

Report of the Pre-workshop Veterinary Workforce Survey

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Survey Results

Central Asia and the Caucasus Countries





Workforce Structure

Composition

■ Veterinarians

- 69,908 (87%)

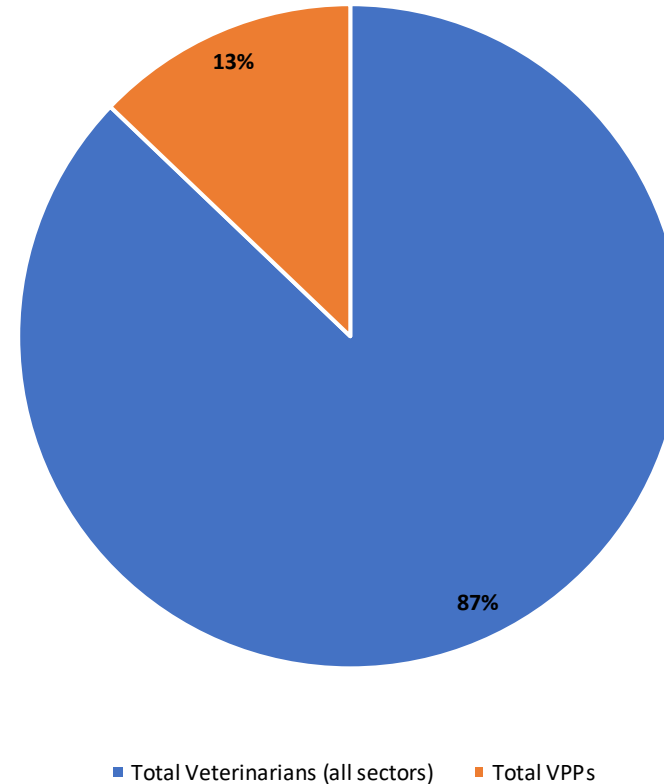
■ VPPs

- 10,165 (13%)

■ Ratio

- 6:1 (Veterinarian : VPP)

Percentage of Veterinarians and VPPs in Central Asia and Caucasus Countries
(WAHIS Data)



Blue = Total Veterinarians (all sectors); Orange = Total Veterinary Paraprofessionals

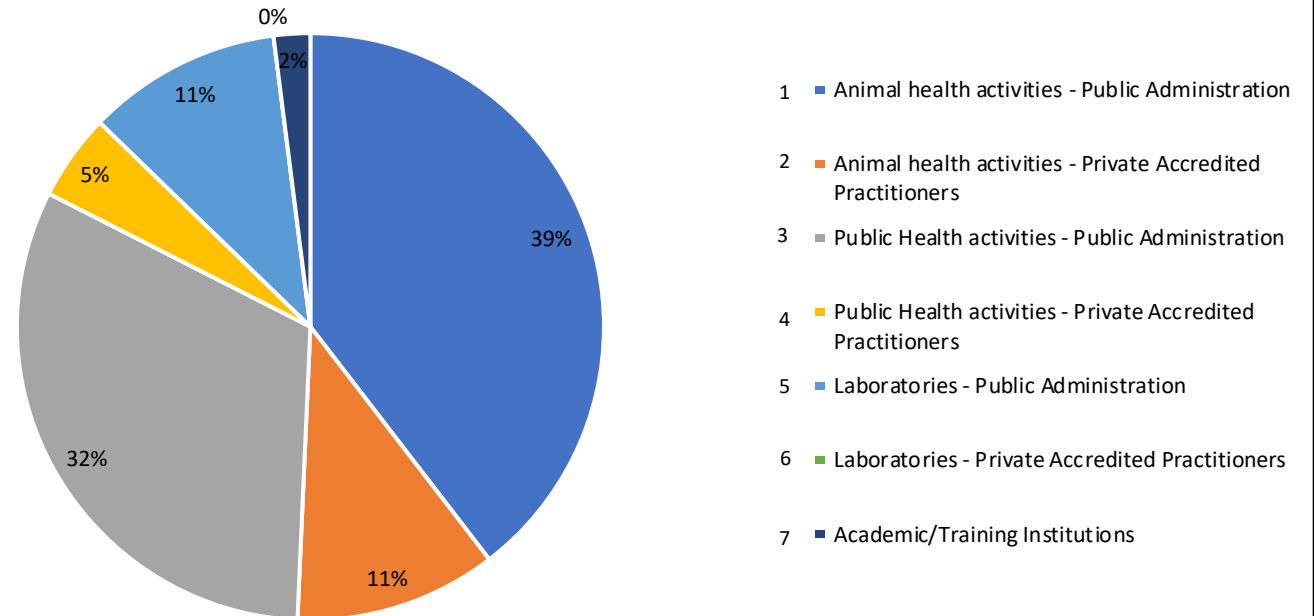


Workforce Structure

Percentage of Veterinarians involved in different fields

- Animal health activities (50%)
- Public health activities (37%)
- Laboratory activities (11%)
- Academia (2%)

Percentage of Veterinarian by Category in Central Asia and Caucasus Countries (WAHIS Data)



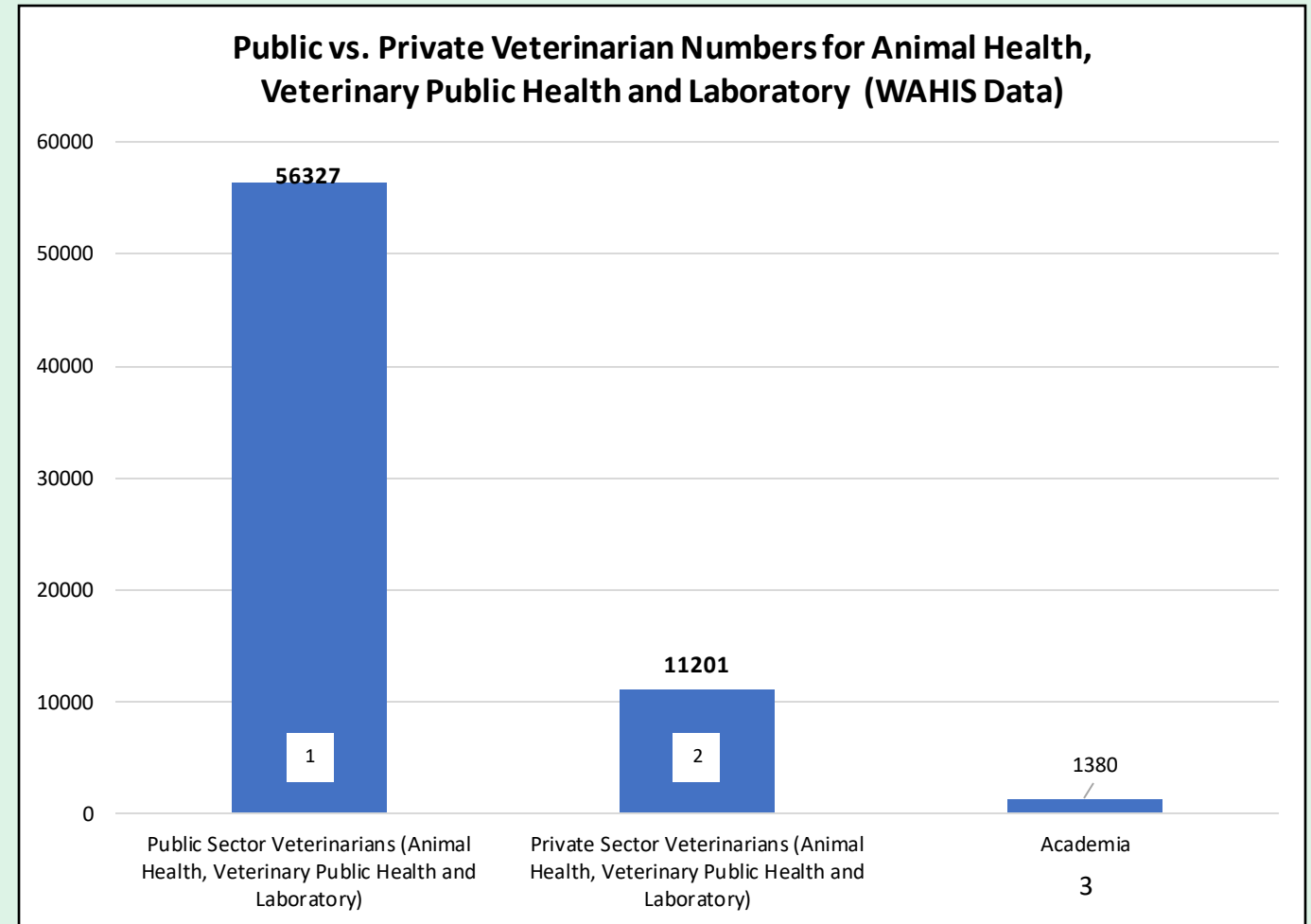
¹ = Animal health activities – Public Administration; ² = Animal health activities – Private Accredited Practitioners; ³ = Public Health activities – Public Administration; ⁴ = Public Health activities – Private Accredited Practitioners; ⁵ = Laboratories – Public Administration; ⁶ = Laboratories Private Accredited Practitioners; and ⁷ = Academic Training Institutions.



Workforce Structure

Public vs. Private Sector Workforce

- Public sector (82%, 56,237)
- Private sector (16%, 11,201)
- Academia (2%, 1,380)



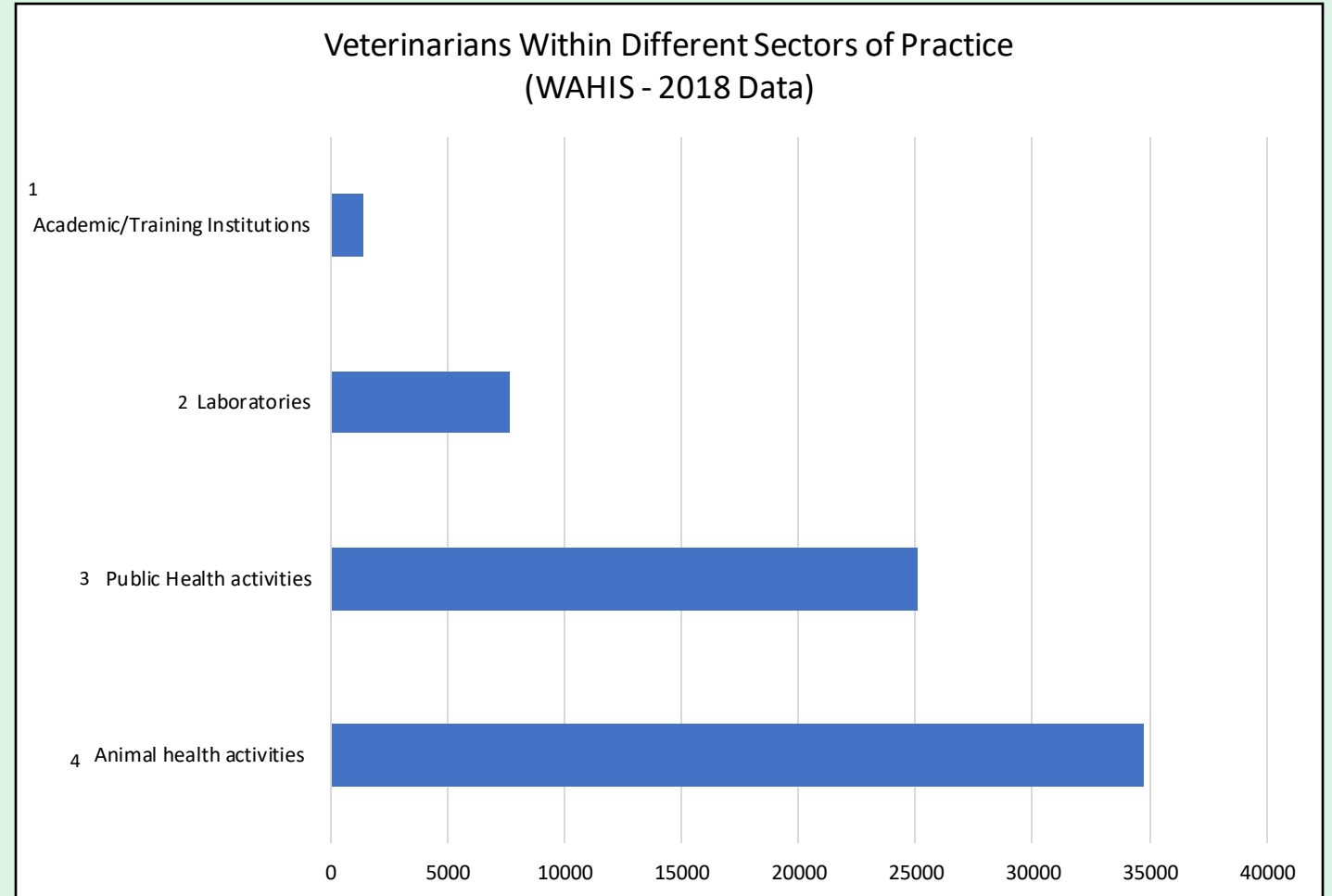
¹ = Public Sector Veterinarians (Animal Health, Veterinary Public Health and Laboratory); ² = Private Sector Veterinarians (Animal Health, Veterinary Public Health and Laboratory); and ³ = Academia



Workforce Structure

Workforce Services

- Animal Health activities (34,791)
- Public Health activities (25,079)
- Laboratory activities (7,568)
- Academic/Training Institutions (1,380)



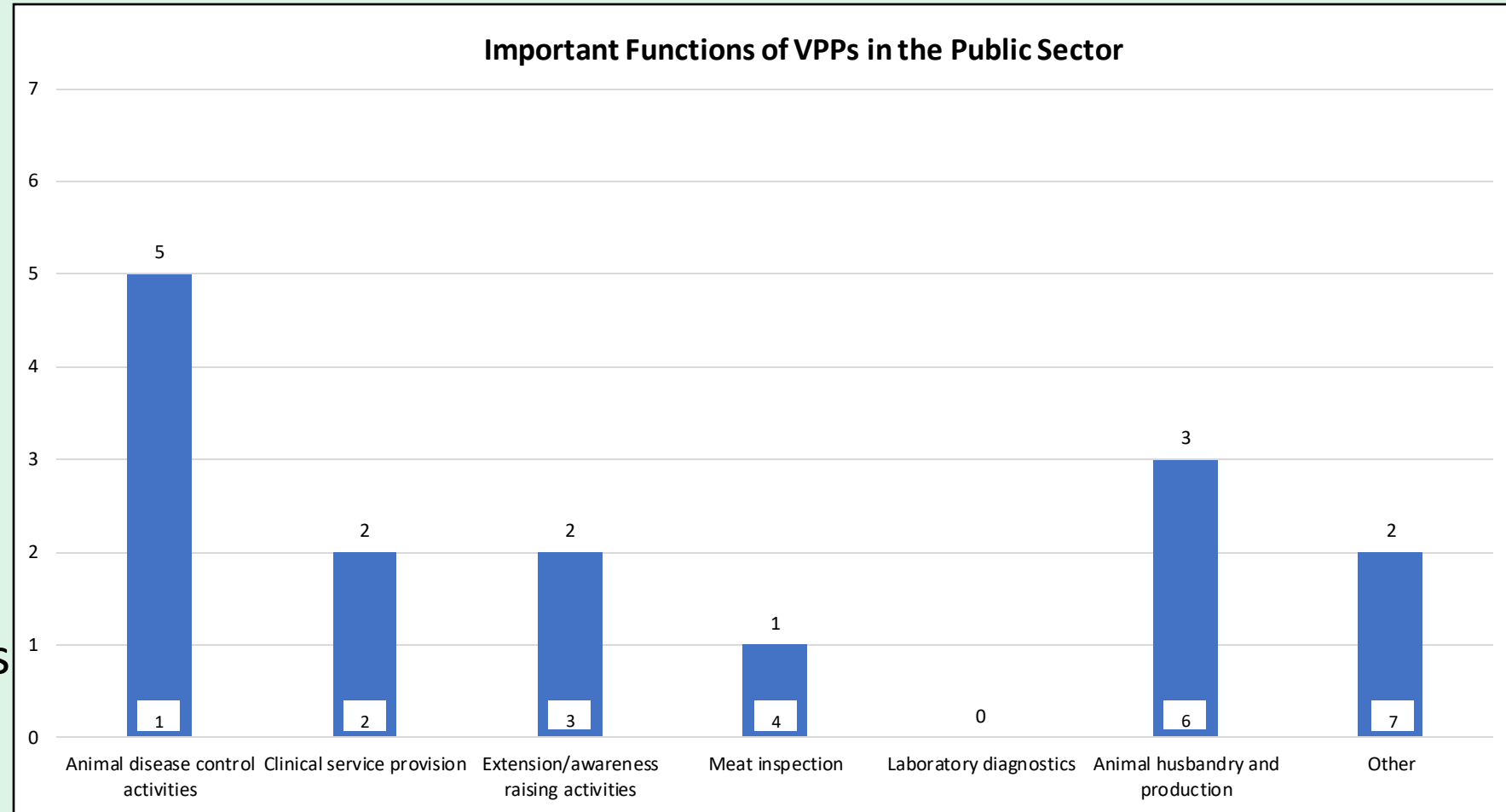
¹ = Academic/Training Institutions; ² = Laboratories; ³ = Public Health activities; and ⁴ = Animal Health activities



Workforce Survey Results

Functions

- For public sector, the most important included animal disease control activities
- Laboratory diagnostics was the least important



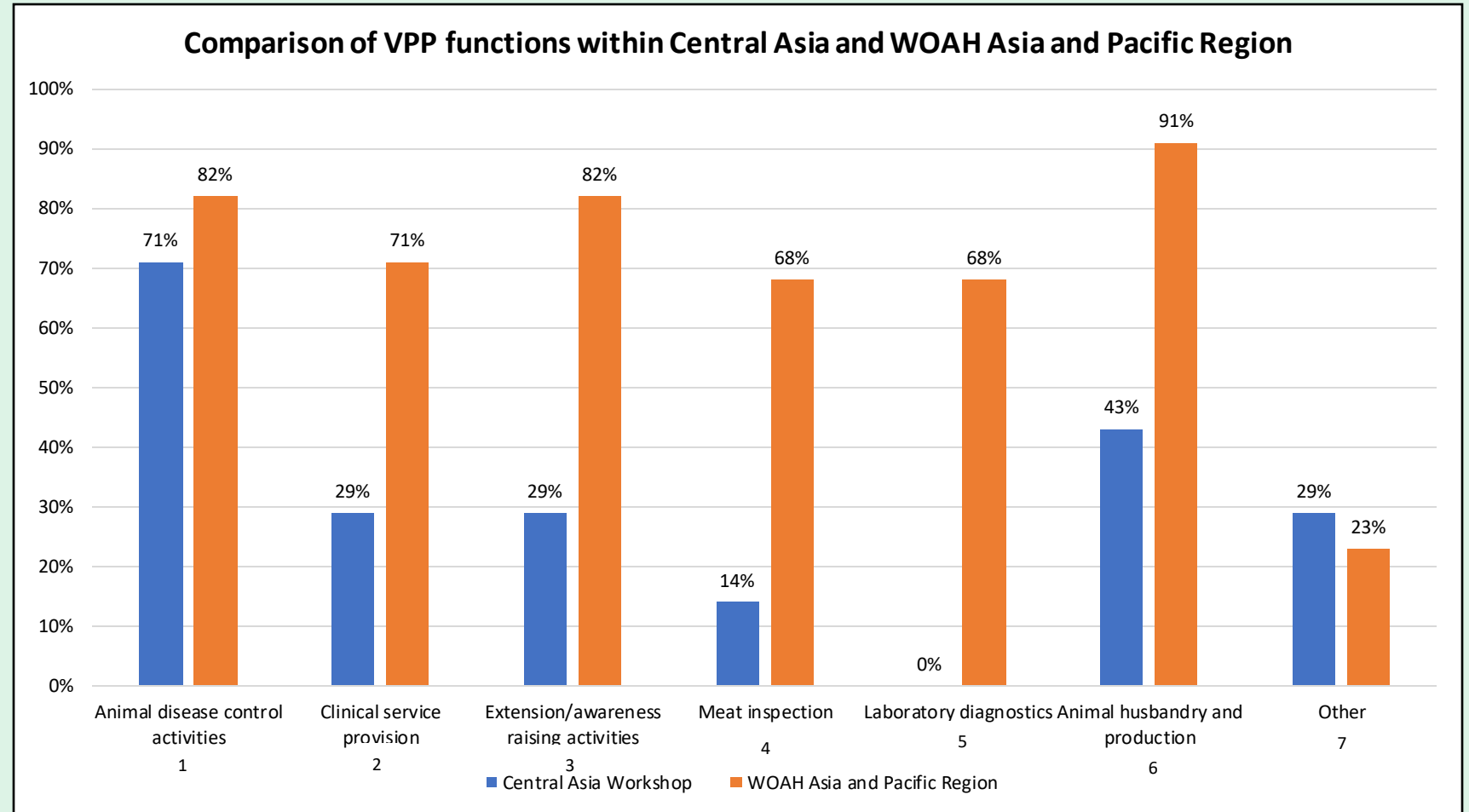
¹ = Animal disease control activities; ² = Clinical service provision; ³ = Extension/awareness raising activities; ⁴ = Meat inspection; ⁵ = Laboratory diagnostics; ⁶ = Animal husbandry and production, and ⁷ = Other



Workforce Survey Results

Functions

- For public sector, the most important included animal disease control activities.
- There is a gap in service provision for public sector activities compared to the Asia region.



¹ = Animal disease control activities; ² = Clinical service provision; ³ = Extension/awareness raising activities; ⁴ = Meat inspection; ⁵ = Laboratory diagnostics; ⁶ = Animal husbandry and production, and ⁷ = Other



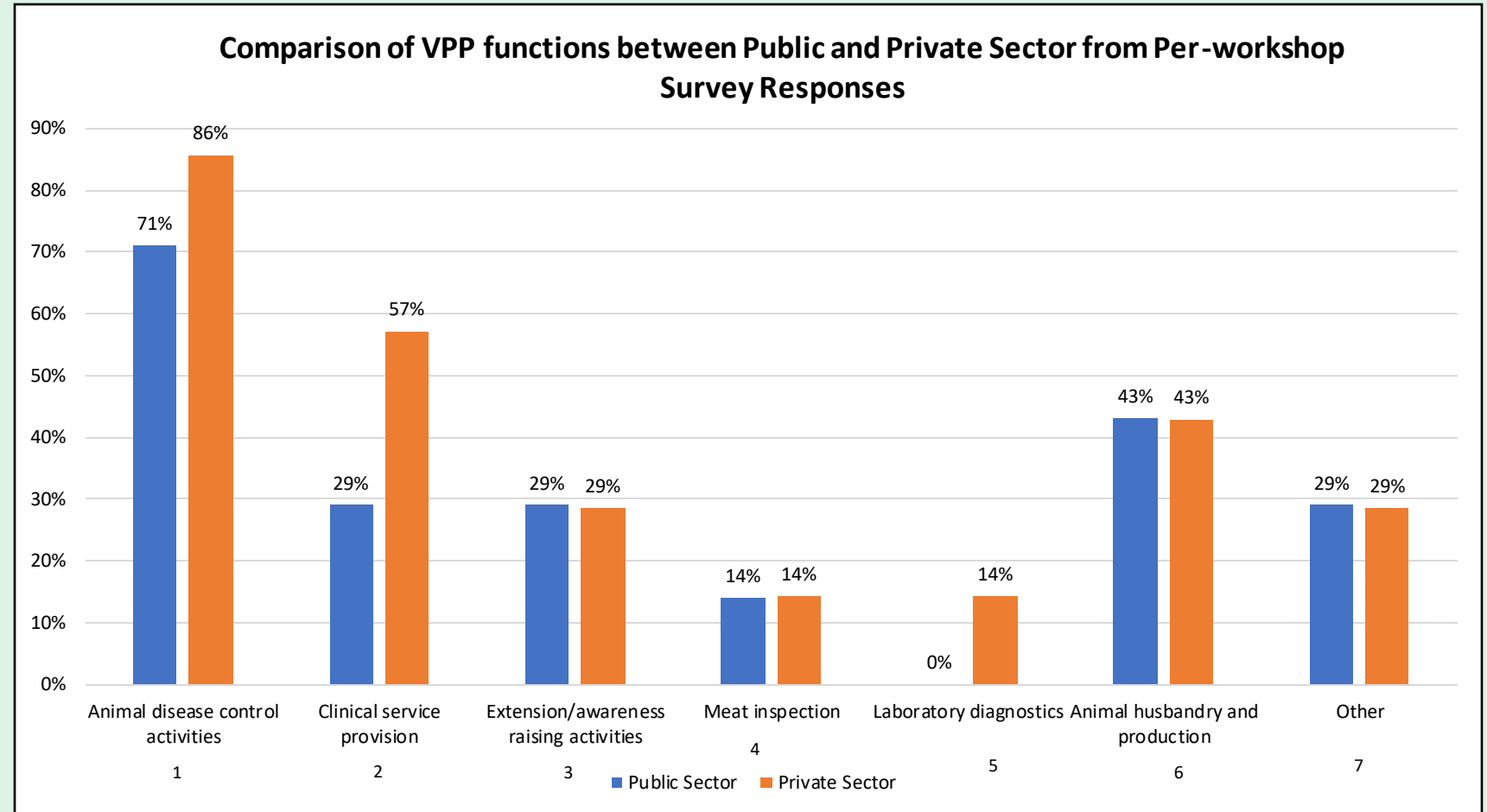
Workforce Survey Results

Functions

- Public sector
- Private sector

blue = public sector

red = private sector



¹ = Animal disease control activities; ² = Clinical service provision; ³ = Extension/awareness raising activities; ⁴ = Meat inspection; ⁵ = Laboratory diagnostics; ⁶ = Animal husbandry and production, and ⁷ = Other



Workforce Survey Results

Workforce challenges

1 = There is a general shortage of personnel

2 = There is a shortage of personnel concerning specific areas only, e.g., large/farm animal practice

3 = Many personnel are not involved in veterinary service delivery as they do other nonveterinary jobs

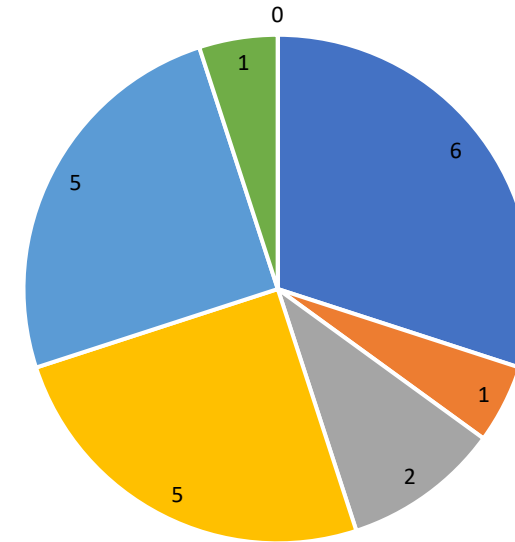
4 = Many personnel leave to work for other countries

5 = There is high retirement of personnel and young people are not interested to study any veterinary professions

6 = There is high retirement of personnel and there are inadequate training institutions to meet the demand of personnel

7 = other.

Current Workforce Challenges Faced by Members



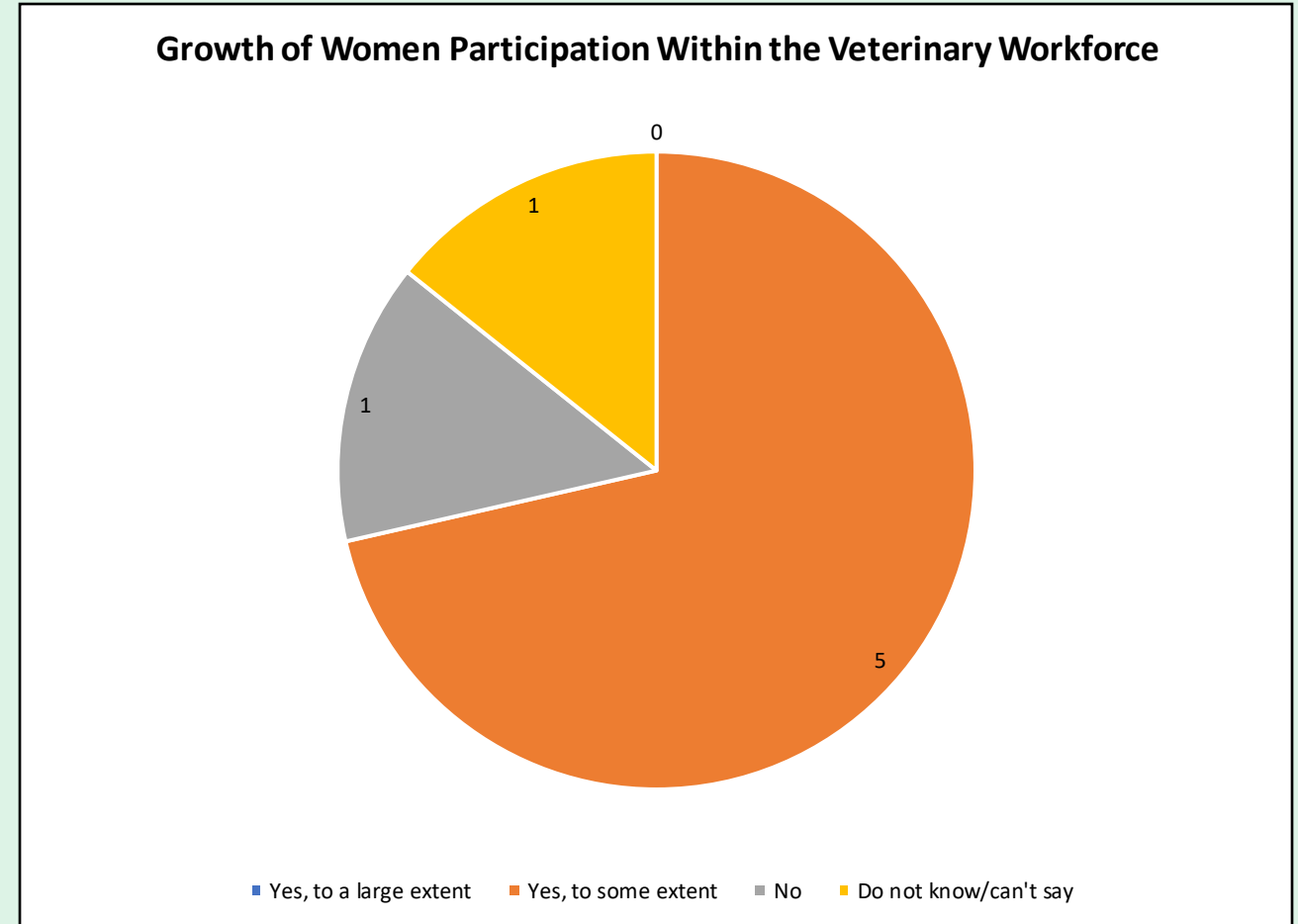
- 1 ■ There is a general shortage of personnel.
- 2 ■ There is a shortage of personnel concerning specific areas only, e.g., large/farm animal practice.
- 3 ■ Many personnel are not involved in veterinary service delivery as they do other nonveterinary jobs.
- 4 ■ Many personnel leave to work for other countries.
- 5 ■ There is high retirement of personnel and young people are not interested to study any of the veterinary professions.
- 6 ■ There is high retirement of personnel and there are inadequate training institutions to meet the demand of personnel.
- 7 ■ Other



Workforce Survey Results

Diversity

- Status of females in the workforce.
- 71% indicated growth of women's participation in the workforce and access to leadership roles.
- Involvement of females in the workforce may differ significantly by country.
- Each country should explore options too increase gender inclusion in the workforce.



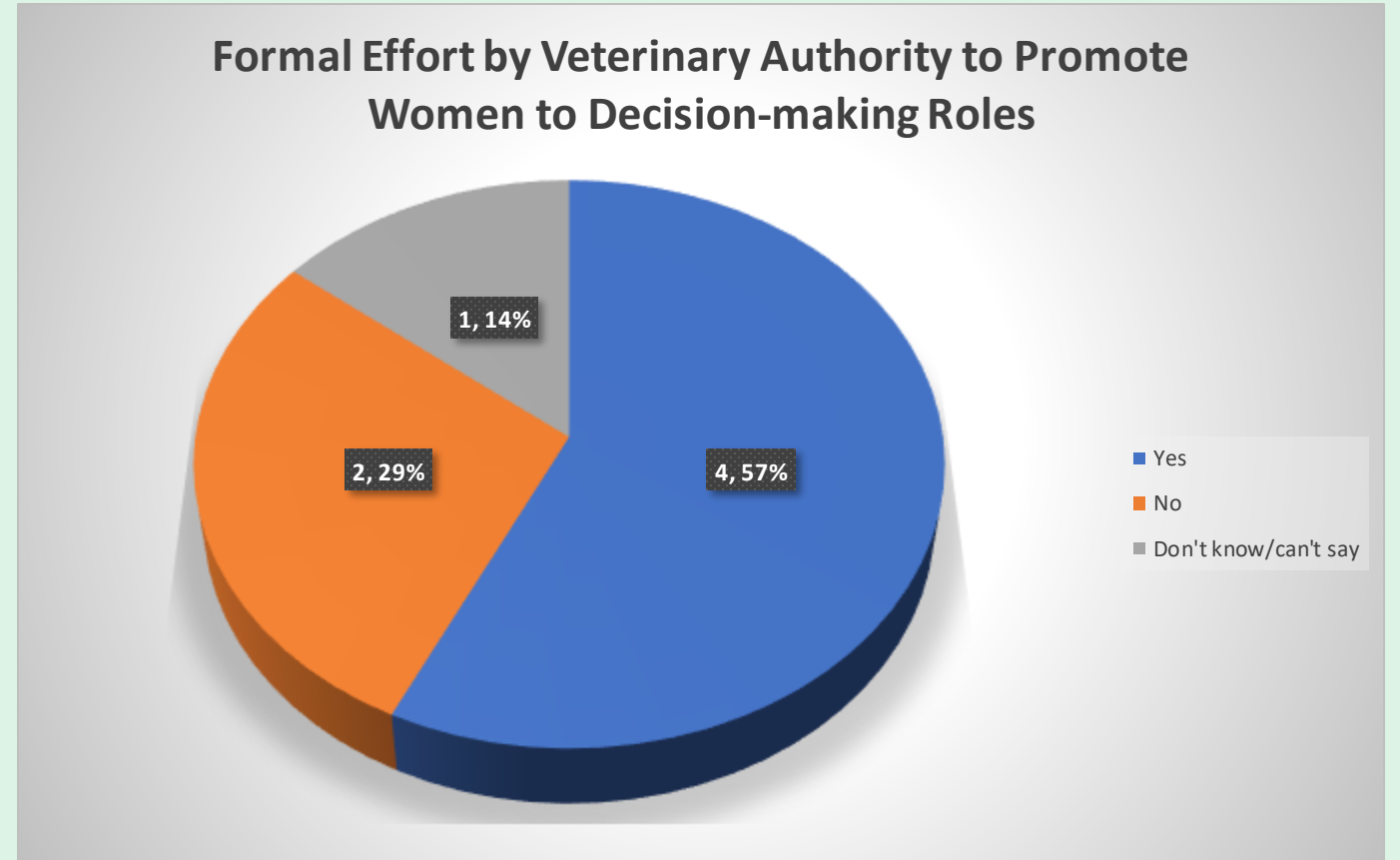
Blue = Yes, to a large extent; Orange = Yes, to some extent; Grey = No; and Yellow = Do not know/can't say



Workforce Survey Results

Diversity (continued)

- Yes (57%)
- No (29%)
- Do not know/can't say (14%)



Blue = Yes; Orange = No; Grey = Don't know/can't say



Workforce Survey Results

Enabling environment

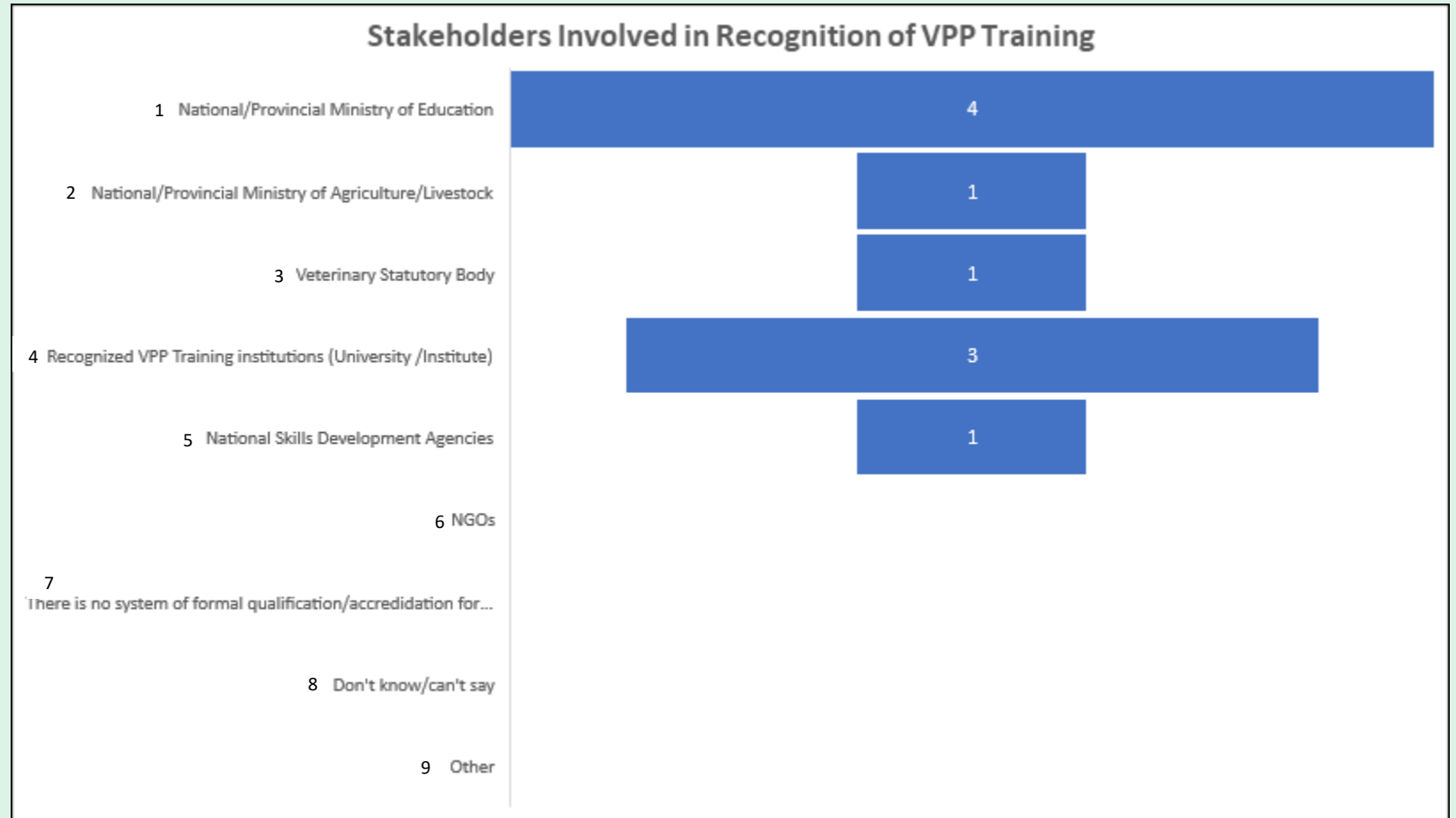
Other	1
Do not know/ can't say	0
It permits non-veterinarians in the private sector to do certain practices even though there is no mention of any specific VPP category	0
It provides for a scope of practice for VPPs	0
It describes provision for continuing education of VPPs	0
It provides essential entry qualification, training duration, and other mandatory education regulations	1
It requires registration of VPP training institutes	0
It requires some form of supervision of VPPs by veterinarians	0
It defines permitted VPP categories and/or describes their scope of practice	3
It makes provision for the registration of VPPs under a statutory body	1
It recognizes VPP service in the private sector	4
It recognizes VPP service in the public sector	1



Workforce Survey Results

Stakeholder Involvement

- A wide range of stakeholders are involved in the recognition of VPP training that vary by country.



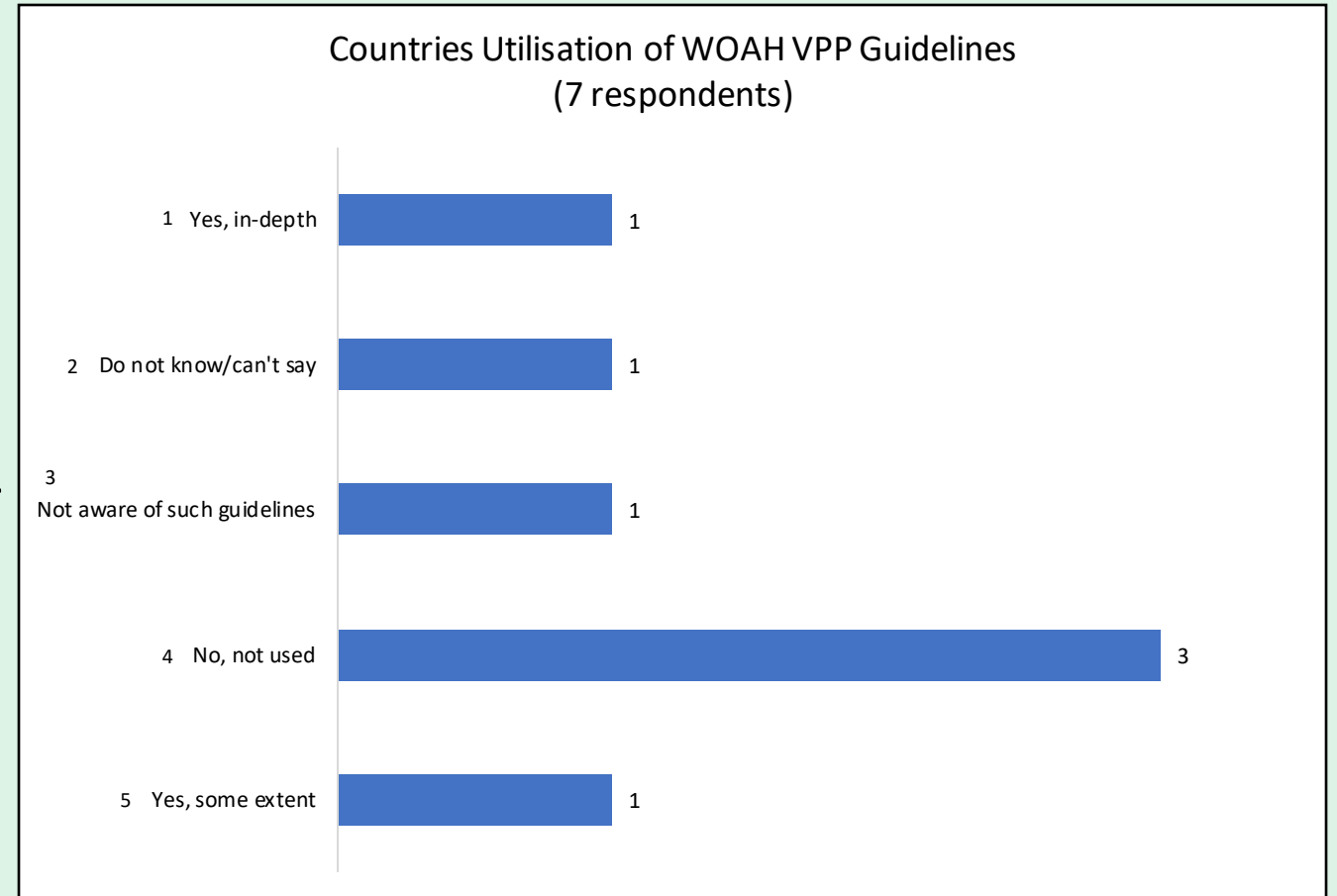
¹ = National/Provincial Ministry of Education or Livestock; ² = National/Provincial Ministry of Agriculture; ³ = Veterinary Statutory Body; ⁴ = Recognised VPP Training Institutions or Veterinary Establishments; ⁵ = National Skills Development Agency; ⁶ = Non-governmental organisations (NGOs), ⁷ = There is no system of formal qualifications for VPP training; ⁸ = Don't know/can't say; ⁹ = Other



Workforce Survey Results

Use of WOAAH Guidelines

- 29% indicated use of the guidelines
- 57% indicated no use and/or no awareness of the guidelines
- WOAAH recognises the diversity of VPP situation, thus develop documents are only guidelines and not standards



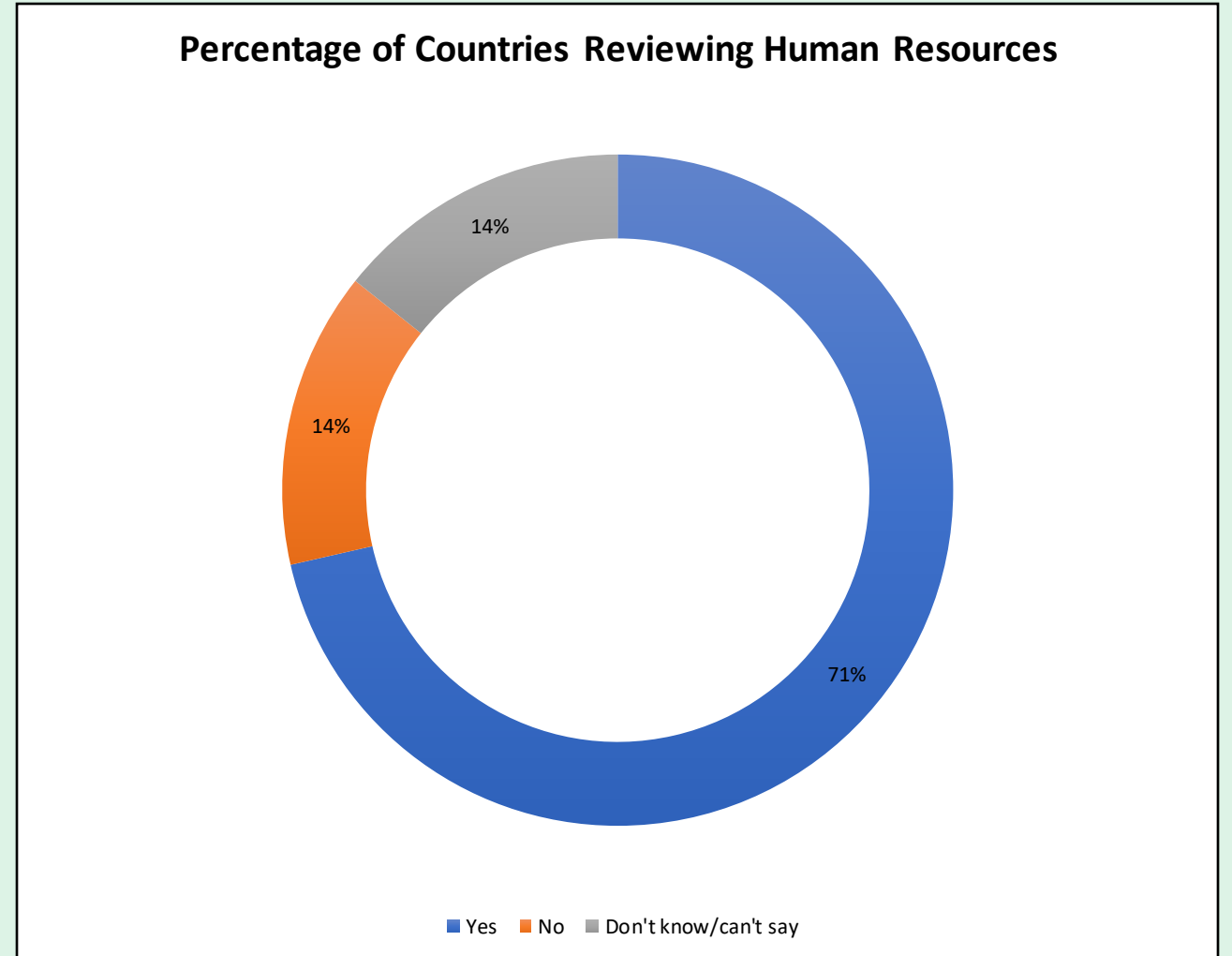
1 = Yes, in-depth; 2 = Do not know/can't say; 3 = Not aware of such guidelines; 4 = no, not used; 5 = Yes, some extent



Workforce Survey Results

Human Resource Review

- Yes (71%)
- No (14%)
- Do not know/can't say (14%)



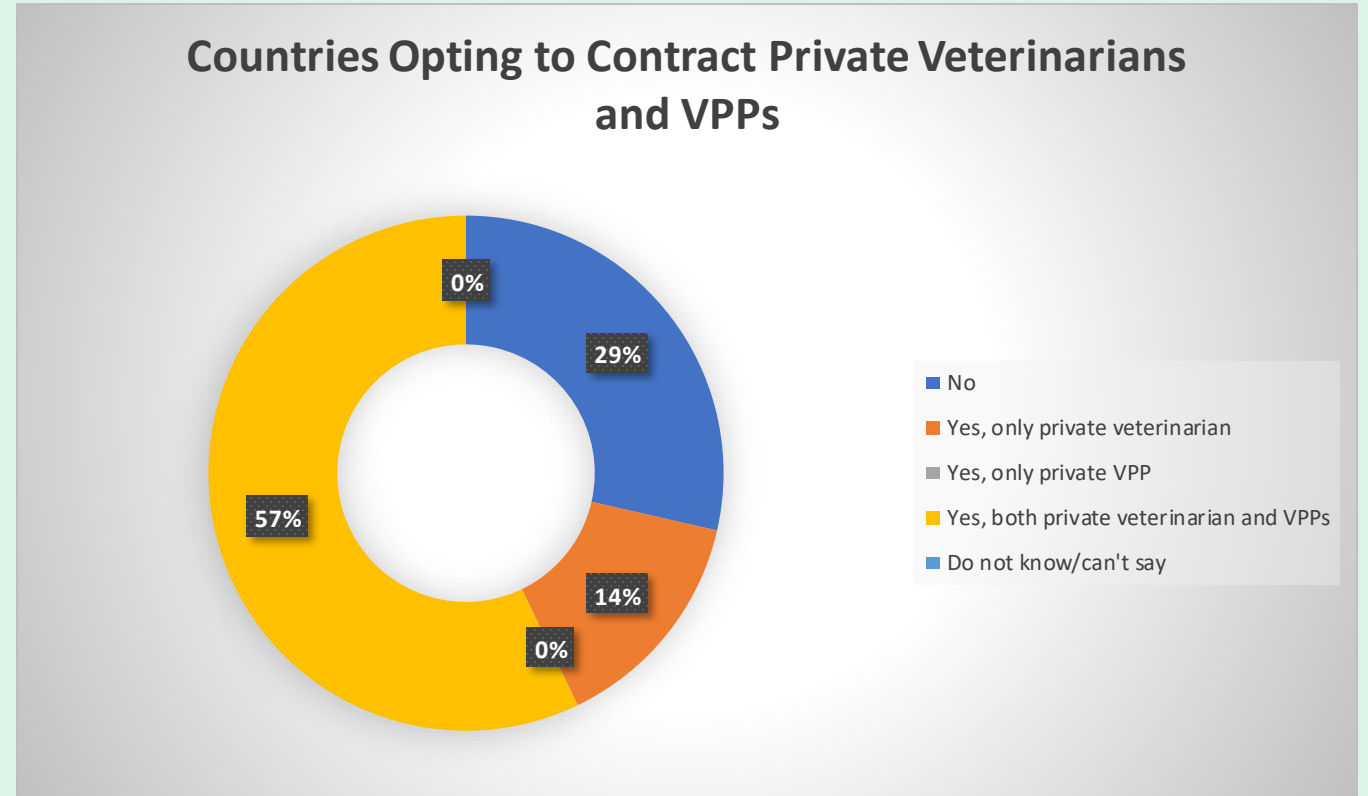
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Workforce Survey Results

Contracting Private Veterinarians and VPPs

- Yes (71%)
- No (29%)



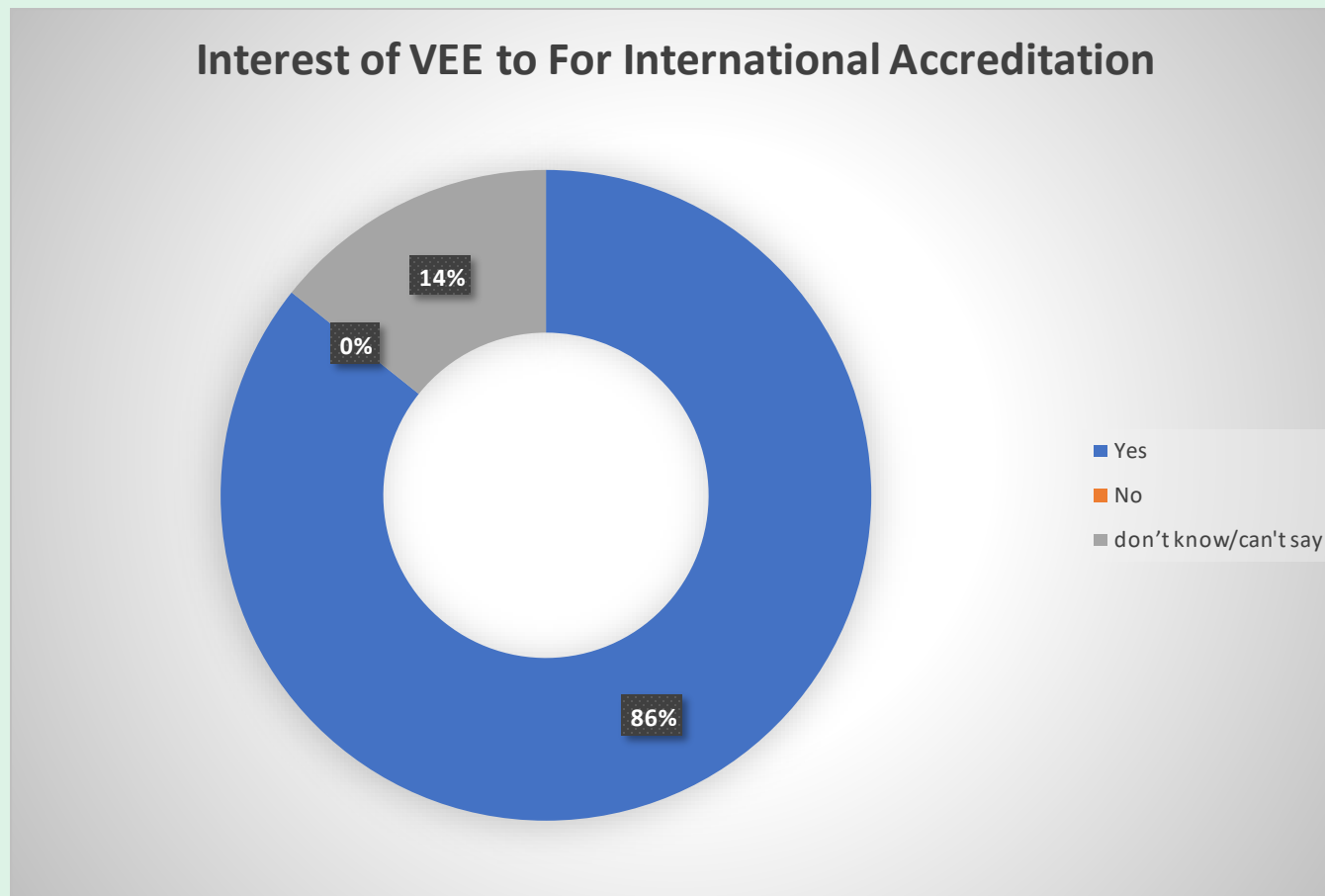
Blue = Yes, to a large extent; Orange = Yes, to some extent; Grey = No; and Yellow = Do not know/can't say



Workforce Survey Results

International Accreditation

- Yes (86%)
- No (0%)
- Do not know/can't say (14%)



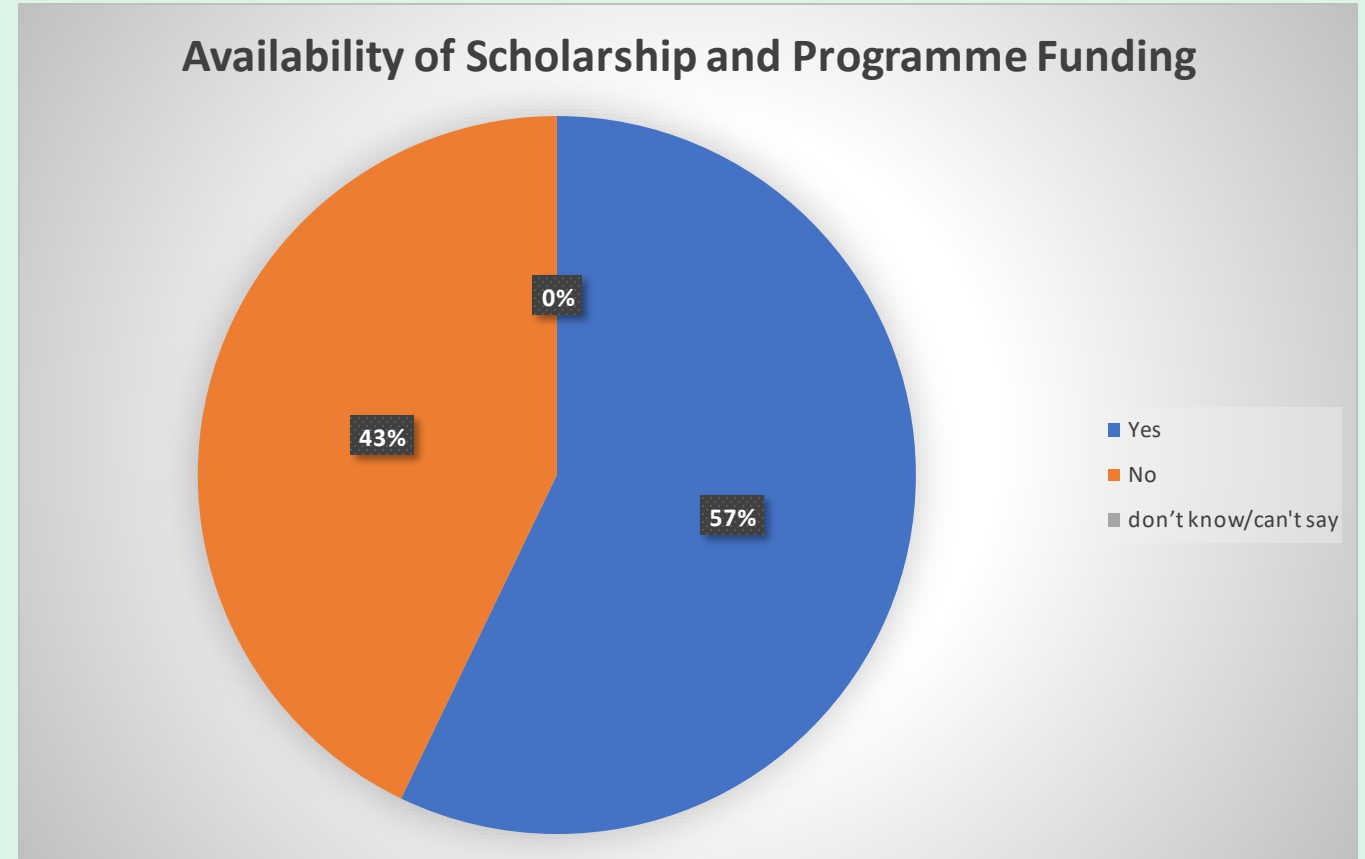
Blue = Yes; Orange = No; Grey = Don't know/can't say



Workforce Survey Results

Human Resource Review

- Yes (57%)
- No (43%)
- Do not know/can't say (0%)



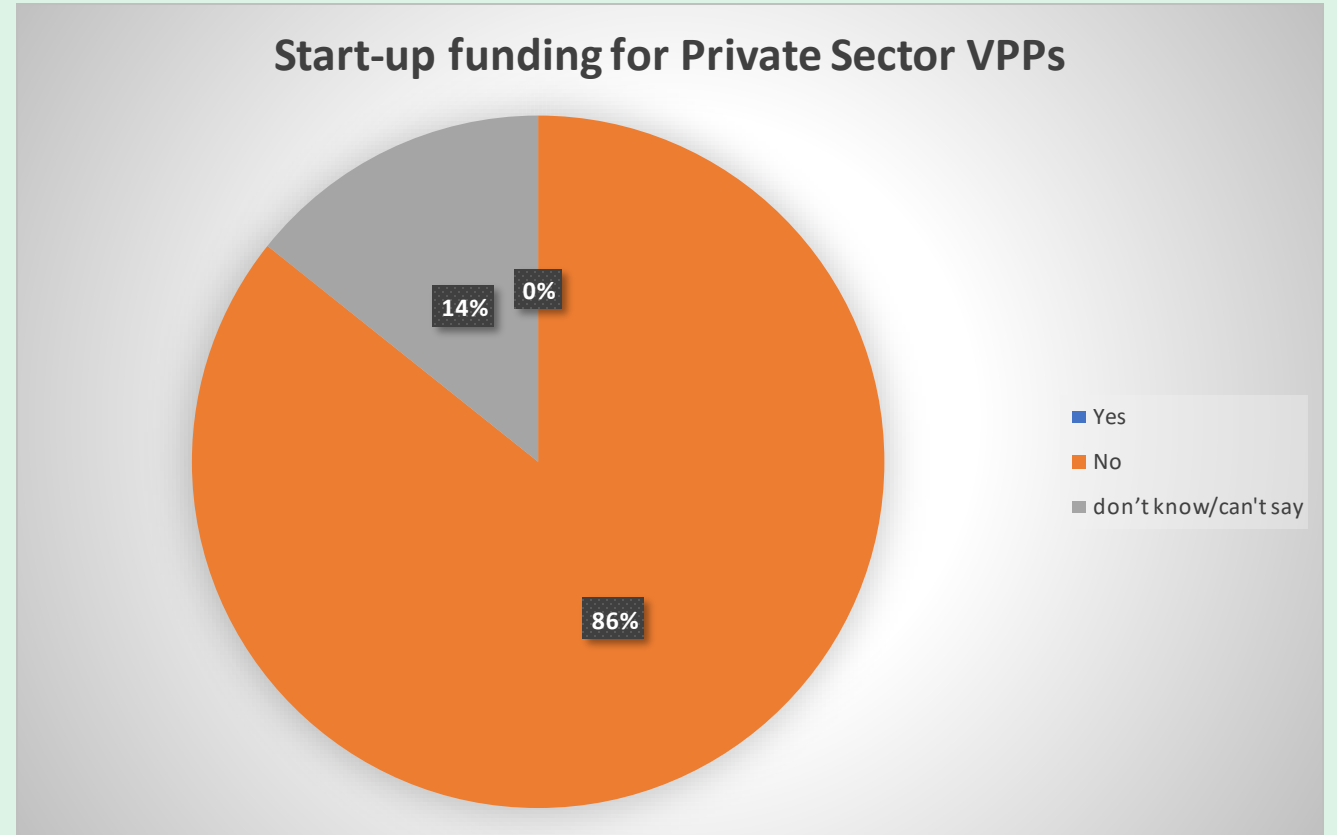
Blue = Yes; Orange = No; Grey = Don't know/can't say



Workforce Survey Results

Start-up Funding

- Yes (0%)
- No (86%)
- Do not know/can't say (14%)



Blue = Yes; Orange = No; Grey = Don't know/can't say



Review of PVS Reports

Five categories reviewed from 10 countries

- Human resources
- VSB or other regulating mechanism
- Legislation
- Education
- Development/operational field level



PVS Results - Regional

Human Resources

- 20% of countries stated in rural areas there are extreme shortages to no veterinarians.
- Reports range from unknown number of working veterinarians to up to 7500 veterinarians within public or private sector workforce for a country.
- 20% of countries do not keep registration of VPPs.
- Only one out of 10 reports categorised VPPs into multiple categories (e.g., veterinary technician, veterinary nurses, and laboratory).
- 40% of the countries categorise VPPs as a veterinary technician, mainly working in vaccination and surveillance activities.
- 6 of 10 countries provided no information on categories of VPPs.
- 70% of countries concur that there are either no job descriptions for VPPs with clear qualifications or that there is not a clear delineation between VPPs and veterinarian roles.



PVS Results - Regional

VSB or Other Regulating Mechanism

- 8 out of 10 countries did not have a formalised VSB for the profession.
- Draft VSB legislation seems to grant VSB authority to regulate VPPs and vets in 2 of the 10 countries.
- 80% of the PVS reports did not state which categories of the workforce were regulated (e.g., veterinarians or VPPs).
- Draft VSB legislation which includes code of conduct was reported in 20% of the PVS reports.
- 80% of the PVS reports did not have a code of conduct included.
- None of the reports included information on the countries VSB ability to take corrective actions.
- 90% of the PVS reports did not include whether a VSB was involved in the standards of education and training curriculum.
- Only 1 PVS report included information that the VSB is not involved in developing of education, curriculum or continuing education.
- There appears to be no licensing or regulation of VPPs in all PVS reports reviewed.
- 60% of the countries have a continuing education system; however, many of these are not fully functional due to lack of fiscal resources to operate the continuing education platform for the country.



PVS Results - Regional

Legislation

- 80% of the countries have laws regulating the profession; however, most are at regulation of veterinarians with only one stating VPPs are regulated.
- 6 out of 10 countries reported that there is no law in their country for the supervision of VPPs.
- Only 1 in 10 countries stated that VPPs can work independently of a veterinarian and not be supervised.
- 3 out of 10 countries require supervision of VPPs.
- 8 out of 10 countries stated there are no laws prohibiting the writing or sale of prescriptions by VPPs.
- 90% of the countries reported that VPPs can work in private practice to do clinical work independent of a veterinarian.
- All countries stated there was a law for delegation of authority (e.g., sanitary mandate contracts).



PVS Results - Regional

Education

- All countries have existing training for VPPs.
- There is a wide range of VPTIs within all countries and most VPPs are either taught within veterinary colleges or a separate VPP training institution with the average training time between 2 – 3 years.
- Only one country reported using NGOs for training VPPs.
- 20% of the countries reported qualifications at a diploma level and the remaining countries did not have a level of qualifications in their report for VPPs.
- None of the reports provided information as to whether trainees from all areas of the country have the opportunity of access to training.
- 5 out of 10 countries reported that curricula is standardised and set by the Ministry of Education.



PVS Results - Regional

Education (continued)

- Only one country included joint review of the curriculum by the Ministry of Education and Sciences and Ministry of Agriculture.
- One country included standards through a skills agency.
- All other countries reported veterinary faculty developed curricula without review by a Ministry or authority.
- Country ranges of VPP graduates were from “not reported” to 18,000 annually.
- Either countries did not report on tracking VPP graduates or of those that did, all stated the current system for tracking VPP graduates is unreliable.



PVS Results - Regional

Development/Operational Field Level

- 30% of the countries responded that there is accessibility for VPPs in rural areas; however, many are contracted out.
- 70% of the reports did not contain information from this indicator.
- Due to this being remote work, most countries had limited access for VPPs or veterinarians to work in rural areas due to low pay.
- 2 out of 10 countries utilise NGOs for clinical services within their countries.
- Only 1 out of 10 countries discussed government incentive programmes for personnel to work in under-served areas.
- There was no information obtained in any of the PVS reports for which a country a support animal healthcare services to provide clinical service delivery in under-served areas on a fee-for-service basis.

Thank you

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