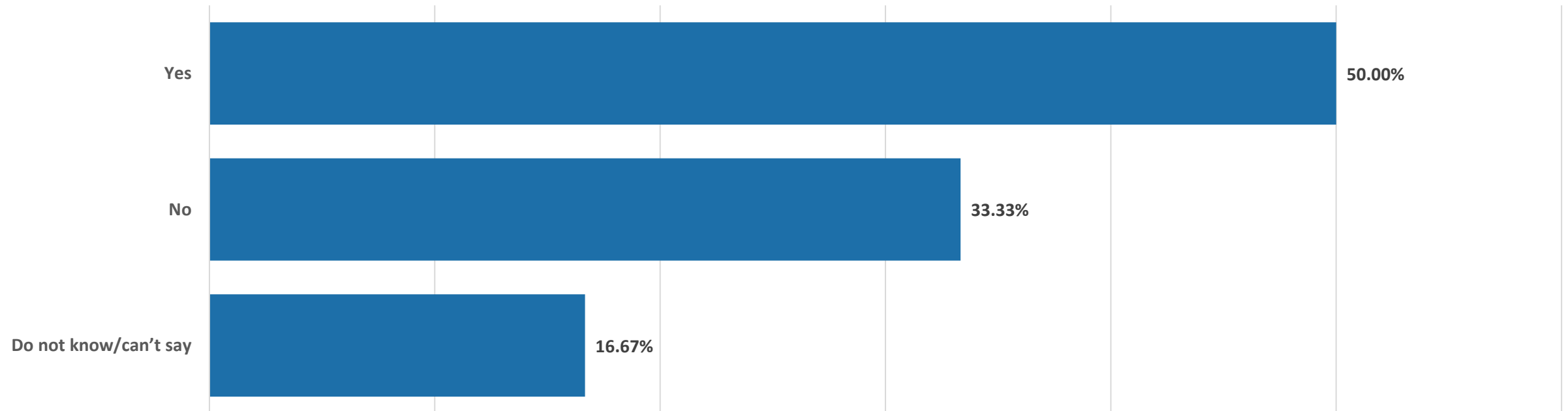
Pre-workshop questionnaire results





Workforce Situation

Does your country regularly review the human resource needs within the veterinary workforce?



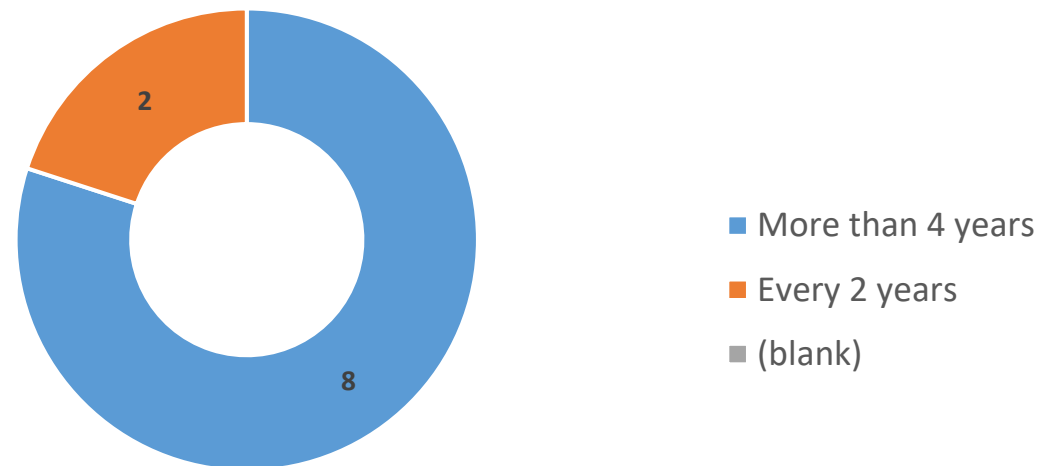
A promising 50% ($n=12/24$) of participants indicated their country review the human resource needs on a regularly basis



Workforce Situation

How often does your country review the human resource needs within the veterinary workforce?

Intervals for the review of workforce



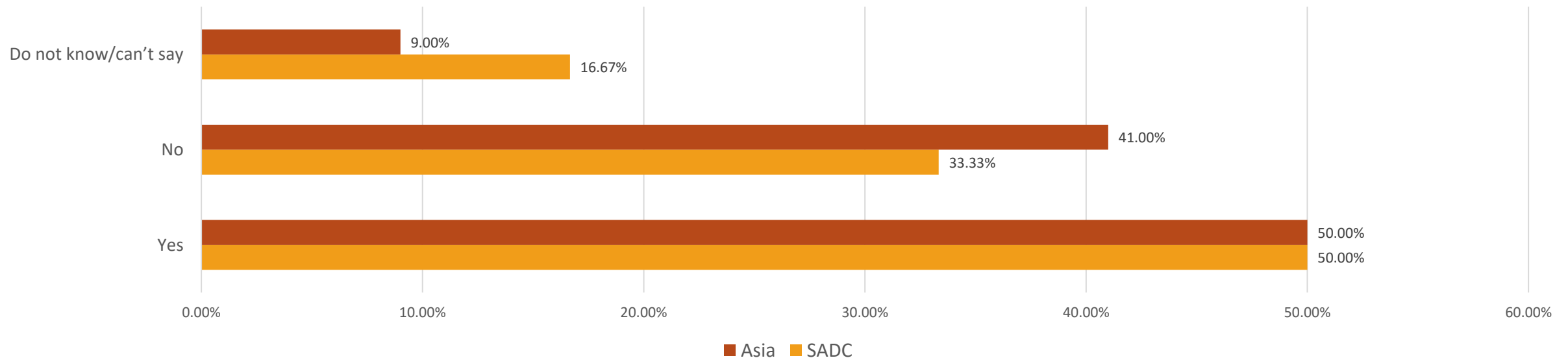
The majority of participants indicated intervals exceeding 4 years for the review of their human resource needs.



Workforce Situation - Comparison

Does your country regularly review the human resource needs within the veterinary workforce?

SADC vs Asia

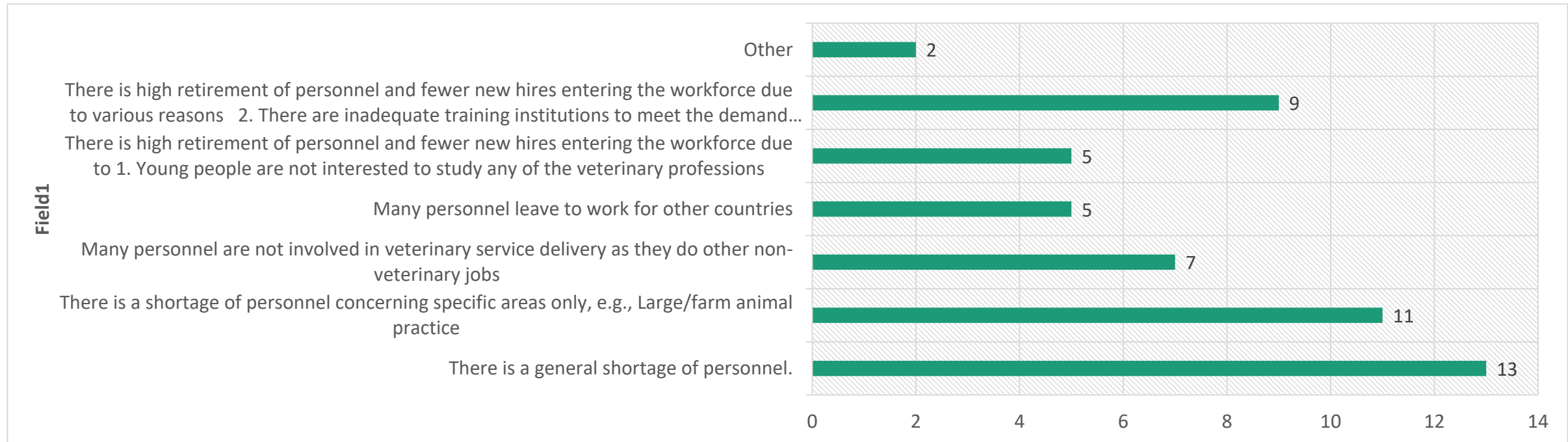


Both regions similarly indicated at least 50% of their members do review human resource needs on a regularly basis.



Workforce Situation

In your country's current workforce, are you facing any of the following or similar situations?

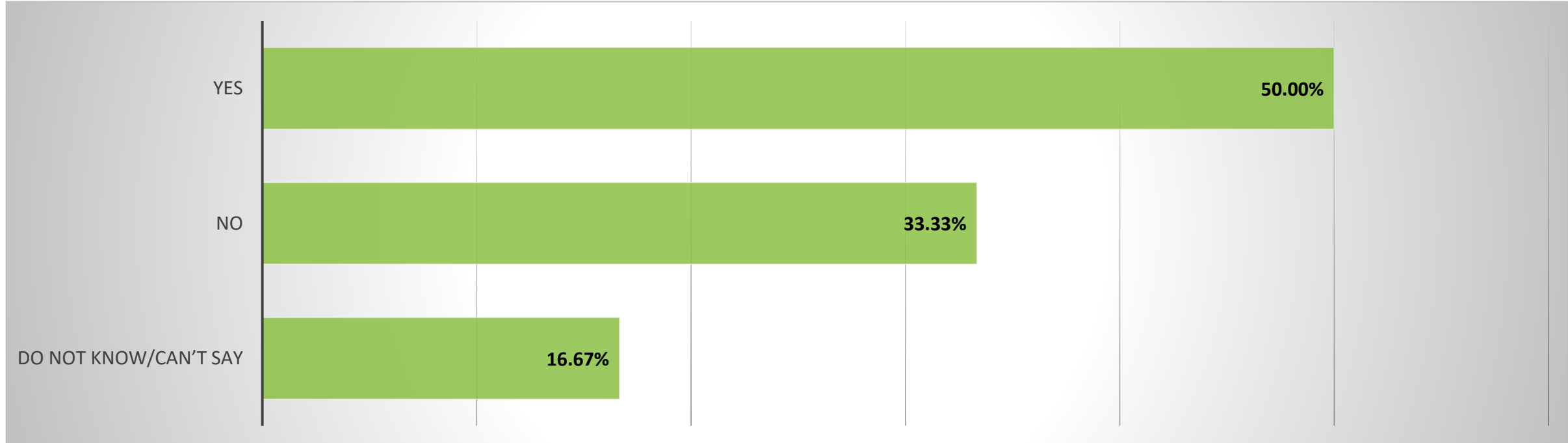


Shortage of personnel in general indicated by 13/24 (54%) and followed by shortage of personnel within specific areas 11/24 (46%) seems to be the most faced current challenges.



ARE WE TARGETING THE YOUNG TO MEET WORKFORCE NEED?

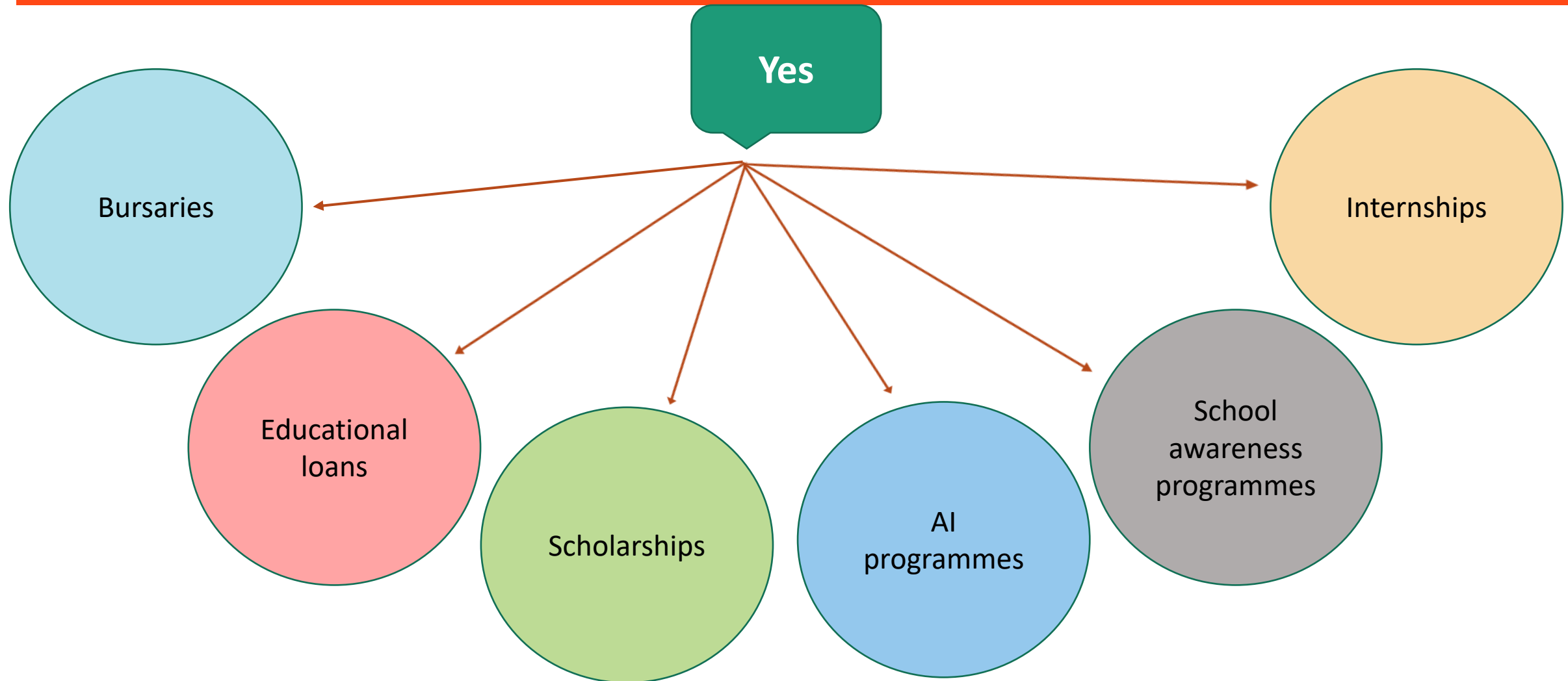
Are there any government-supported programmes to encourage young people to study to become veterinarians or VPPs?



At least 50% of the participants indicated some sort of government-supported programmes to encourage young people to study within the veterinary field



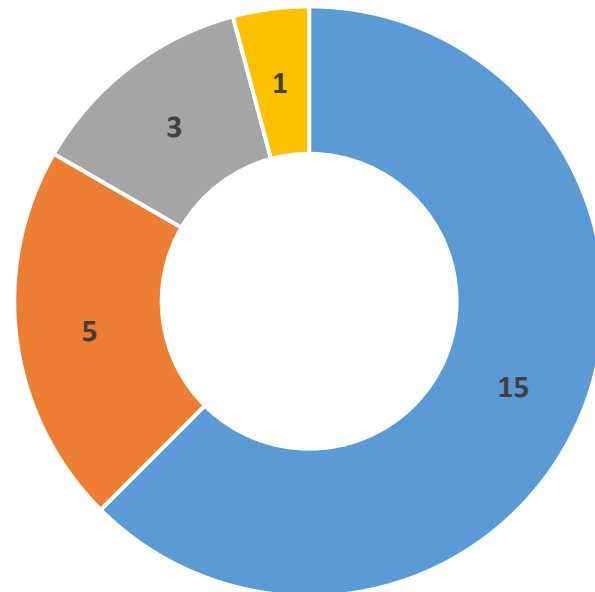
DO WE HAVE A SYSTEM TO ADDRESS THIS SITUATION?





IS THERE ANY USE OF POLICY TOOLS TO ADDRESS WORKFORCE NEED?

Does the government contract/hire private veterinarians or VPPs to carry out work that is usually the responsibility of public veterinarians or VPPs



- No
- Yes, both private veterinarian and VPPs
- Yes, only private veterinarian
- Do not know/can't say



Responses

Laboratory tests for export purposes

Meat inspection

Vaccination against Anthrax & FMD

Auditing of cold storage

Vaccinations against rabies



VPPs and Workforce

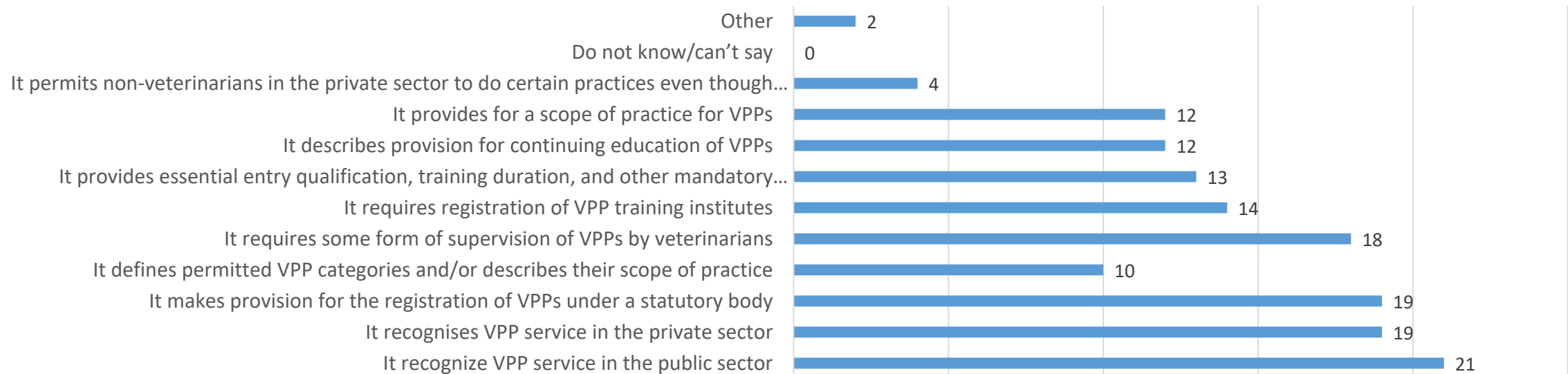
Definition of a VPP

Veterinary para-professional (VPP) according to the WOAHA Terrestrial Animal Health Code (TAHC) means a person who, for the Purposes of the Terrestrial Code, is authorized by the veterinary statutory body to carry out certain designated tasks (dependant upon the category of veterinary paraprofessionals) in a territory and delegated to them under the responsibility and direction of a veterinarian. The tasks for each category of veterinary paraprofessional should be defined by the veterinary statutory body depending on qualifications and training, and according to need.



Enabling environment for VPPs

To what extent does your country's veterinary legislation enable VPPs to participate in the veterinary workforce?



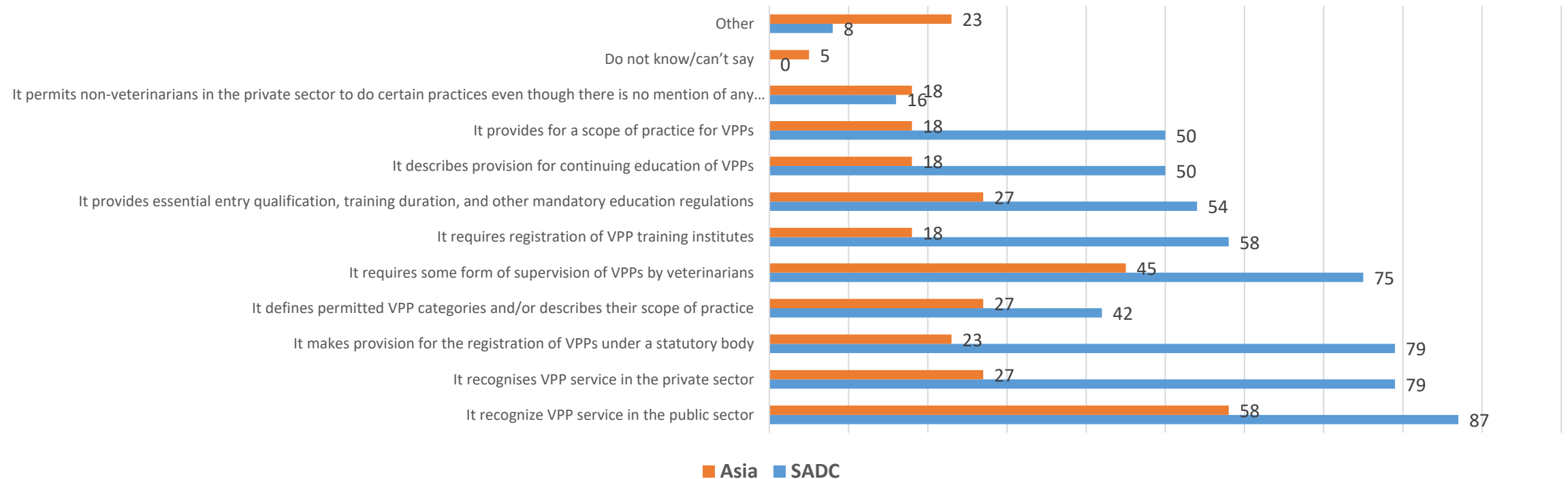
Almost 88% of participants indicated recognition of VPPs within the public sector while 79% indicated recognition within the private sector.

Supervision seems to be important as indicated by 18/24 (75%) of participants with 79% of participants indicating registration with the statutory body as a pre-requisite.



Enabling environment for VPPs - Comparison

VPP Regulation and Education



The most selected enabling factors are participating of VPPs within the public (87%) as well as private sectors (79%) while registration with a statutory body (79%) seems to be as important.



Recognition of VPP training

Who accredits (officially approves) the formal qualification (Degree / Diploma / Certificate) of VPPs in your country?

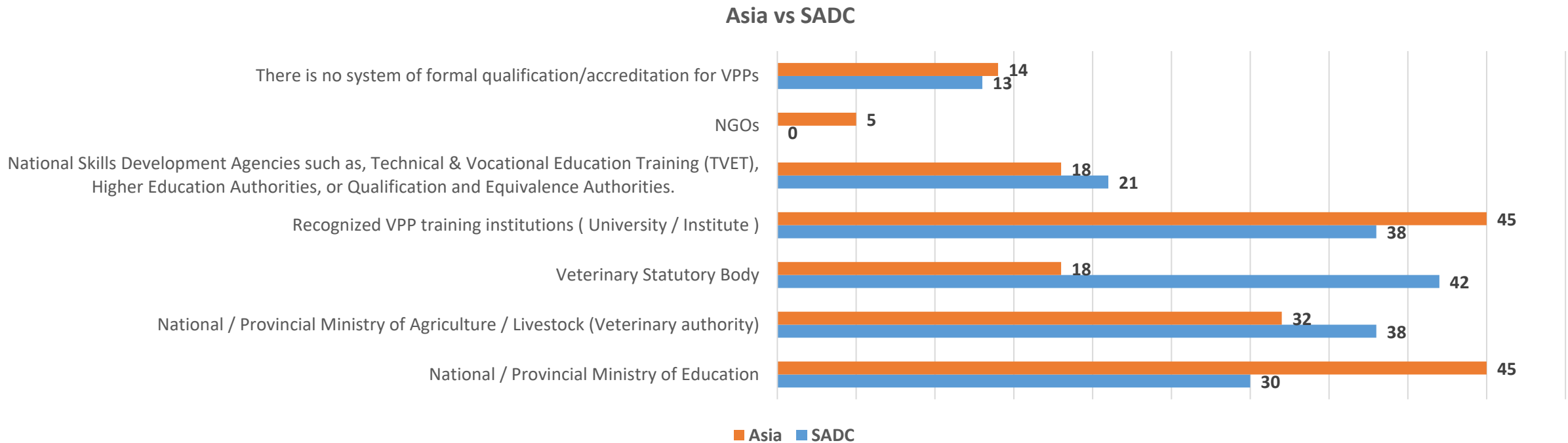


Although 10/24 participants indicated the VSB to be the organization accrediting formal qualifications, it is obvious that a wide range of other stakeholders are also involved with the accreditation process.



Recognition of VPP training - Comparison

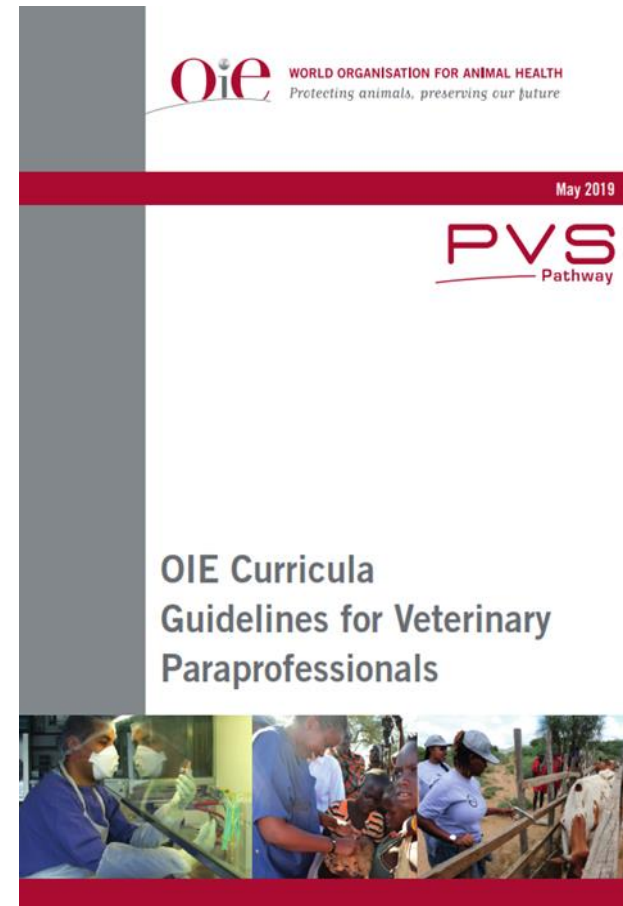
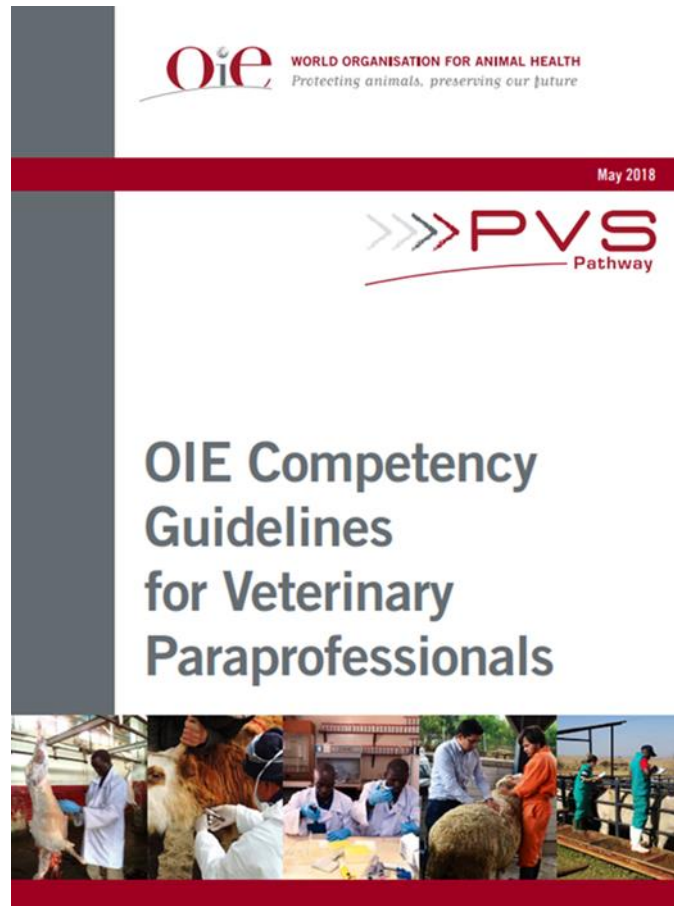
Who accredits (officially approves) the formal qualification (Degree / Diploma / Certificate) of VPPs in your country?



Within the Asian region it seems like the Ministry of Education as well as recognized training institutions mostly accredited formal qualifications while in the SADC region the VSB is mostly involved followed by the Ministry of Agriculture and training institutions.



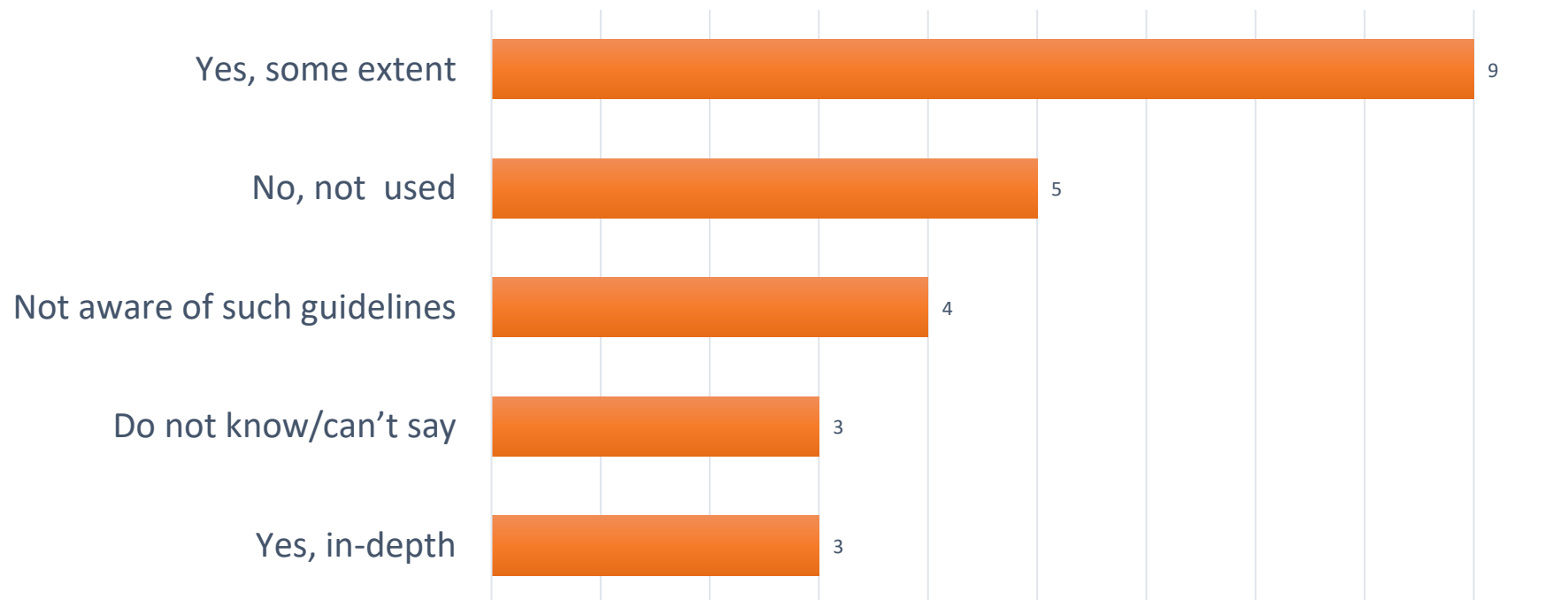
WOAH Guidelines for VPPs





WOAH Guidelines for VPPs

Have the WOAH Competency and /or Curriculum Guidelines for VPPs been reviewed or used by the Veterinary Services or stakeholders responsible for VPP training?

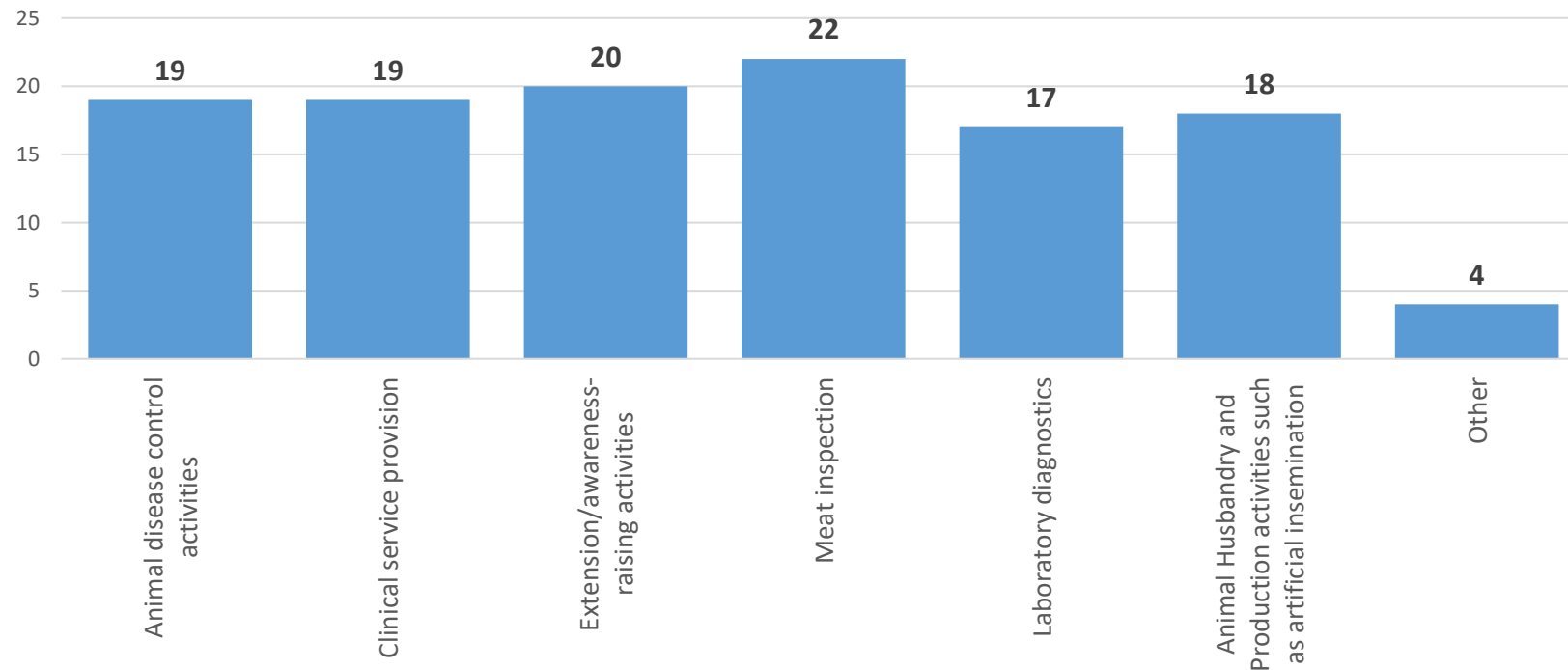


Notable only 9/24 (38%) of participants indicated use of the 2 VPP guidelines to some extent while only 13% (3/24) participants indicating a more in-depth use thereof. In essence only 50% of participants indicated any previous use of such.



Functions of VPPs

What kind of functions/tasks do VPPs undertake in your country?

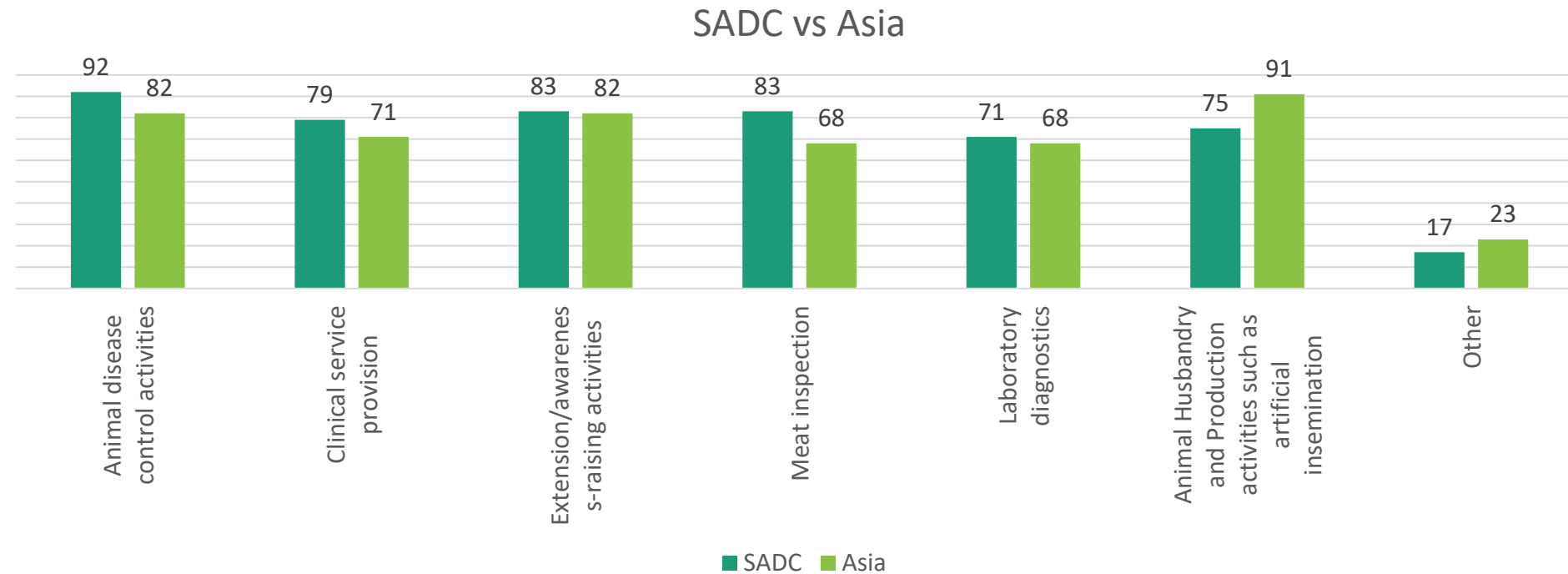


Functions performed by VPPs are very diverse with meat inspection services to be the most selected (22/24) 92% followed by extension activities, clinical services, and animal disease control as well as animal husbandry between 75 – 79%.



Functions of VPPs - Comparison

What kind of functions/tasks do VPPs undertake in your country?



Apart from Animal Husbandry in Asia and Animal Disease control and Meat inspection in the SADC region other VPP functions seems to be very much similar between the 2 regions.



Programs to assist VPPs

Commercial banks and micro-finance organizations can consider loans based on good, viable business plans.

NGOs, World bank (Multilateral organization)

The Germany government (Giz) through it's AWARE and Green Innovation Centres (GIC) projects providing VET Kits as well as capacity building for VPP's.



Responses

- ✓ Minimum qualification to practice as a VPP, currently there is no distinction between three years diploma holder and a person with 6-month training certificate.
- ✓ VPPs not allowed to form own association to represent their views
- ✓ The training institutions including the university produce a number of VPPs to fill a lot of vacancies in the civil service, but this is not adequately fulfilled and VPPs end up either unemployed or into some sort of self-employment which can be demoralizing .



Responses

- ✓ The lack of CPD in the VPP sector is a big deficiency that will need addressing urgently
Curricula guidelines for VPPs should be standard across the nations.
- ✓ The veterinary services requires a legal arm to be able to combat challenges .
- ✓ The current legislation is being amended to include relevant factors such as VPP categorization.
- ✓ The legislation should allow many categories with clear scope of work at different levels of VPP qualifications.



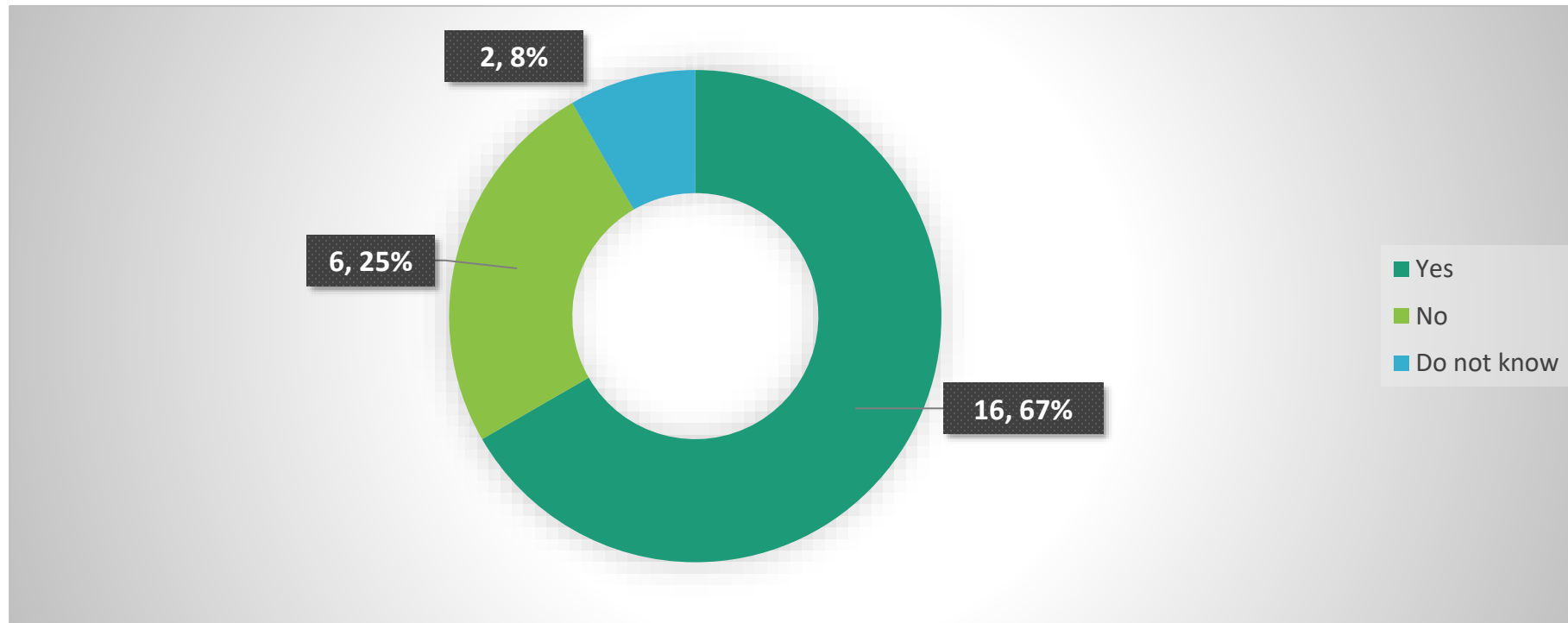
CAHWs and Workforce

A CAHW is a farmer/field agent selected by his/her community with the collaboration of veterinarians, the veterinary public service and supporting bodies (projects and NGOs). He/she provides basic animal health services and animal husbandry advice to livestock keepers in order to optimize animal health and production.



CAHWs participation in the veterinary service provision

Do Community Animal Health Workers (CAHWs) participate in veterinary service provision in your country?

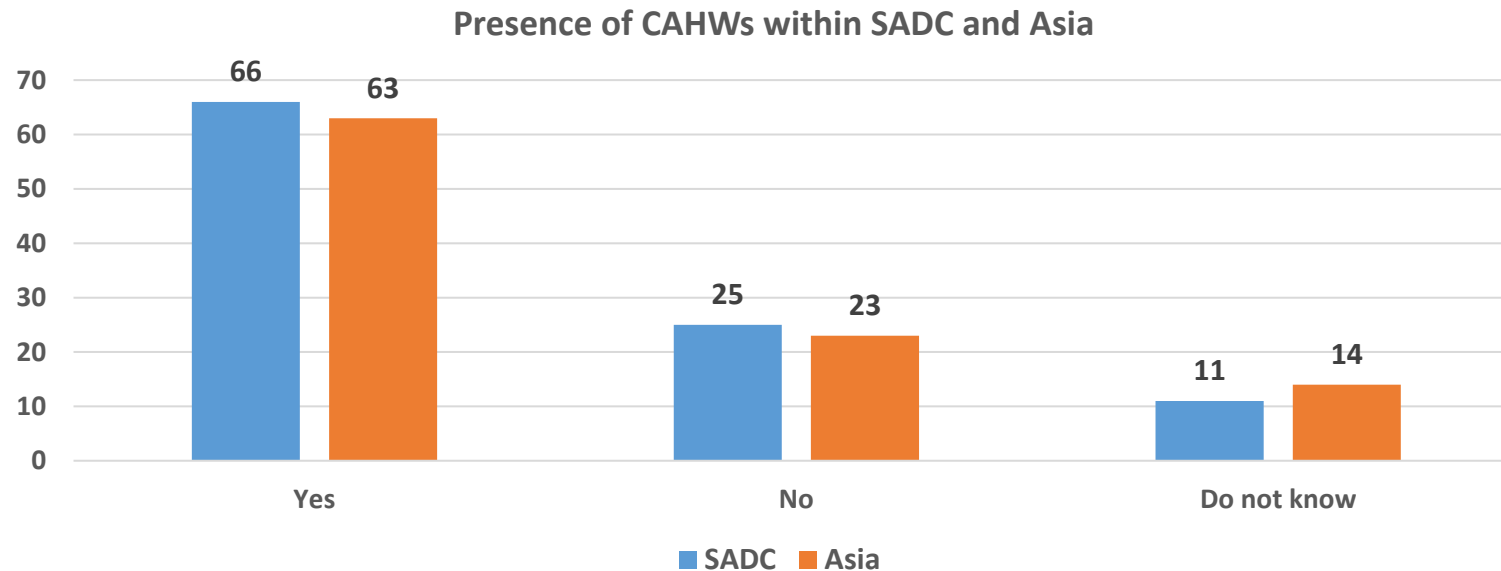


The majority of participants 16/24 (66%) indicated the presence and participation of CAHWs within their country



CAHWs participation – Comparison

Do Community Animal Health Workers (CAHWs) participate in veterinary service provision in your country?



It seems like the situation with regard to the presence of CAHWs in the SADC countries (66%) is very similar to the situation within the Asian countries (63%) with the number of participants indicating no presence also more or less the same at 25% and 23% respectively.



Responses

Who regulates the CAHWs in your country?

Diverse





Responses

Who regulates the CAHWs in your country?

No formal mechanism of regulating them apart from the occasional supervision by local VPP

They work under supervision of a veterinary assistant and are regulated by government policy and legislation

They undergo training are trained through Veterinary Services and provided with Animal Health Kits.

They are required to report all animal health issues to their local Veterinary Services.

Not yet since we still have Animal Health, Production and Welfare draft Bill 2021 to be finalized



Responses

Who regulates the CAHWs in your country?

Not 100% regulated but work under supervision of Govt employed extension worker

Yes they are regulated, under supervision of District Veterinary officer, although at some point they cross the line

Regulated by veterinary council

Not regulated, they are ordinal farmers just trained to administer some drugs in condition prescribed by a Veterinarian or VPP.

Very difficult to regulate their activities and posses a risk to AMR



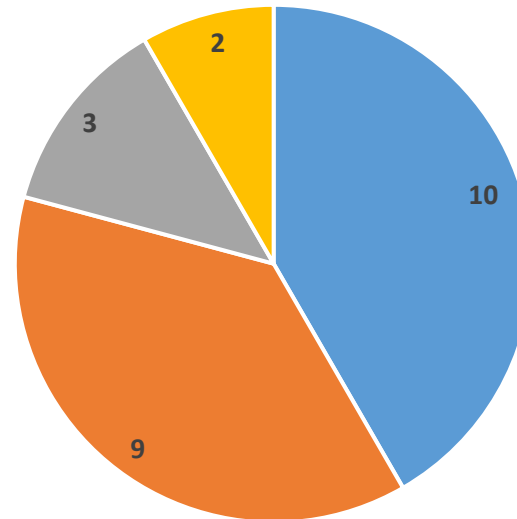
Women within the workforce





Growth of women participation

Do you see a growth in women's participation in the veterinary workforce?



■ Yes, to a large extent ■ Yes, to some extent ■ No ■ Do not know/ can't say

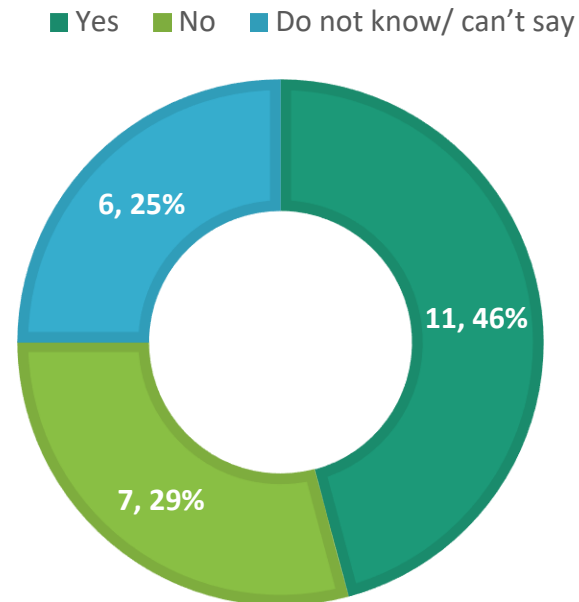
According to the participants 10/24 (42%) women's participation in the veterinary workforce has increased to a large extent while 9/24 (38%) indicated an increase to some extent.

At least 80% of participants indicated that women participation has increased while only 3/24 (12%) indicated otherwise.



Efforts to promote participation of women in the workforce

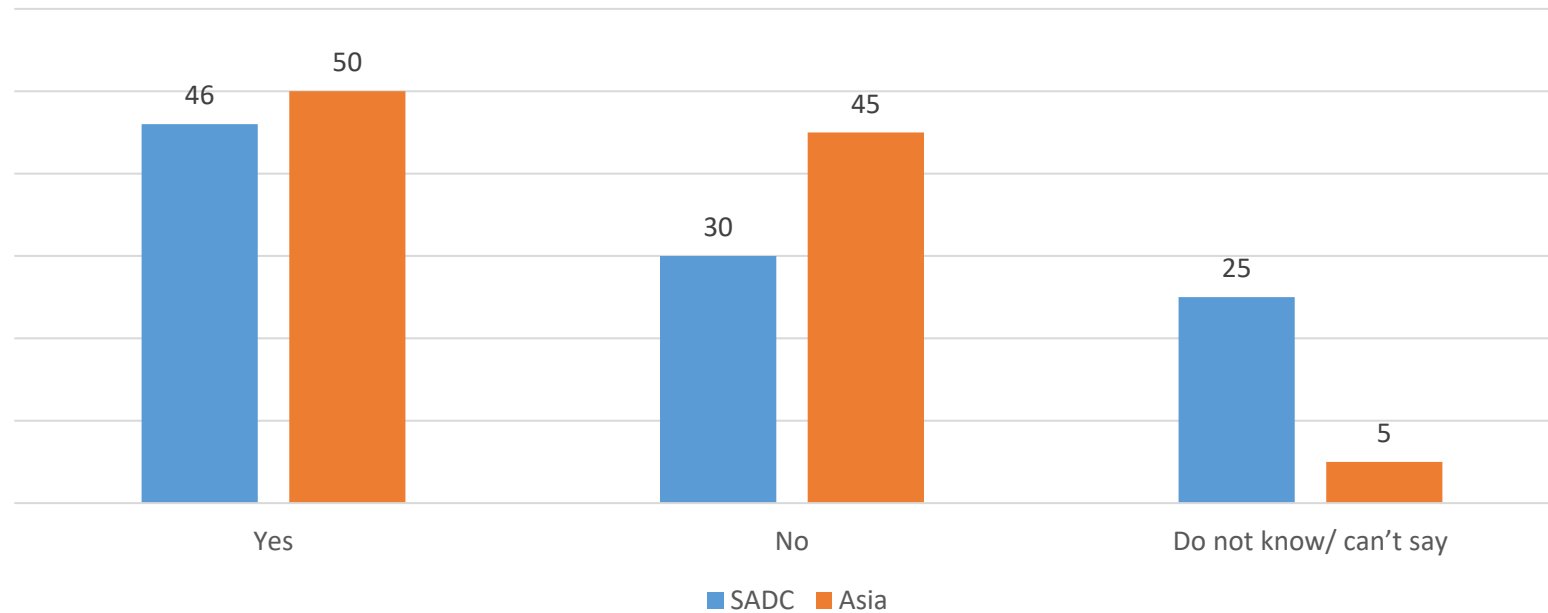
Are there formal efforts by the Veterinary Authority to promote women in the veterinary workforce towards decision-making roles?



Although 80% participants (previous question) indicated a definite growth in the participation of women within the veterinary workforce the same situation is not prevalent within the management or command structures with only 46% of participants indicating efforts to stimulate a positive participation growth of women within the decision-making structures.



Efforts to promote participation - Comparison



The situation within the SADC region seems to be very much similar to results obtained from the Asian region with around 46 - 50% of participants indicating awareness of efforts to promote women participation within the decision-making roles.



Responses

Affirmative Action policy, to address imbalances of the past - It provided within the Country policy (National constitution) on gender equality.

The Veterinary Authority is a firm believer and promoter of inclusivity. Some lady vets are holding or have held high positions in government such as Programme Managers & heads of divisions in the veterinary directorate.

Inclusion of women in workshops and veterinary studies.

Government effort to empower women in different posts - There are many women in high positions than man for policy making and decision taking.



Responses

They are assigned decision making roles in meetings both within and outside the Department.

They are assigned to lead some projects in the department of livestock services.

They even get promotions to higher positions in the veterinary services.

Generally, all employment related adverts and not just those dealing with VETS/VPP's have put in deliberate efforts to ensuring women participation in the formal sector through such clauses like, "Women are encouraged to apply"

Thank you

Johan Oosthuizen

12, rue de Prony, 75017 Paris, France
T. +33 (0)1 44 15 19 49
F. +33 (0)1 42 67 09 87

woah@woah.int
www.woah.org

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