



# The WOAAH Capacity building system

CBD Team

June, 2024

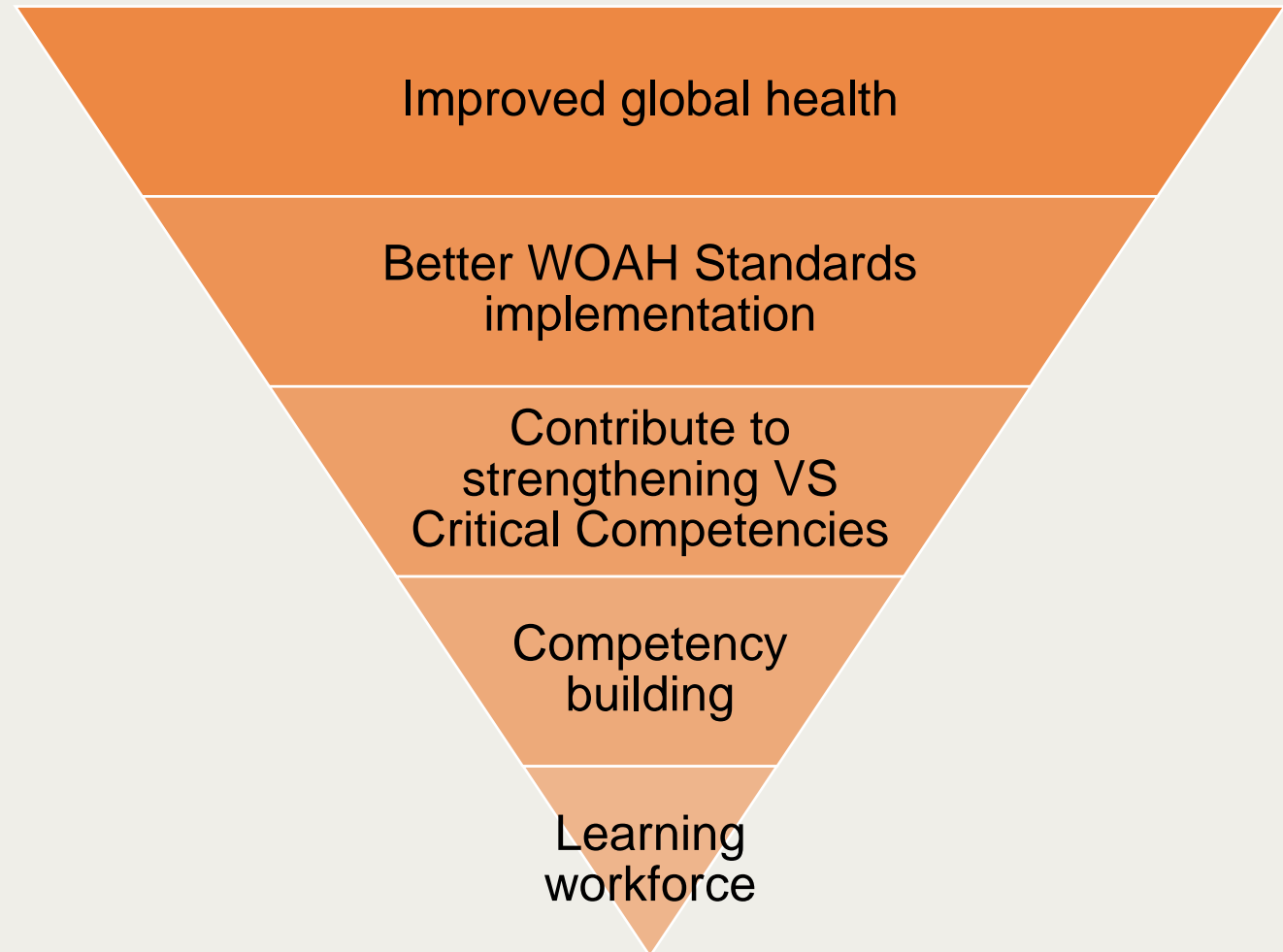
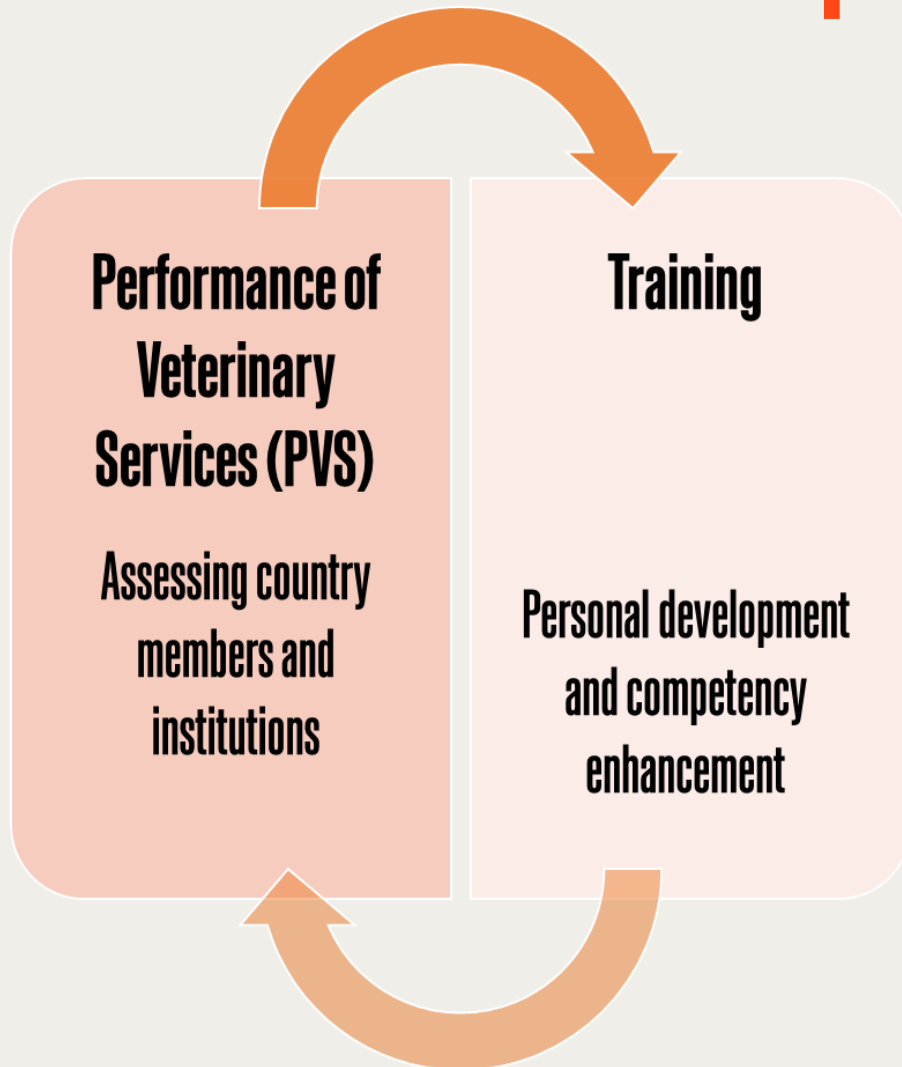


World  
Organisation  
for Animal  
Health  
Founded in 1924

Organisation  
mondiale  
de la santé  
animale  
Fondée en 1924

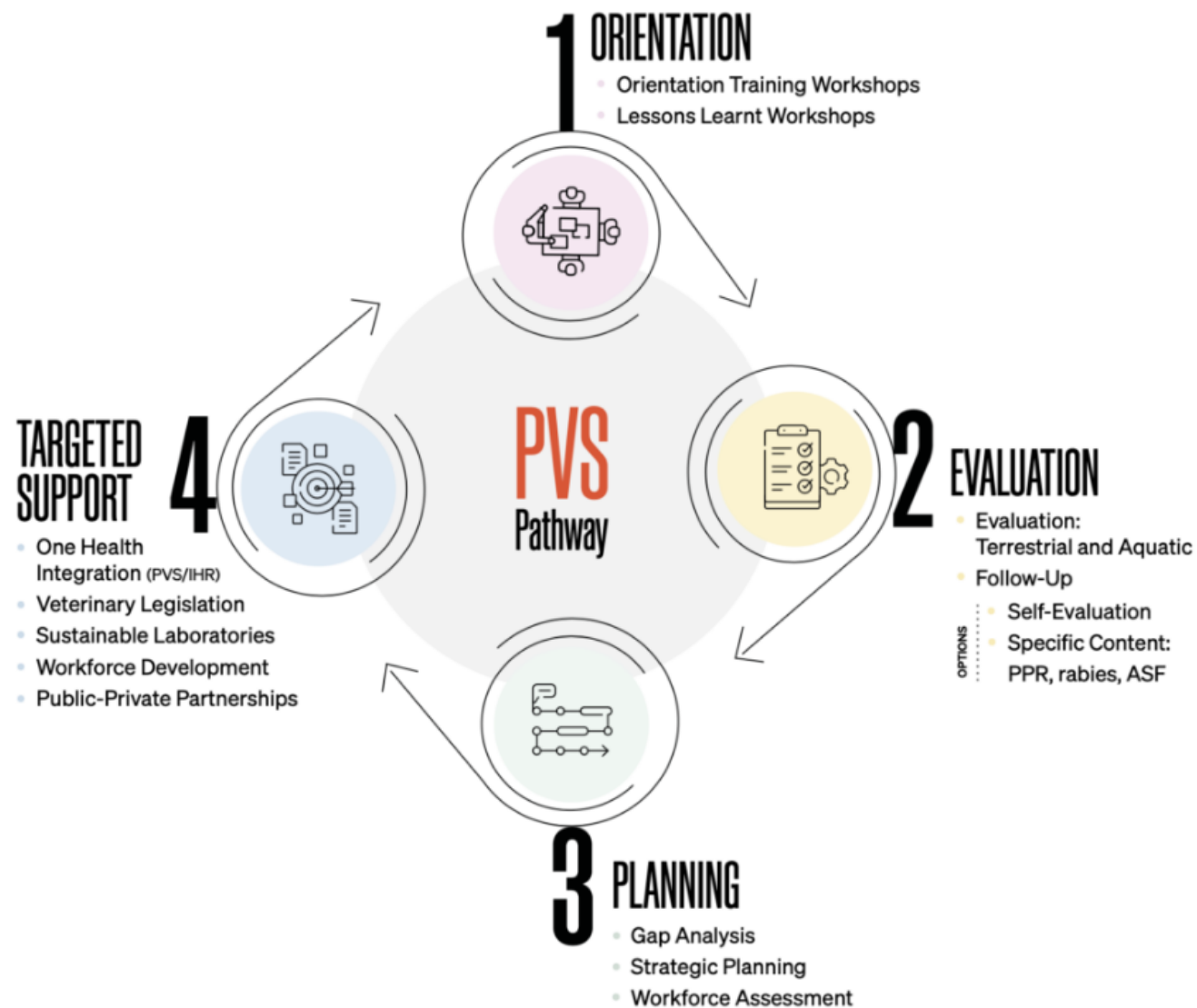
Organización  
Mundial  
de Sanidad  
Animal  
Fundada en 1924

# Capacity Building



## Performance of Veterinary Services (PVS) Pathway

- Comprehensive, multi-staged process for **sustainable planning** and **improvement** of Veterinary Services' (VS) capacities
- Supports greater **compliance** with WOAHA International **Standards for** animal health and welfare
- Each step corresponds to specific **capacity-building** activities
- **Voluntary, country driven** process targeting internal systems and resources for sustainability
- **Strong uptake** – 143 countries, more than 700 reports



**+ More than 2 200 participants engaged**

**+ in ~90 PVS Activities annually**

**+ Annual budget ~3.5M EUR in 2024**

# The WOAAH Standards

## CODES

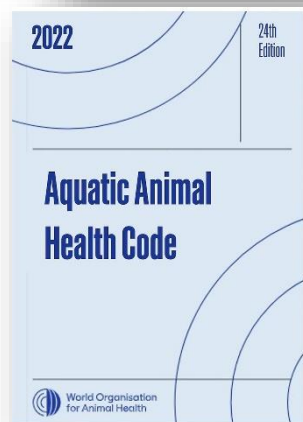
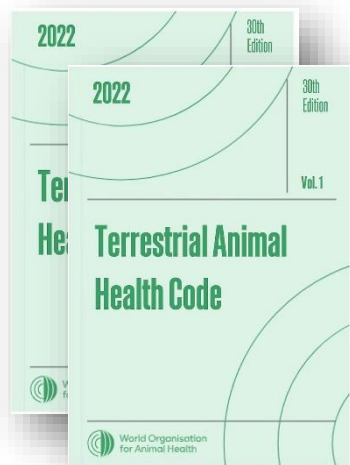


## MANUALS



Standards to improve animal health and welfare  
and veterinary public health

# Tools for the Good Governance of Veterinary Services / Aquatic Animal Health Services

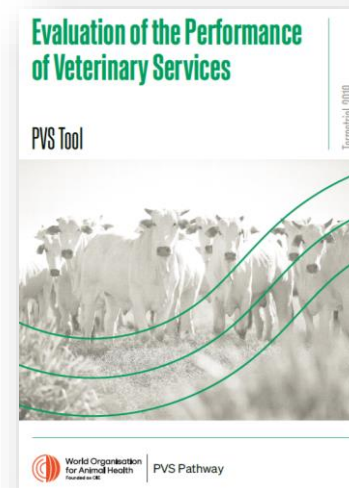


## Section 3 of *Codes*

Quality of Veterinary  
Services

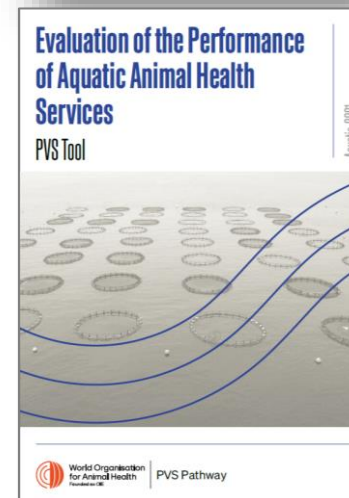
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Quality of Aquatic  
Animal Health Services

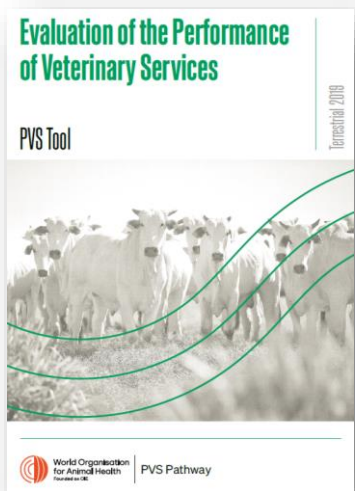


2019,  
Seventh Edition

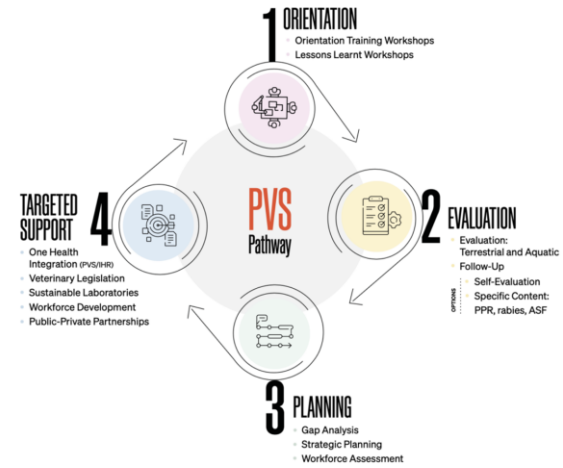
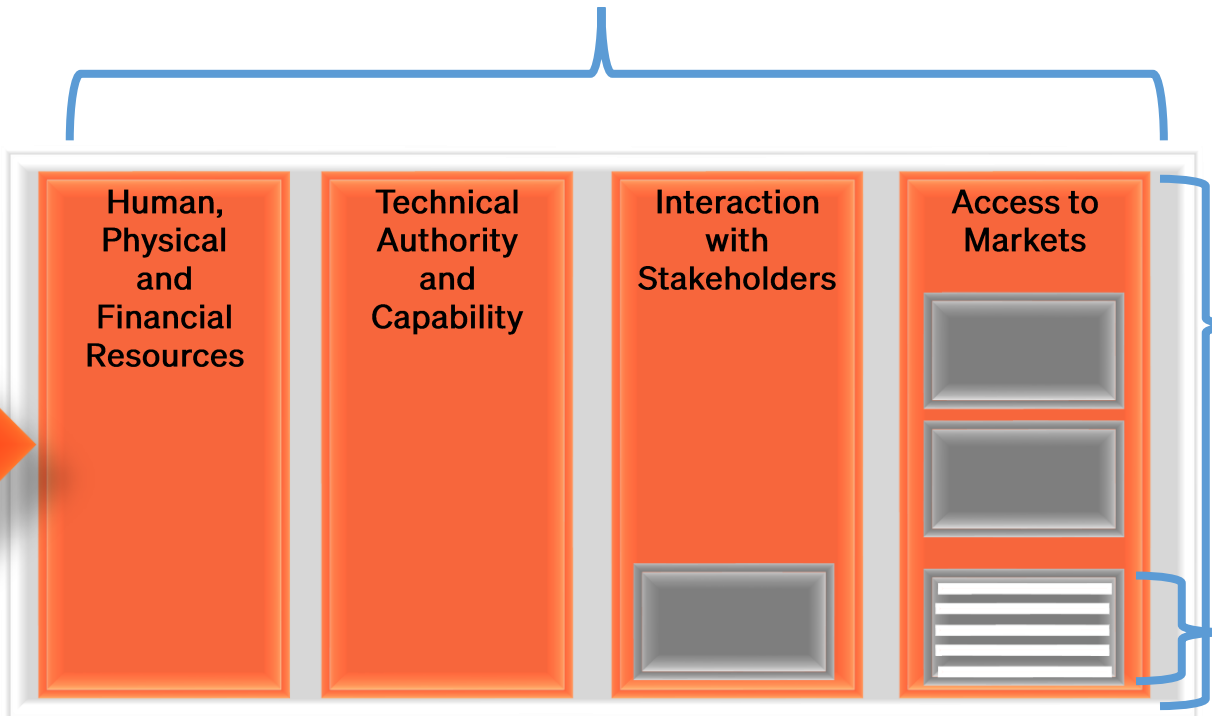
Updated  
PVS Tools



2021,  
Second Edition



## 4 Fundamental Components



45 Critical Competencies (CCs)

5 Levels of Advancement



# Report

12-26 June  
2023

Zambia

Dr John Woodford  
Dr Giancarlo Ferrari  
Dr Moetapele Letshwenyo  
Dr Simon Kihu

## Evaluation of the Performance of the Veterinary Services

### Report

II-8 Veterinary medicines and biologicals	Levels of advancement
<p><i>The authority and capability of the VS to regulate veterinary medicines, and biologicals, in order to ensure their quality and safety, as well as their responsible and prudent use, including as medicated feed.</i></p> <p><i>This includes the marketing authorisation/registration, import, manufacture, quality control, export, labelling, advertising, distribution, sale (includes dispensing) and use (includes prescribing) of these products.</i></p>	1. The VS cannot regulate veterinary medicines and biologicals.
	2. The VS have some capability to exercise regulatory and administrative control over the import, manufacture and market authorisation (registration) of veterinary medicines and biologicals to ensure their safety and quality but cannot ensure their responsible and prudent use.
	3. The VS exercise effective control for the market authorisation of biologicals and have some responsible and prudent use to prevent risk from illegal imports.
	4. The VS exercise comprehensive administrative control of all biologicals, including marketing authorisation, import, export, distribution and use.
	5. The control systems for veterinary medicines are regularly audited, tested and updated via an effective pharmacovigilance system.

Terrestrial Code reference(s): Appendix 1

**Results from Previous PVS Pathway Missions:**

- PVS Evaluation (2008) - Level 1
- PVS Gap Analysis (2009) – Level 2 (5 year target)

**Findings:**

The regulation of the import, manufacture, distribution, sale and biologicals is administered by the Zambia Medicines Statutory Body established by the Ministry of Health (MoH) Medicines and Allied Substances Act (MASA) (2013) and has promulgated a number of Regulations and Guidelines,

- SI No. 79 of 2019 – Marketing Authorisation
- SI No. 10 of 2016 – Agro-Veterinary Shop Permit
- SI No. 57 of 2017 – Import and Export Regulations
- Guidelines on Agro-Veterinary Shop Permit
- Guidelines on Application for Registration of Veterinary Medicines

The Agro-Veterinary Shop Permit Regulations makes provisions for Veterinary stores, Classes I, II and III. Class I Agro-vet stores are registered veterinary surgeons, and such stores may sell any medicine or biological. However, Classes II and III Agro-vet stores are registered Veterinary Assistants and Veterinary Assistants respectively. In the case of Class II Agro-vet stores, the VA proprietor must be a registered veterinary surgeon. In spite of this, it is surprising to note that not all Class II Agro-vet stores are allowed to sell a wide variety of veterinary medicines.

Although the ZAMRA informed the PVS Team that the sale of POMs is strictly controlled, in practice over-the-counter sale of POMs is widespread. During a visit to a human pharmacy a member of the PVS Team was offered the opportunity to purchase a number of different POMs over-the-counter, without the need to present any prescription.

In spite of the good collaboration between the DVS and ZAMRA, a number of private veterinarians, as well as a retailer of veterinary medicines and vaccines informed the PVS Team that there were often very long delays experienced in obtaining market authorisation to import urgently required medicines and vaccines.

**Key Changes from last PVS Evaluation – 2008 - 2023:**

- Promulgation of the Medicines and Allied Substances Act (2013) establishes the ZAMRA to regulate the market authorisation (registration), import, export, distribution and sale of all medicines and biologicals.

**Strengths:**

- ZAMRA has a veterinary unit in which five veterinarians are employed to assist with registration and conduct of other regulatory functions.
- The DVS, Dean of Faculty of Veterinary Science (UNZA) and the Veterinary Association of Zambia (VAZ) are represented on the ZAMRA Board.

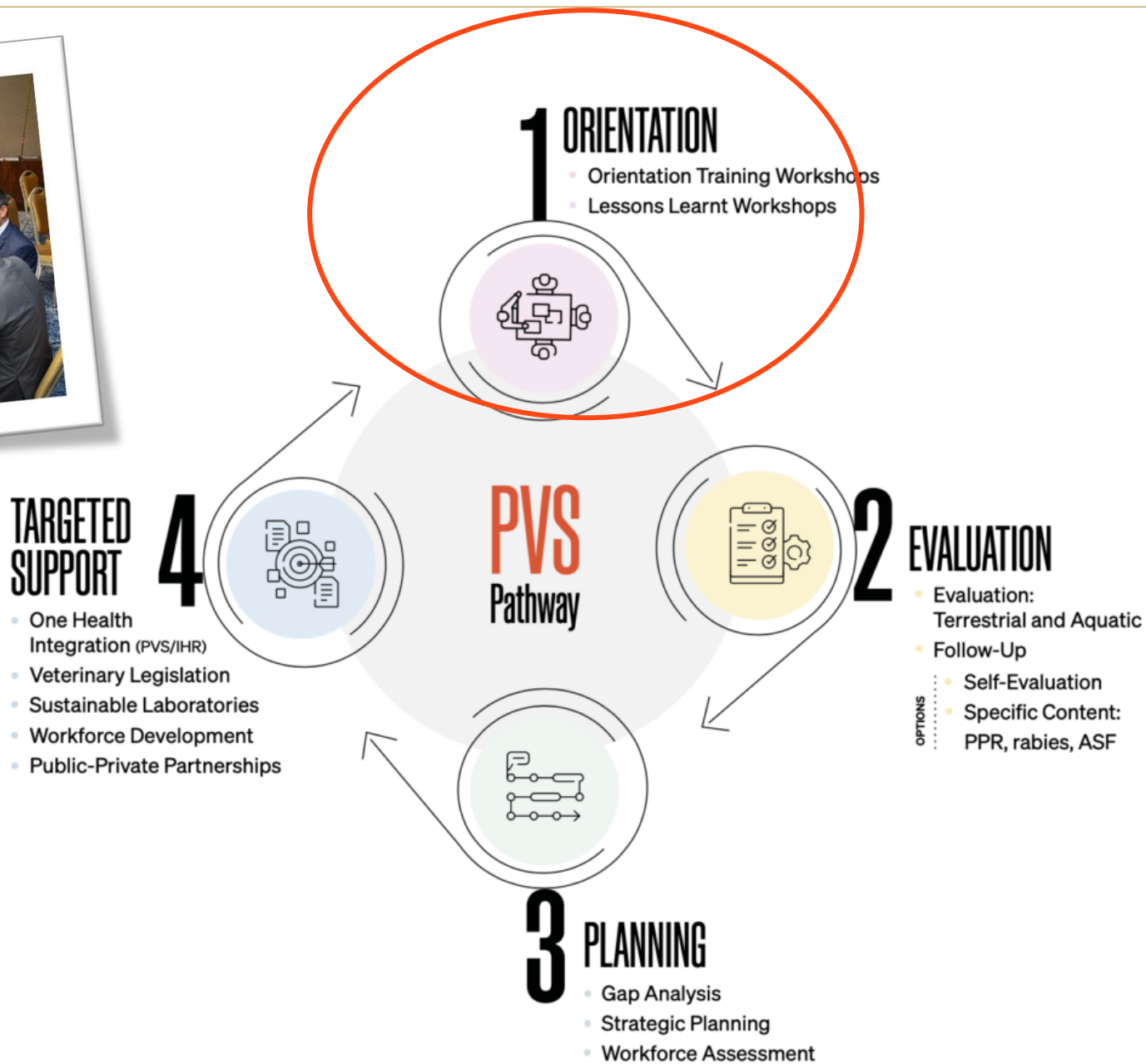
**Weaknesses:**

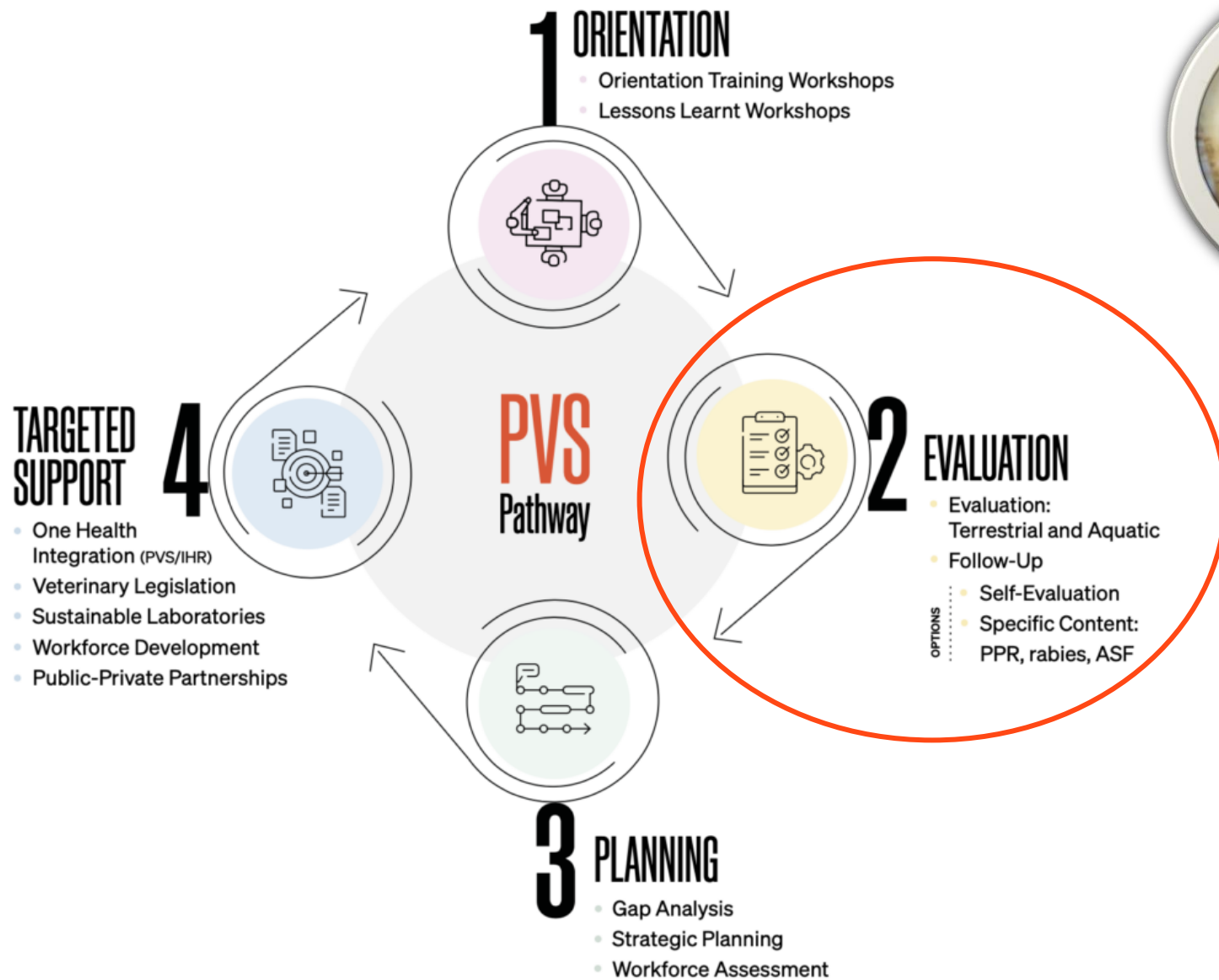
- End-users reported serious delays in being licensed to import essential veterinary medicines or vaccines.
- End-users reported excessively high costs of market authorisation of veterinary medicines and biologicals.
- No regulations related to the enforcement of withdrawal periods for veterinary medicines used to treat food producing animals.

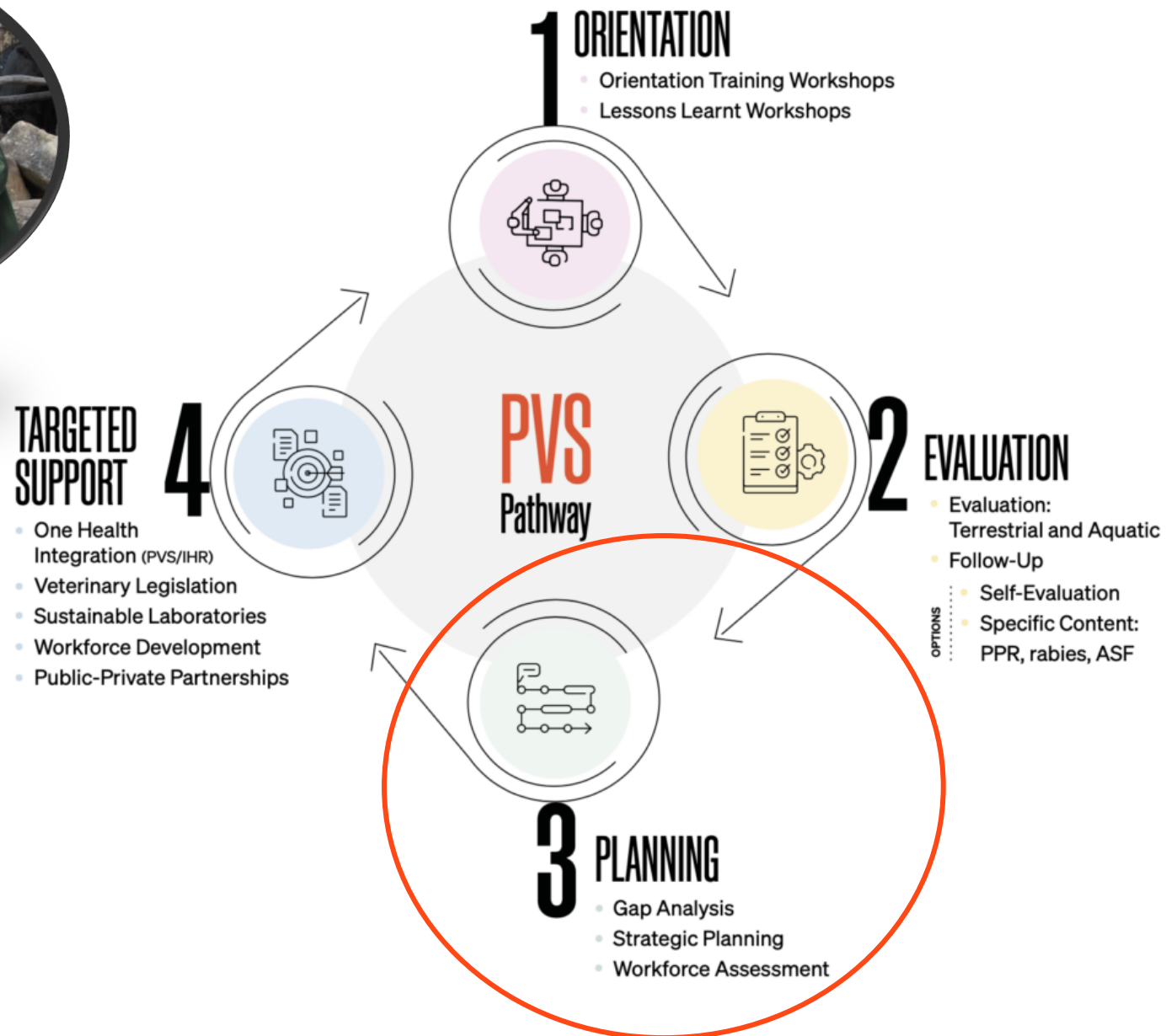
**Recommendations:**

- DVS / VAZ is recommended to establish a formal mechanism to engage regularly with ZAMRA and all other key stakeholders with an interest in importation, market authorisation, distribution, sale and use of veterinary medicines and biologicals.
- DVS / VAZ are recommended to encourage ZAMRA to clearly define timelines for issuance of market authorisations and import permits for the importation and sale of veterinary medicines and biologicals.

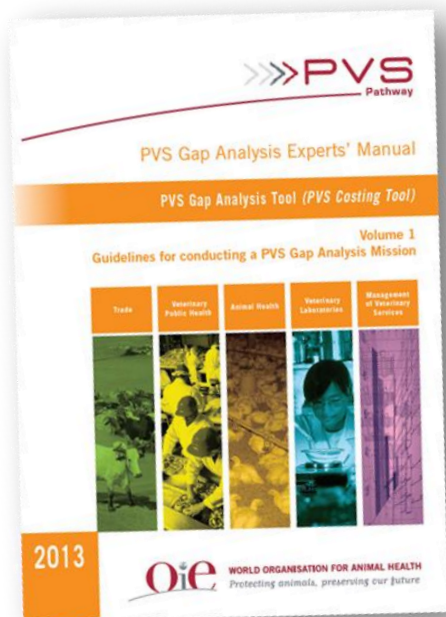




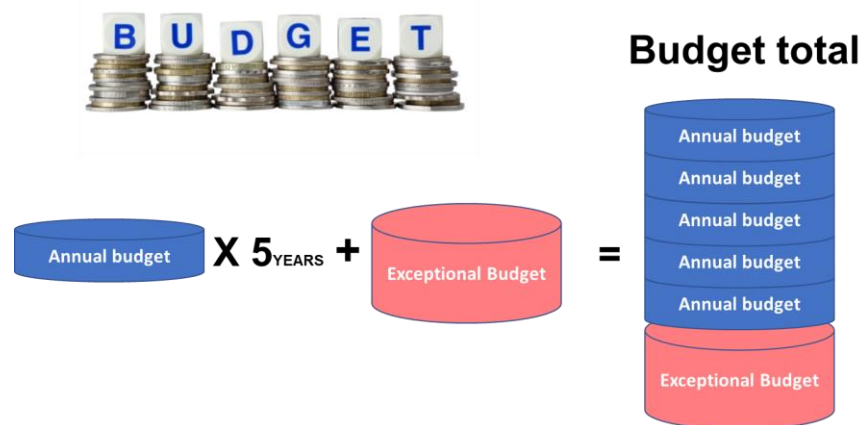


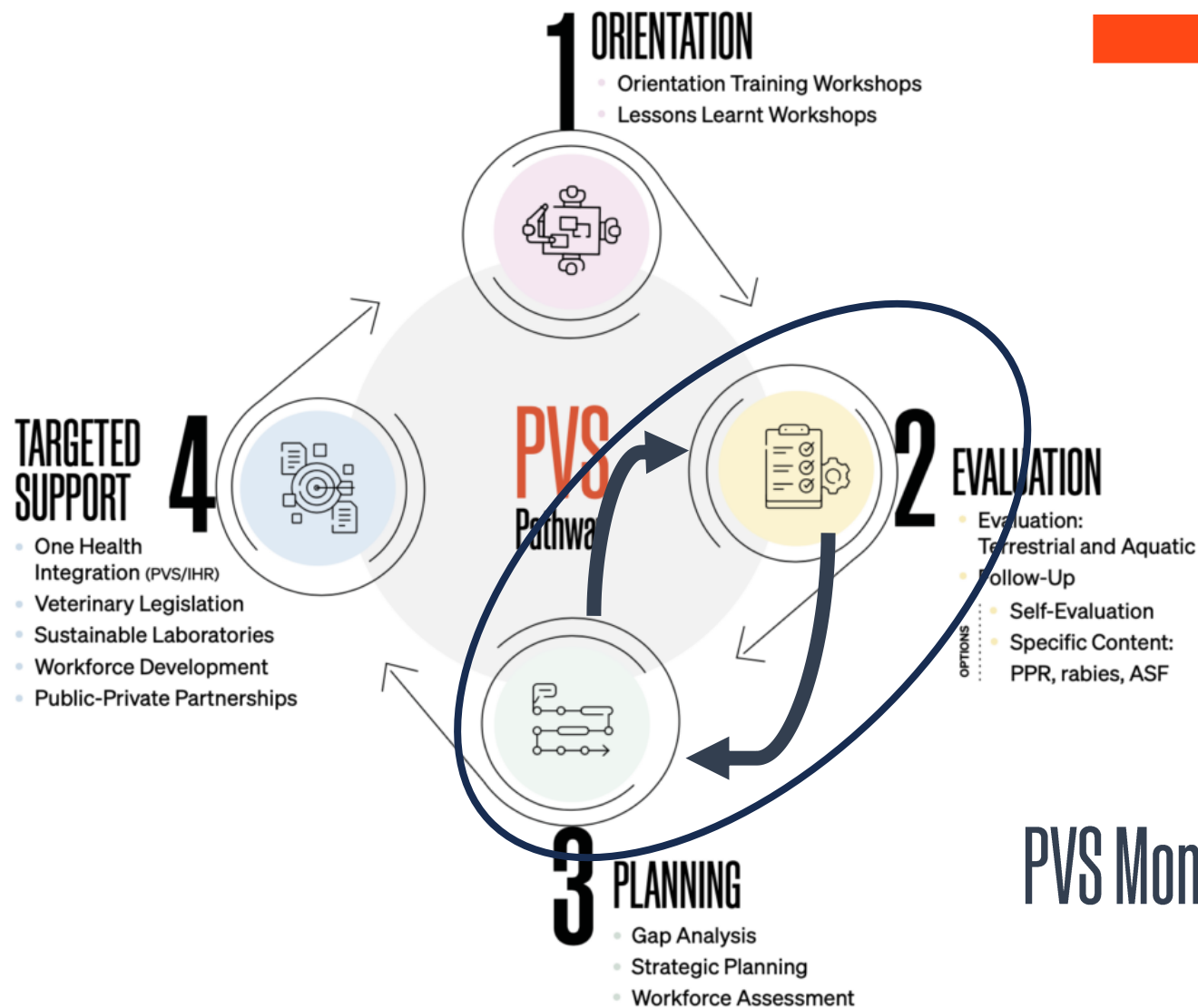


## Objectives of the PVS Gap Analysis (PVS Costing Tool)



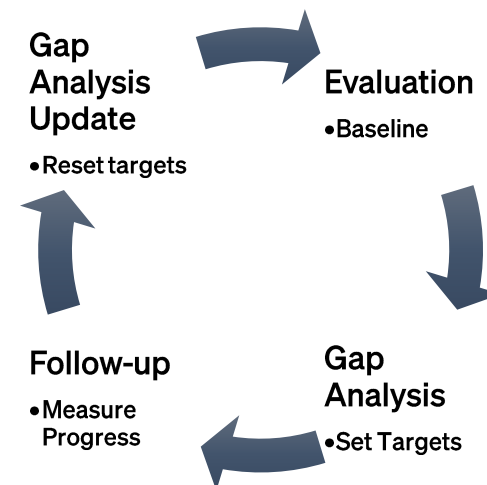
- To determine and confirm country's VS priorities
- To determine activities to be carried out to achieve expected results
- To develop an indicative costing of the human and physical resources required for the effective and efficient implementation of the activities defined
- To support the preparation of national investment programmes

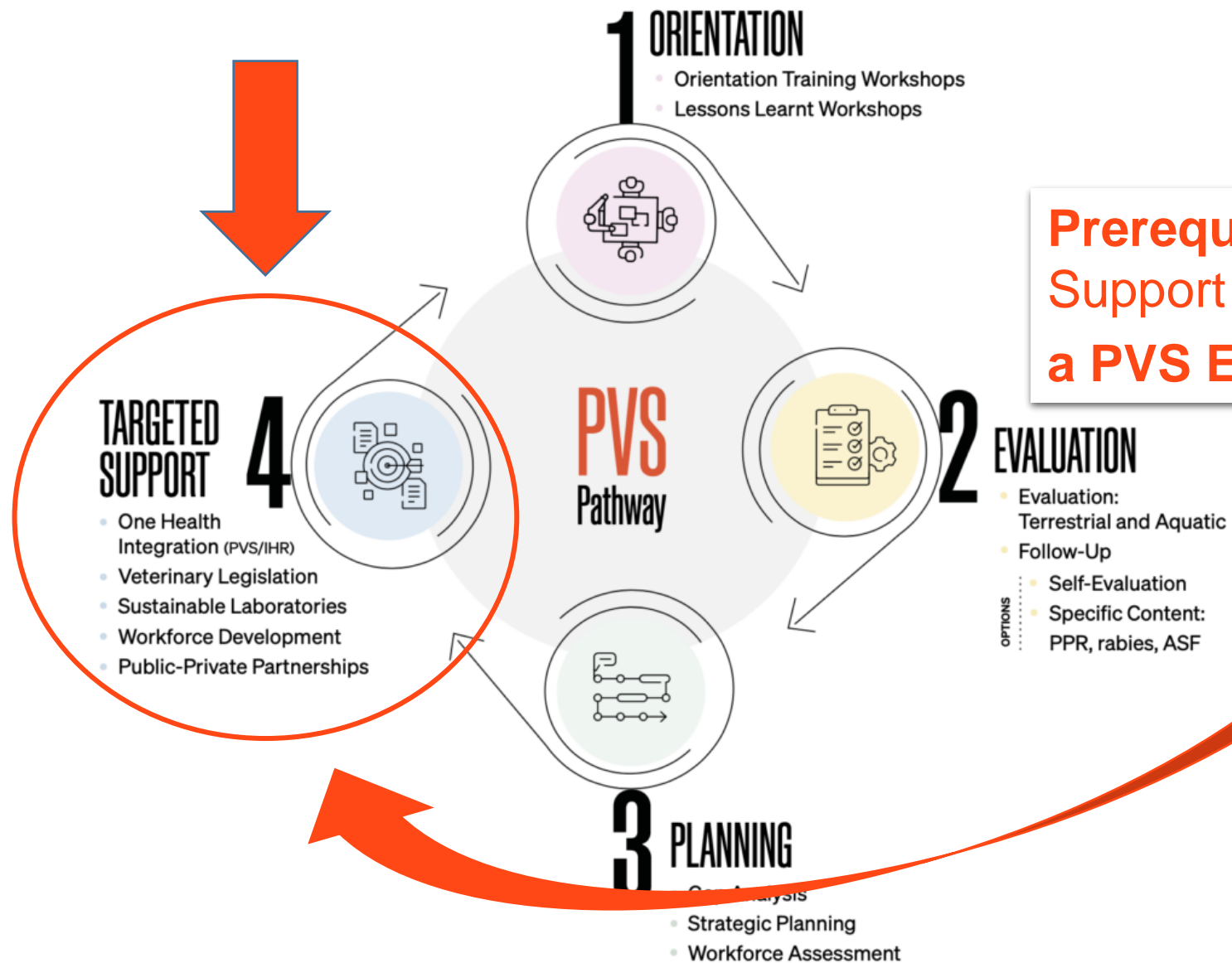




The PVS Pathway is a Monitoring & Evaluation Framework as well as a capacity building programme

### PVS Monitoring Cycle





**Prerequisite to all Targeted Support Activities:  
a PVS Evaluation**



- Remote delivery

- Remote and blended delivery

- **PVS Vet Legislation Support Programme**: to provide countries with the opportunity to have their legislation in the veterinary domain systematically reviewed. Identification & Agreement stages.
- **PVS Sustainable Laboratories Mission**: identify the resources required for a sustainable, efficient and viable national veterinary laboratory network.
- **IHR/PVS NBW (One Health)**: to analyse and improve collaboration between public health and animal health sectors in the animal-human interface.
- **Private-Public Partnerships (PPP)**: to support Members to develop, if and when relevant, sustainable Public-Private Partnerships (PPPs) to strengthen Veterinary Services.
- **Workforce Development**: to identify human resource needs in terms of the competencies, number and distribution of personnel needed. Includes reviewing the enabling environment: legislation, regulation and education. Workforce assessment tool, VPP Curriculum Support, VSB Support.

# The Veterinary Legislation Support Programme - VLSP

## Stage 1: Identification mission

1 week  
in field (or remote)

- **Assess compliance** of the national veterinary legislation with Chapter 3.4. of the WOAH *Terrestrial Code*
- Provide **recommendations** for legal modernisation

## Stage 2: Agreements

6-month Preparatory Phase,  
1-year Agreement  
(extendable)

- **Support in modernising** veterinary legislation
- **Strengthen** the Member's **capacity in legal drafting**



## Optional: VLSP with an added focused theme

**BIOThREAT  
REDUCTION**

**ANTIMICROBIAL  
RESISTANCE  
(AMR)**

Pilot:  
**WILDLIFE**



Food and Agriculture  
Organization of the  
United Nations



World Health  
Organization



World Organisation  
for Animal Health  
Founded as OIE

**NEW**



# **The One Health Legislative Assessment Tool for Antimicrobial Resistance**

The **OHLAT** is a new tool for countries to assess their legislation relevant to respond to AMR under a One Health approach.

# Sustainable Laboratories Targeted Support

## to develop the case for investment in sustainable national veterinary laboratory networks

- to evaluate overarching requirements for sustainability
- to maintain operations at a targeted level and achieve business continuity
- to propose strategic recommendations based on current and future demand for laboratory services
- to ensure that the laboratory service needs of the Veterinary Services can be met

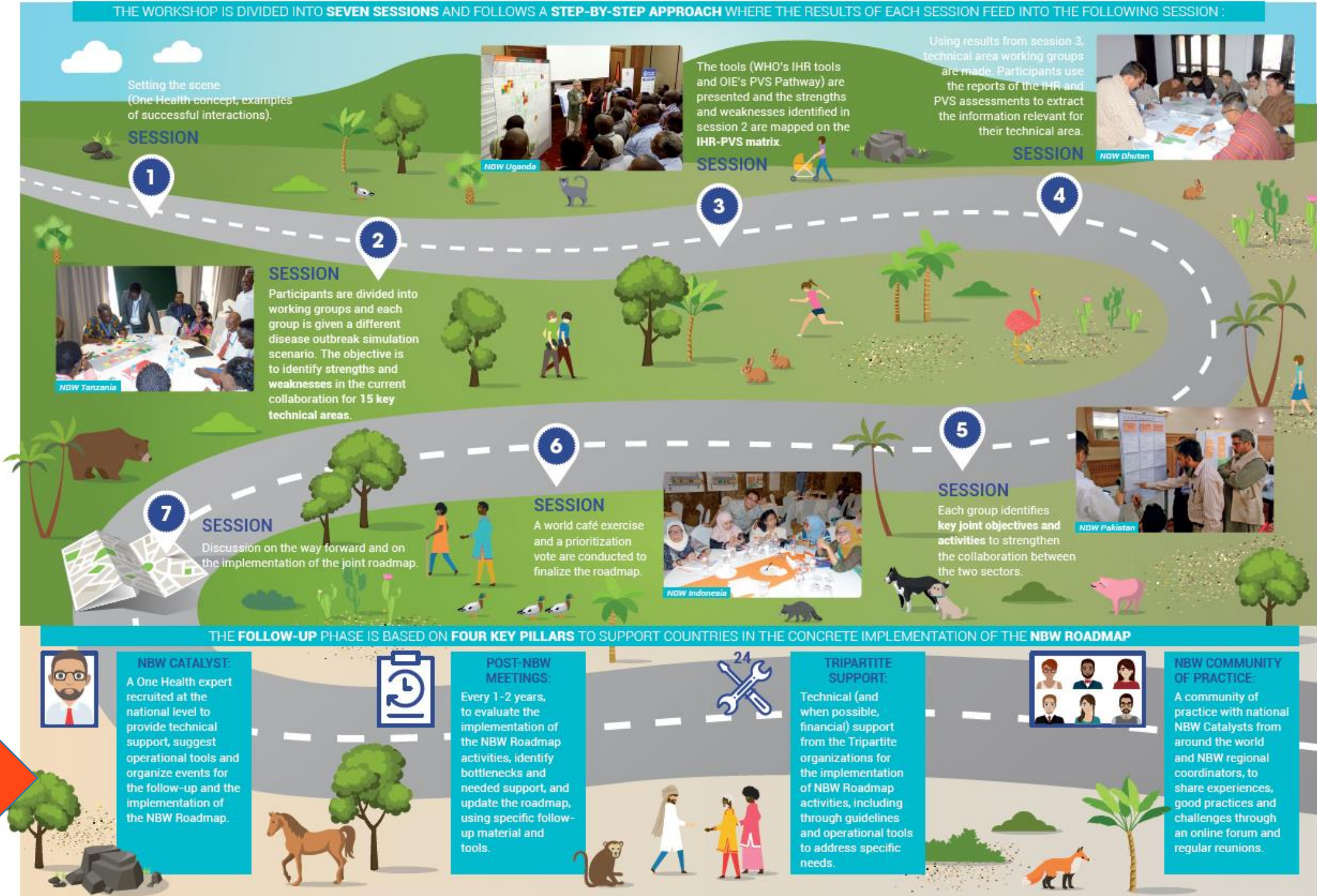
## Build Members' ability to advocate for sufficient resources by:

- Understanding the need for laboratory services
- Evaluating the real costs of service delivery
- Determining the resources needed
- Determining the overarching requirements for sustainability
- Delivering evidence-based insight for decision makers

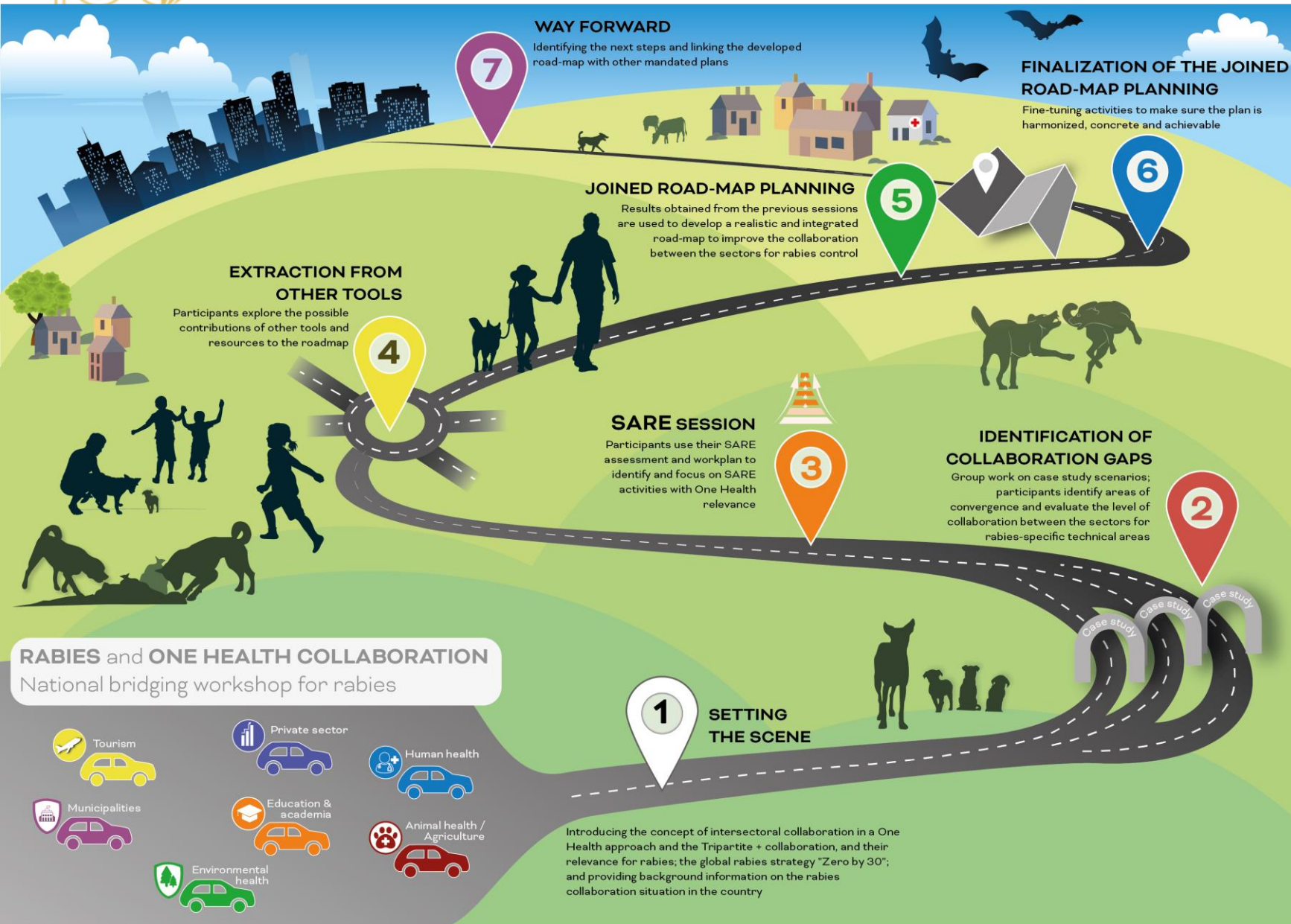
# Sustainable Laboratories Targeted Support

# IHR/PVS National Bridging Workshops

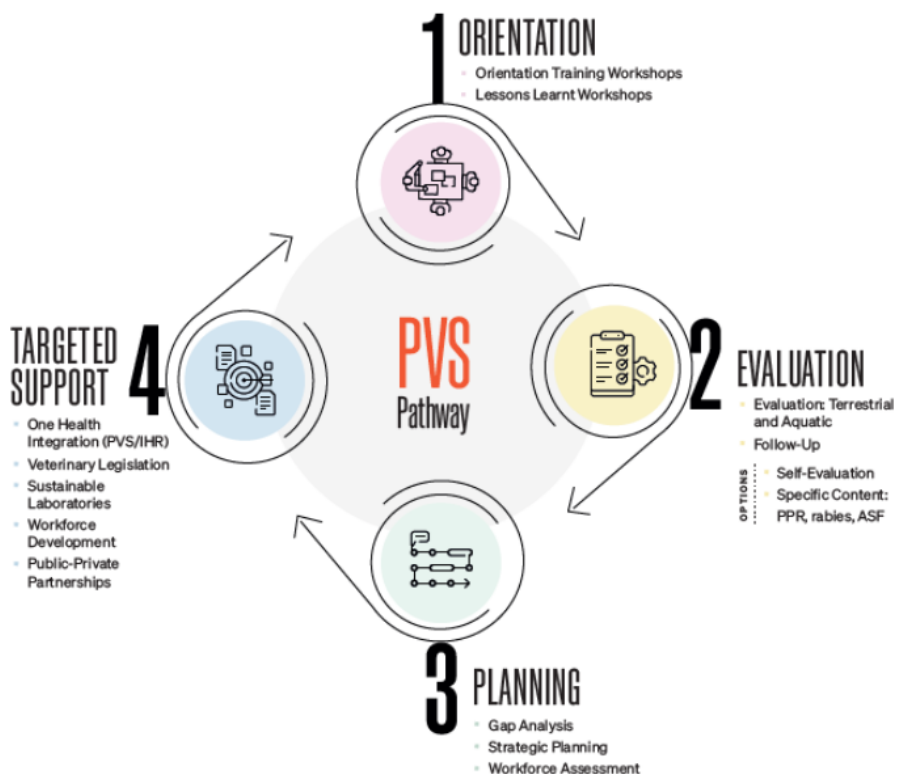
# New: Follow-up Support



# National Bridging Workshop – Rabies



# Summary of WOAAH Tools to Support Veterinary Workforce Development



- **Workforce Assessment**
  - PVS Evaluation and Follow Up
- **Workforce Planning Support**
  - Gap Analysis
  - **New assessment tools (in development)**
  - National level workforce development workshops
- **Enabling Environment Support**
  - **Legislation** – Veterinary Legislation Support Programme
    - VLSP Identification mission
    - VLSP Agreement
  - **Regulation** – Veterinary Statutory Body (VSB)
    - VSB Twinning
    - **VSB Planning missions (in development)**
  - **Education** – Competency and Curricula Guidelines for Vets and VPPs
    - Veterinary Educational Establishment (VEE) Twinning Programme
    - VPP Curriculum Support Missions
    - <https://rr-asia.woah.org/en/projects/veterinary-workforce-development/>

# Digital transformation of the PVS Pathway

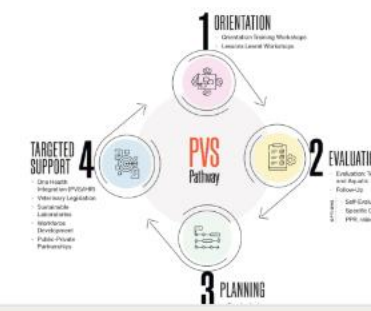
The Performance of Veterinary Services (PVS) Pathway, WOAH's flagship capacity building programme for the sustainable improvement of national Veterinary Services and Animal Health 'Health Services', has transformed into the PVS Information System. Through the PVSIS, WOAH has unlocked the data and insights contained in PVS Reports to allow more effective advocacy efforts for investment and sustainable funding and a deeper understanding of performance trends towards compliance with WOAH International Standards.



**143 Countries**  
Participating in the PVS Pathway
 **9675 Critical Competencies**  
analysed across **215 Evaluations**
**26443**  
made across **45 countries**



Improving Veterinary Services performance through enhanced access to data and insights.



Engage PVS & unlock

### PVS Pathway Insights

#### PVS Activities Insights

23 Countries  
665 Evaluations  
142 Reports  
78% Compliance  
8 Reports

PVS Activities Completed by Month Type, PVS Activities by Phase, PVS Activities Subsumed by Region, PVS Activities Subsumed by Type.

### PVS Reports

A major output of many PVS activities is a report containing rich data and insights, presenting an objective evaluation of the performance of the Veterinary Services, depending on a particular topic of interest. The findings are endorsed by the country and the report may be made publicly available depending on the country's preference.

PVS Pathway Reports are used to:

- Enhance Veterinary Services and public health by implementing its recommendations and improve Veterinary Services strength and capacity
- Capacity building efforts at the regional and national level to address common challenges and/or common goals
- Develop projects for capacity building initiatives to obtain financial resources and grants and measure progress and trends over time
- Justify advocacy and shape policy and strategy at the ministerial level to change legislation, policy and regulations
- Support internal auditing, quality management and as a tool for inspections
- Increase vigilance and reporting from partners and investors
- Aid in formation of trade partners & agreements

The PVS Reports Repository can be used to easily access any PVS Report, according to the confidentiality status assigned to it and engage several filters, such as region, country, level of advancement, and Critical Competency, among others. Additional documents will be added to the repository in the upcoming stages of the PVSIS development.

### Latest Public PVS Reports

- National Bridging Workshop Targeted Support Lebanon (18-Sep-20 to 20-Sep-20)
- National Bridging Workshop Targeted Support Ghana (08-Nov-20 to 14-Nov-20)
- National Bridging Workshop Targeted Support Ghana (16-Sep-20 to 19-Aug-20)
- Sustainable Laborator Support Nigeria (08-Nov-20 to 26-Nov-20)
- Sustainable Laboratories Targeted Support Nigeria (08-Nov-20 to 26-Nov-20)
- VLSIP Identification Support Togo (08-Mar-20 to 28-Mar-20)

### Latest PVS Missions

The latest PVS missions appear here. If the reports are declared public by the WOAH Delegate, they will be posted on the Report.

- National Bridging Workshop Nepal (18-Sep-20 to 21-Mar-21)
- Follow Up Ethiopia (18-Sep-20 to 21-Mar-21)

### Upcoming PVSIS Developments

- June 2024: Seamless automated mission management
- July 2024: Past baseline Documents integration

### Search and View

The PVS Document Repository contains all PVS Reports designated as Public, Confidential and For Partners and Consoling in would like to request a For Partners and Consoling or Confidential PVS Report, please use the "Request a Report".

Filters: Region, Country, PVS Activity Type, All Report Year, All Report Type, All Language.

#	Country	Year	Document Type	Document Status
1	St Lucia	2020	National Bridging Workshop	Public
2	Hong Kong	2020	National Bridging Workshop	Public
3	Thailand	2020	National Bridging Workshop	Public
4	Bahrain	2020	National Bridging Workshop	Public
5	Philippines	2020	National Bridging Workshop	Public
6	Green	2020	National Bridging Workshop	Public
7	Switzerland	2020	National Bridging Workshop	Public
8	Spain	2020	National Bridging Workshop	Public
9	Switzerland	2020	National Bridging Workshop	Public
10	Nigeria	2020	Sustainable Laboratories	Public
11	Togo	2020	VLSIP Identification Support	Public
12	Italy	2020	National Bridging Workshop	Public
13	China/Taiwan	2020	National Bridging Workshop	Public
14	Switzerland	2020	National Bridging Workshop	Public
15	Switzerland	2020	National Bridging Workshop	Public
16	Switzerland	2020	National Bridging Workshop	Public
17	Switzerland	2020	National Bridging Workshop	Public
18	Switzerland	2020	National Bridging Workshop	Public
19	Switzerland	2020	National Bridging Workshop	Public
20	Switzerland	2020	National Bridging Workshop	Public
21	Nigeria	2020	Sustainable Laboratories	Public
22	Switzerland	2020	National Bridging Workshop	Public
23	Switzerland	2020	National Bridging Workshop	Public
24	Switzerland	2020	National Bridging Workshop	Public
25	Nigeria	2020	Sustainable Laboratories	Public

### Global Performance Insights

#### Regional Qualitative Analysis

Africa, Americas, Asia Pacific, Europe, Middle East

2608 Key Recommendations, 9863 Recommendations, 32795 Count of Key Phrases, 5897 Count of Top, 613 Count of Action Words.

Key Recommendations by Fundamental Component: 1. Human, physical and financial resources (1100), 2. Technical authority and capability (1555), 3. Interaction with interested parties (608), 4. Access to markets (876).

Count of Key Recommendations by Fundamental Component: 1. Human, physical and financial resources (32.34%), 2. Technical authority and capability (38.71%), 3. Interaction with interested parties (13.50%), 4. Access to markets (14.61%).

Ten most frequent Key Recommendations by Critical Competency: Veterinary Services Capacity and Resources (41), Veterinary Services Strengthening (29), Workforce Development and Capacity Building (24), Veterinary Training and Workforce Development (16), Vigilance and notification of zoonoses (10), Veterinary Services Communication and Collaboration (8), Vigilance and control zoonoses (7), World Organisation for Animal Health Delegation (3).

### Data Extraction and Analysis

WOAH aims to extract a maximum amount of insights from each PVS Evaluation Report (e.g. Situation, Performance, Specific Context, Overall Situation and Overall Performance). Given the significant efforts put forward by its members and PVSIS data since 2020 in the implementation of the PVSIS Pathway, and the development of each PVS Report, this is why WOAH has developed a natural language processing and natural language understanding tool to extract, process, and analyse at least from the situation, weaknesses, and recommendations sections of each PVS Report. Consistency of each of the 2020 PVS Evaluation reports will be an aim.

Using the latest technology, similar phrases are matched together to allow for more granular insights and to be used by stakeholders of the Veterinary Services. These insights on key findings to better understand the most common weaknesses across Critical Competencies to address actions and put better for the improvement of the performance of the Veterinary Services.

Concept/Theme Mapping: CC Legislation, Strengths, Weaknesses, Recommendations.

Results of Evaluation and General Recommendations: Strengths (40%), Weaknesses (30%), Recommendations (30%).

110,056

Qualitative Analysis Methodology: Text analysis using Natural Language Processing

Recommendation: Undertake a strategic review of future national veterinary needs considering the number of veterinarians, the role of the private sector, integration of veterinarians and the role of veterinarians in the profession.

Key Phrases: Enhance Veterinary Services, Strengthen Veterinary Services, Improve Veterinary Services, Increase Veterinary Services, Support Veterinary Services, Develop Veterinary Services, Upgrade Veterinary Services, Modernise Veterinary Services, Revitalize Veterinary Services, Reinforce Veterinary Services, Consolidate Veterinary Services, Streamline Veterinary Services, Simplify Veterinary Services, Optimize Veterinary Services, Maximize Veterinary Services, Minimize Veterinary Services, Balance Veterinary Services, Prioritize Veterinary Services, Focus on Veterinary Services, Invest in Veterinary Services, Allocate resources for Veterinary Services, Increase funding for Veterinary Services, Expand Veterinary Services, Diversify Veterinary Services, Integrate Veterinary Services, Collaborate with Veterinary Services, Partner with Veterinary Services, Engage with Veterinary Services, Involve Veterinary Services, Consult Veterinary Services, Listen to Veterinary Services, Respond to Veterinary Services, Act on Veterinary Services, Take action on Veterinary Services, Implement Veterinary Services, Execute Veterinary Services, Deliver Veterinary Services, Realize Veterinary Services, Achieve Veterinary Services, Attain Veterinary Services, Fulfill Veterinary Services, Satisfy Veterinary Services, Sustain Veterinary Services, Maintain Veterinary Services, Protect Veterinary Services, Defend Veterinary Services, Secure Veterinary Services, Preserve Veterinary Services, Promote Veterinary Services, Encourage Veterinary Services, Stimulate Veterinary Services, Enrich Veterinary Services, Enhance Veterinary Services, Improve Veterinary Services, Advance Veterinary Services, Elevate Veterinary Services, Exceed Veterinary Services, Surpass Veterinary Services, Outperform Veterinary Services, Outpace Veterinary Services, Outrank Veterinary Services, Outdo Veterinary Services, Outmaneuver Veterinary Services, Outlast Veterinary Services, Outgrow Veterinary Services, Outpace Veterinary Services, Outperform Veterinary Services, Outpace Veterinary Services, Outperform Veterinary Services.

### Data Confidentiality

In the development of the PVS Information System (PVSIS), WOAH has taken its commitment to the confidentiality of the PVS Reports and data very seriously. Given the importance of the PVS Pathway, a voluntary and continued engagement is important to its members. WOAH has taken its commitment to ensure the confidentiality of the data by PVSIS reports.

In addition, WOAH has taken its commitment to ensure the confidentiality of the PVS Reports and data by ensuring that the data is not shared with third parties. The confidentiality of the PVS Reports and data will increase with the development of the PVSIS.

This is the confidentiality framework that will help to ensure the confidentiality of the PVS Reports and data by ensuring that the data is not shared with third parties.

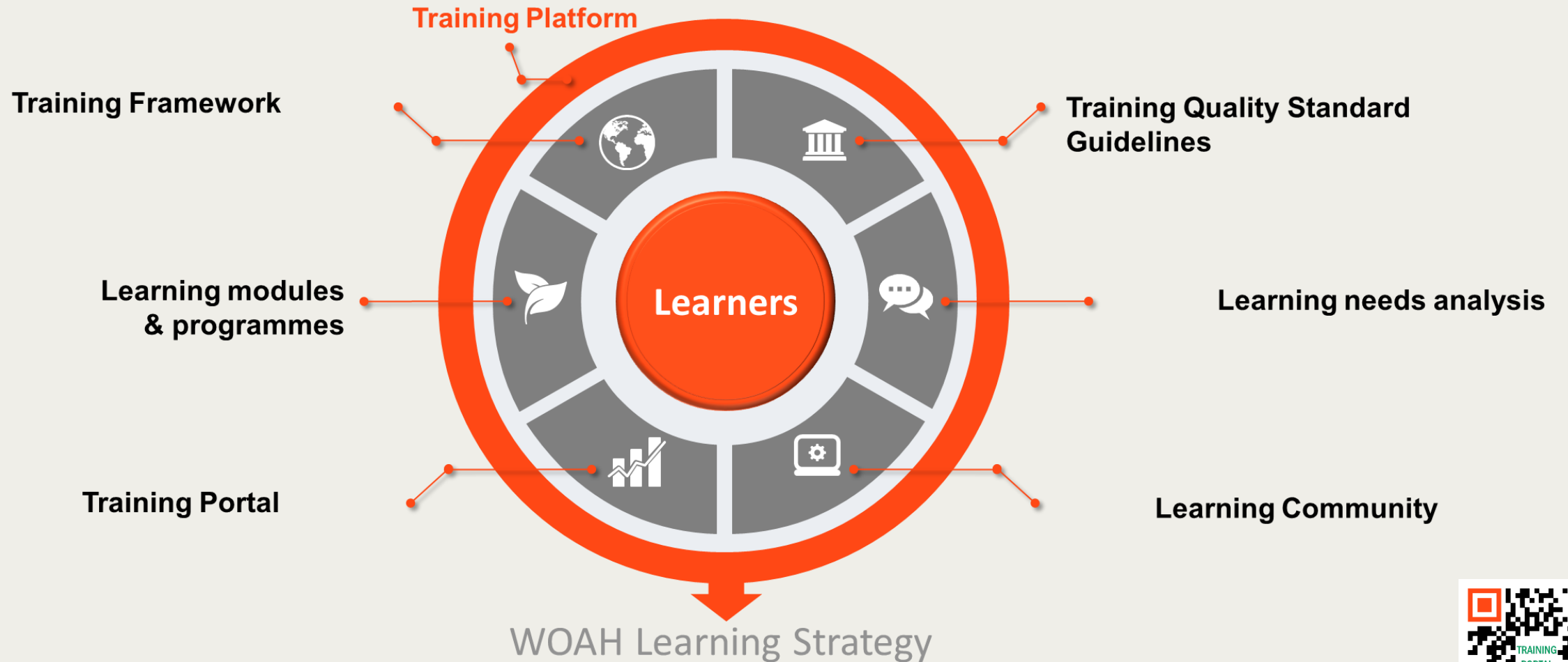
Trust, Engagement Preservation and Data Confidentiality Framework: Member's trust of handling of past data, WOAH's ability to process it, WOAH Data Stewardship Focus on Insight Sharing, Partner's need for insight, Added value of PVSIS to encourage engagement, Member's trust of handling of past data.

Confidentiality of PVS Reports: Confidentiality status can be changed by Delegate. Data contained in PVS Reports may be used by: Individual Country members (only by the member), Global and Regional members (only by the member), WHO/FAO/IAEA Joint Fact-Finding Missions. While maintaining strict confidentiality of identifiable data.

Public PVS Reports: Published by WOAH Website. PVS Reports for partners and Donors: Determined by WOAH and WOAH Partners. Confidential PVS Reports: WOAH Website only.

# PVS Pathway Information System

Towards strong Veterinary Services operating in line with WOAHS Standards





## Support the Orientation Phase:

WOAH Training Platform includes online modules **mandatory** before the orientation workshops:

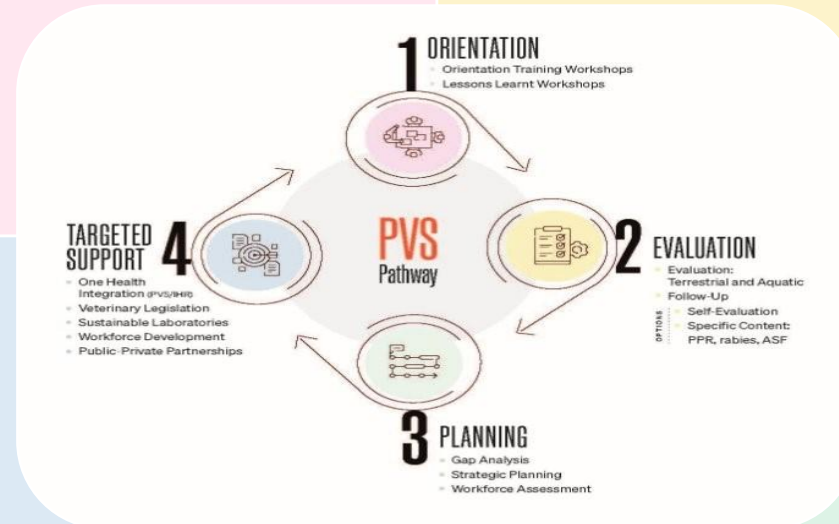
- General Introduction to WOA
- Introduction to WOA Standards
- Introduction to the quality of Veterinary Services

## PVS Evaluation as Learning Need Assessment tool :

- Utilize the outcomes of PVS Evaluations/FU to identify gaps and areas for improvement in Veterinary Services.
- Based on the findings, develop tailored training programs to address specific needs.

## Modules developed on targeted support areas:

- Online Modules provided/ to be provided on One Health, Legislation, PPP, workforce development



## Include Training in the Planning and Gap Analysis:

- Future enhancements to include local-level learning needs assessment tools during the Gap Analysis missions.
- Budgeting the training to be part of continuous education in the national priorities when needed
- Budgeting training to include for the Gap Preparatory phase of the mission



Welcome Hana Abdelsattar!

ADD NEW MISSION

MANAGE MY MISSIONS

MANAGE EXPERTS

MANAGE METADATA

MANAGE REPORTS

UPLOAD DOCUMENTS

- Conduct training needs assessment for veterinary para-professionals
- Conduct training on disease surveillance and prevention
- Consider cost of training in other countries
- Consider savings in training facilities and lecturers
- Consider specialized training for Veterinary Para-professionals
- Consider specialized training/qualifications/experience

Consider savings in train

- Consider training at overseas institutes
- Consider training for staff capacity in equivalence agreements
- Consider training of veterinarians in different universities
- Consider training private veterinarians and para-professionals for regulatory functions
- Consider Veterinary Council accreditation of Veterinary Para-professional training institutions
- Consolidate training provided by different institutions
- Consult European Union's PTSE initiative for training

Consider traini

Qualitative Insights

🔍 training

- Conduct Foot and Mouth Disease surveillance testing and training
- Conduct formal training needs assessment
- Conduct needs assessment for veterinary training
- Conduct study on cost effectiveness of increased veterinary training
- Conduct systematic review of curriculum and training me
- Conduct training and simulation exercises for diseases

Conduct study on cost effectiveness of increased

- Allocate resources for training program at Animal Health and Production College
- Allow program priorities to drive training investments
- Allow student training at national laboratories
- Analyze human resource needs and develop training plan
- Analyze human resource needs and develop training plan with continuing education
- Appoint personnel for animal health training

Analyze human resource

Qualitative Insights

Qualitative Insights

## Terms of Reference (ToR)

The ToR is a scoping document that defines education areas, key competencies and learning objectives tailored to WOAHA values and goals; it serves as a basis to develop high quality and fit-for-purpose training programmes aimed specifically at developing and strengthening Veterinary Services capacity to implement WOAHA standards.

The CBTF is the compilation of the Terms of Reference of the 16 Competency Packages

## State of Play of ToRs

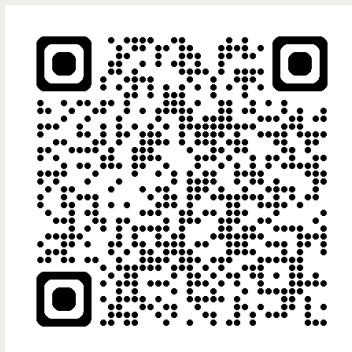
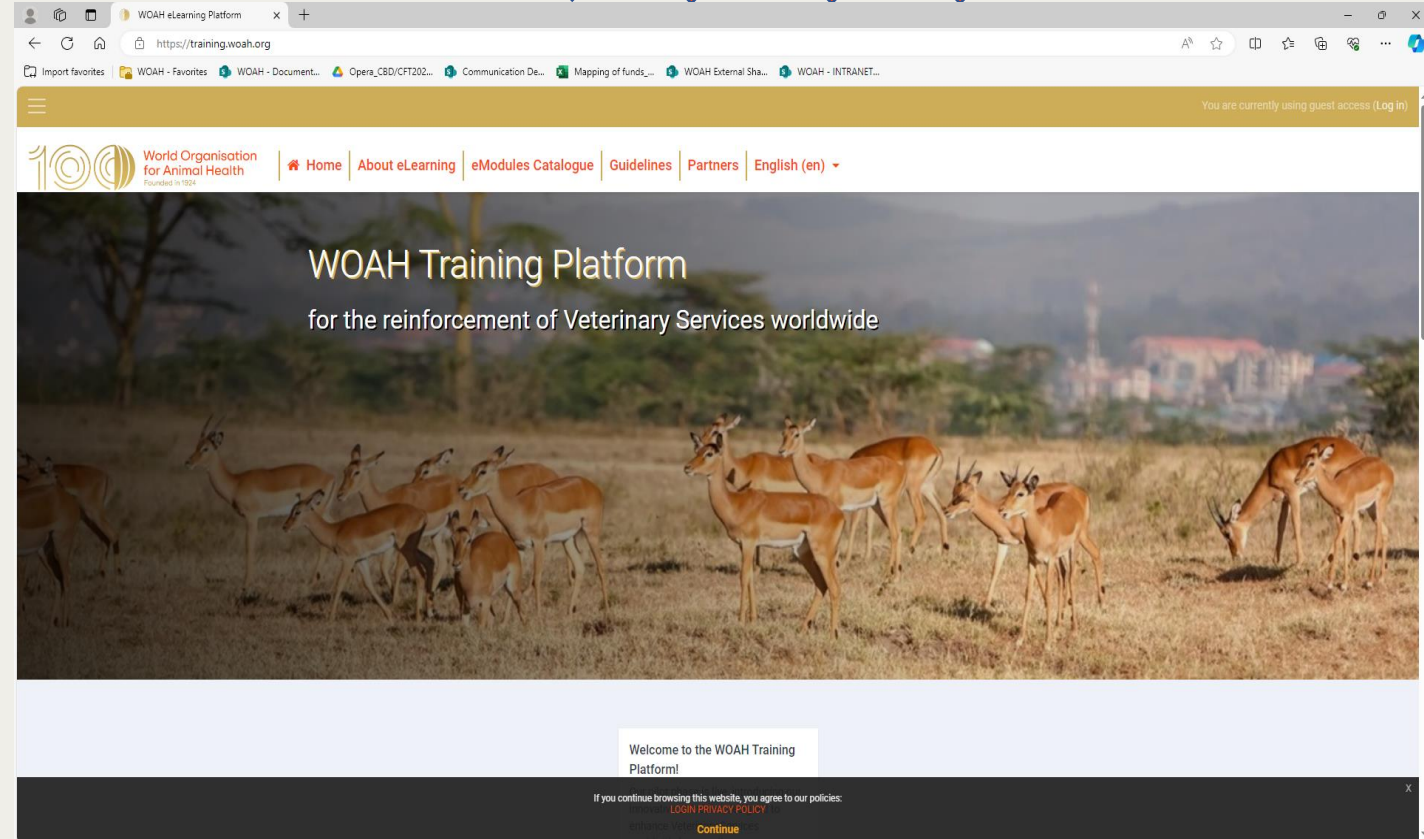
ToR under development

ToR budgeted in the pipeline

 WOAHA and its Partners   Competency Package 1	 Quality and management of VS/AHHS   Competency Package 2	 Risk analysis   Competency Package 3	 Laboratory services   Competency Package 4
 Animal Health management   Competency Package 5	 Emergency management   Competency Package 6	 Animal welfare   Competency Package 7	 Veterinary products   Competency Package 8
 Emergency risks   Competency Package 9	 Partnership   Competency Package 10	 One Health   Competency Package 11	 Trade   Competency Package 12
 Food safety   Competency Package 13	 Economics of animal health   Competency Package 14	 Aquatic animal health   Competency Package 15	 Wildlife management   Competency Package 16



- New eModules: Pilot Phase
- Direct access from new WOA global website
- In EN, FR, SP
- Focus for Members:
  - Emodule catalogue
  - Stats: > 10000 users

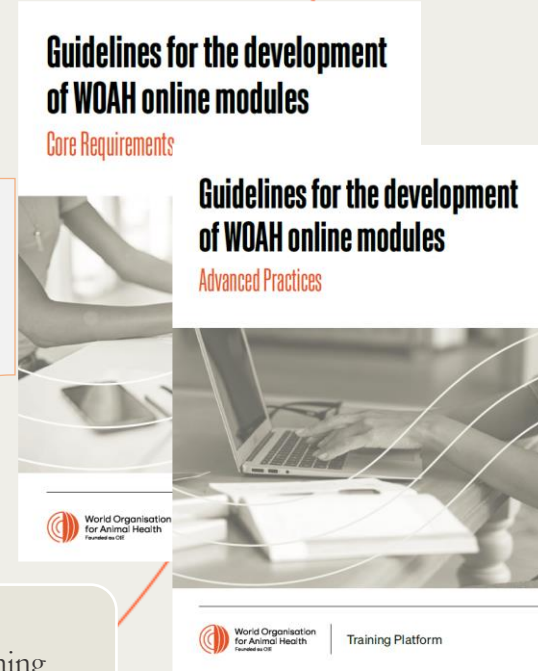
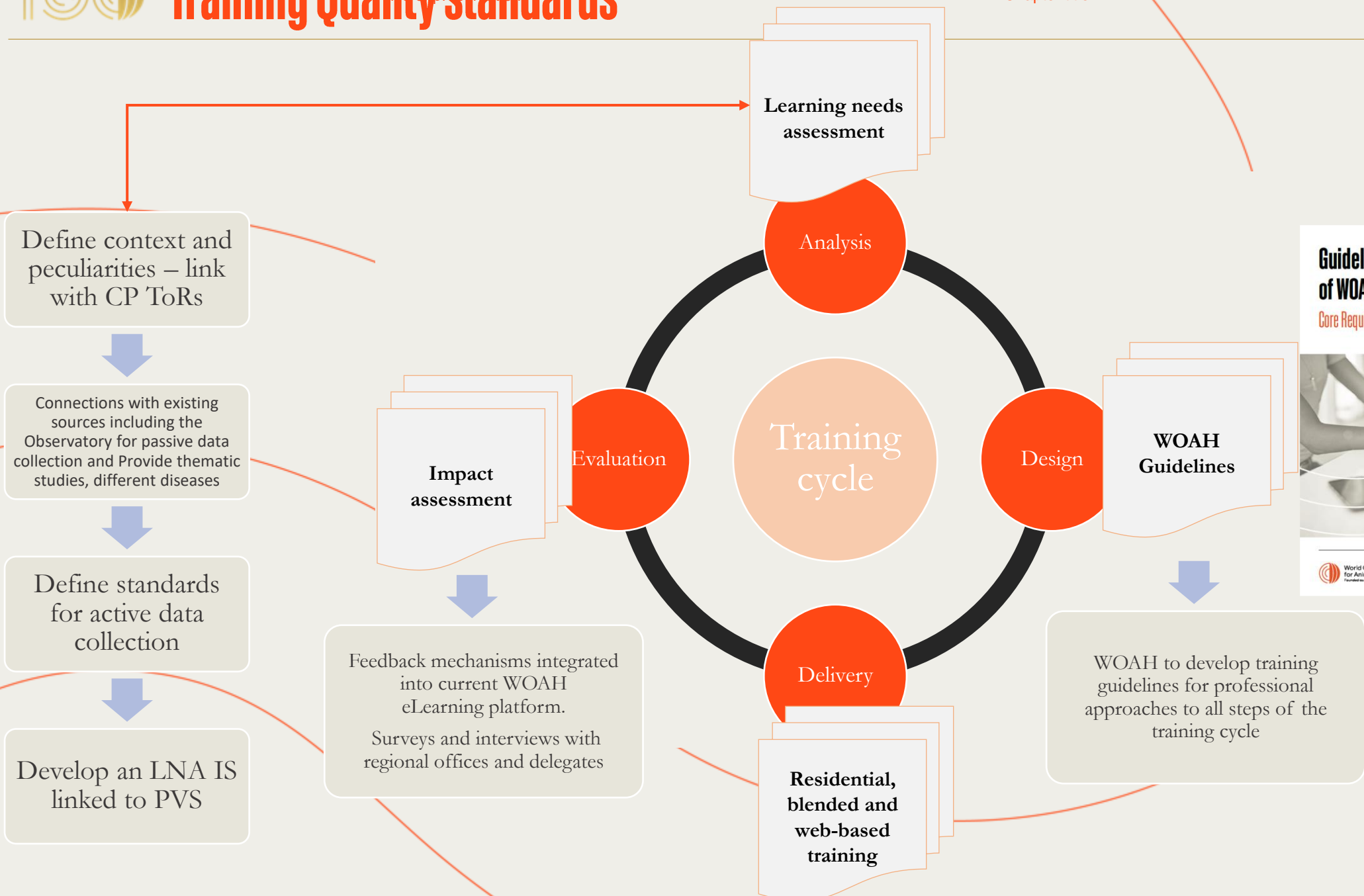




Competency Package	Emodule	Level
CP02 - Quality and management of Veterinary Services/Aq AHS	Leadership Essentials for Veterinary Services	Day 2
	Leadership in Veterinary Services: intermediate level module	Day 2
	Leadership in Veterinary Services: advanced level module	Expert
	Leadership of Chief Veterinary Officers and WOAHA Delegates for stronger VS	Expert
CP05 - Animal health management	Outbreak investigation and response management –Field Veterinarians	Expert
	Outbreak investigation and response management - Veterinarians paraprofessional	Expert
	African Swine Fever	Expert
CP06 - Emergency management	Introduction to emergency and disaster management	Day 2
CP07 - Animal welfare	Reptile animal welfare	Expert
CP08 - Prudent use of antimicrobials and other veterinary products	AMR General Introduction	Day 1
	Stewardships on AMR under One Health approach	Day 1
	Stewardships on AMR in terrestrial animals	Day 2
	Stewardships on AMR in aquatic animals	Day 2
	Building a national AMR Action Plan (NAP) focused on the terrestrial and aquatic animal health sector	Expert
CP10 - Partnership	Public-Private Partnerships in the Veterinary Domain: An Introductory Course	Day 1
CP12 - Trade of animals and animal products	International trade regulatory framework: an overview	Day 1
CP16 - Wildlife	Wildlife Surveillance	Day 2
	Wildlife Surveillance	Expert



Competency Package	Emodule	Level
CP05 - Animal health management	Outbreak investigation and response management – Veterinarians in Central Government	Expert
CP06 - Emergency management	Planning for emergencies and disasters	Day 2
	Planning for emergencies and disasters	Expert
	Emergency and disaster response	Day 2
CP07- Animal Welfare	Slaughter of animals	Day 2
	Animal welfare and pig production systems (TACH Chapter 7.13)	Day 1
	Killing of animals for disease control purposes (TACH Chapter 7.6)	Day 1
CP12 - Trade of animals and animal products	Principles of animal health status and regionalisation	Day 1
	Definition and demonstration of disease freedom (country, zone, compartment)	Day 2
	Selection and implementation of sanitary measures to be applied at export and import	Expert
	Import risk analysis: general principles	Day 1
	Hazard identification at import	Day 2
	Risk assessment for a safer trade	Day 2
	Risk management at import	Day 2
	Import health measures: the development steps	Expert
	The role of VS in import and export of animals and animal products: basic principles	Day 1
	The role of VS in import and export of animals and animal products: advanced principles	Day 2
CP 15- Aquatics	Aquatics Surveillance	Day 1
	Aquatics Disease prevention/Control	Day1
CP16 - Wildlife	Wildlife Trade	Day 2
	Wildlife Trade	Expert





# What data on Workforce Development are now unlocked for Members in the PVS Information System?

Welcome Delegate

Discover the new Qualitative Analysis in the Insights Menu and explore all recommendations made during your PVS Pathway Initial and Follow-up Evaluations

REQUEST A MISSION | MANAGE MY MISSIONS | REQUEST A REPORT | UPLOAD DOCUMENTS

### PVS Pathway Insights

#### Members' PVS Achievement

Percent of Critical Competencies whose Member performs at Level of Advancement 3, 4, or 5

Average PVS Achievement by Year: % of CC achieving minimal capacity evaluate over time

Year	2008	2009	2010	2015
Value	10%	45%	35%	45%

PVS Achievement: Change in % of CC achieving minimal capacity from Initial to Follow-up Evaluation

Stage	Initial Mission	Follow-up Mission
Value	10%	45%

PVS Achievement by Fundamental Component

Component	1 Human, physical and financial resources	2 Technical authority and capability	3 Interaction with interested parties	4 Access to markets
Value	33%	25%	15%	10%

#### My Requests

Request Log

My Requests

Filters: Pending/Forwarded Actions | Accepted Actions | Rejected Actions

Request Type	Date	Language	Comments	Status	Actions
No rows					

#### My Reports

In the My Reports section, you will find the most recent PVS Activity Reports to which you have access. To search and view the full list of available reports, select "View All".

#	Country	Year	Document Type	Document Name	Language	Confidentiality Status	Actions
1	Vietnam	2015	Aquatic Follow-Up	PVS Evaluation Report, Aquatic	English	Confidential	***
2	Vietnam	2010	Follow-Up	Tool for the evaluation of Performance of Veterinary Services	English	Public	***
3	Vietnam	2010	Gap Analysis	PVS Gap Analysis Report	English	Public	***
4	Vietnam	2009	Aquatic Evaluation	Tool for the evaluation of Performance of Veterinary Services	English	Confidential	***
5	Vietnam	2009	VLSIP Identification Mission	Assessment Mission of veterinary legislation	English	Confidential	***
6	Vietnam	2009	VLSIP Identification Mission	Assessment Mission of veterinary legislation from 10 to 15 August 2008 Mission Report	English	Confidential	***
7	Vietnam	2006	Evaluation	Performance, Vision and Strategy	English	Public	***

#### My Missions

#	Mission Code	Region	Country	Language	Type	Start Date	End Date	Start Year	Report Year	Status	Report Status	Actions
1	PVS/1004	Asia Pacific	Vietnam	English	Evaluation	05-Oct-2006	29-Oct-2006	2006	2006	In-Active	Completed	***

World Organization for Animal Health | PVSIS

Delegates (Delegates) | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10

#	Mission Code	Region	Country	Language	Type	Start Date	End Date	Start Year	Report Year	Status	Report Status	Actions
4	PVS/1008	Asia Pacific	Vietnam	English	Bridge	15-Aug-2013	17-Aug-2013	2013	2013	Active	in-act	***
5	PVS/0284	Asia Pacific	Vietnam	English	Aquatic Follow-Up	25-Nov-2015	24-Oct-2015	2015	2015	In-Active	Completed	***
6	PVS/1156	Asia Pacific	Vietnam	English	Gap Analysis	25-Jun-2010	28-Jun-2010	2010	2010	In-Active	Completed	***
7	PVS/0167	Asia Pacific	Vietnam	English	Follow-Up	05-Mar-2010	14-Mar-2010	2010	2010	In-Active	Completed	***
8	PVS/1139	Asia Pacific	Vietnam	English	Aquatic Evaluation	09-Nov-2009	22-Nov-2009	2009	2009	In-Active	Completed	***
9	PVS/1134	Asia Pacific	Vietnam	French	VLSIP Identification Mission	10-Aug-2009	10-Aug-2009	2009	2008	In-Active	Completed	***
10	PVS/1114	Asia Pacific	Vietnam	English	Evaluation	05-Oct-2006	29-Oct-2006	2006	2006	In-Active	Completed	***



# Bulgaria

## Country PVS State of Play

[← Back](#)

World Organisation  
for Animal Health  
Founded as OIE

## Member PVS Pathway - Bulgaria

[Return Home](#)

WOAH Member

Bulgaria ▼

90%

PVS Achievement

1

Requested PVS Activities

100%

PVS Activity Implementation Rate

--

Pending Requested PVS Activities

Completed PVS Activities

■ 1

New Follow Up Mission is advised

PVS Pathway History

Type of Mission	Phase	Request Date	Start Date	End Date	Confidentiality Status
Evaluation	Evaluation	13-oct-08	09-févr.-09	21-févr.-09	Confidential

Experts Involved in the PVS Pathway

Expert Name	Position	PVS Expert	Gap Expert	Aqua Expert	Laboratory Expert	Legislation Expert

PVS Pathway Engagement Timeline

# Moldova

## Country PVS State of Play

[← Back](#)

World Organisation  
for Animal Health  
Founded as OIE

### Member PVS Pathway - Moldova

[Return Home](#)

WOAH Member

Moldova ▼

---

PVS Achievement

**2**

Requested PVS Activities

**100%**

PVS Activity Implementation Rate

---

Pending Requested PVS Activities

Completed PVS Activities

■ 2

#### PVS Evaluation up to date

##### PVS Pathway History

Type of Mission	Phase	Request Date	Start Date	End Date	Confidentiality Status
National Bridging Workshop	Targeted Support	11-juil.-14	28-juin-19	28-juin-19	Public

##### Experts Involved in the PVS Pathway

Expert Name	Position	PVS Expert	Gap Expert	Aqua Expert	Laboratory Expert	Legislation Expert
Ago PARTEL	Team Leader	✓	—	—	—	—
Slobodan COKREVSKI	Expert	✓	✓	—	—	✓
Slobodan COKREVSKI	Team Leader	✓	✓	—	—	✓
Diiahne	Member	—	—	—	—	—

##### PVS Pathway Engagement Timeline

# Romania

## Country PVS State of Play

[← Back](#)

World Organisation  
for Animal Health  
Founded as OIE

### Member PVS Pathway - Romania

[Return Home](#)

WOAH Member

Romania ▼

**88%**

PVS Achievement

**2**

Requested PVS Activities

**100%**

PVS Activity Implementation Rate

**--**

Pending Requested PVS Activities

Completed PVS Activities

■ 2

PVS Evaluation up to date

PVS Pathway History

Type of Mission	Phase	Request Date	Start Date	End Date	Confidentiality Status
Evaluation	Evaluation	18-sept-07	18-févr.-08	01-mars-08	Partners/Donors

Experts Involved in the PVS Pathway

Expert Name	Position	PVS Expert	Gap Expert	Aqua Expert	Laboratory Expert	Legislation Expert

PVS Pathway Engagement Timeline

# Ukraine

## Country PVS State of Play

[← Back](#)

World Organisation  
for Animal Health  
Founded as OIE

## Member PVS Pathway - Ukraine

[Return Home](#)

WOAH Member

Ukraine ▼

71%

PVS Achievement

2

Requested PVS Activities

100%

PVS Activity Implementation Rate

1

Pending Requested PVS Activities

PVS Evaluation up to date

PVS Pathway History

Type of Mission	Phase	Request Date	Start Date	End Date	Confidentiality Status
Evaluation	Evaluation	15-nov-06	02-avr.-07	14-avr.-07	Confidential

Experts Involved in the PVS Pathway

Expert Name	Position	PVS Expert	Gap Expert	Aqua Expert	Laboratory Expert	Legislation Expert

PVS Pathway Engagement Timeline

## Country PVS State of Play

[← Back](#)

World Organisation  
for Animal Health  
Founded as OIE

# Member PVS Pathway - Türkiye

Return Home

WOAH Member

Türkiye ▼

--

PVS Achievement

5

Requested PVS Activities

100%

PVS Activity Implementation Rate

--

Pending Requested PVS Activities

Completed PVS Activities

■ 5

New Follow Up Mission is advised

PVS Pathway History

Type of Mission	Phase	Request Date	Start Date	End Date	Confidentiality Status
Evaluation	Evaluation	02-mars-07	14-juin-07	22-juin-07	Partners/Donors
Gap Analysis	Planning	29-août-08	05-janv.-09	15-janv.-09	Confidential
Aquatic Evaluation	Evaluation	29-juin-15	04-avr.-16	14-avr.-16	Public
Follow Up	Evaluation	02-déc.-16	08-mars-17	17-mars-17	Public

Experts Involved in the PVS Pathway

Expert Name	Position	PVS Expert	Gap Expert	Aqua Expert	Laboratory Expert	Legislation Expert
Ann MACKENZIE	Member	✓	-	-	-	-
Barry	Team Leader	✓	✓	-	-	✓

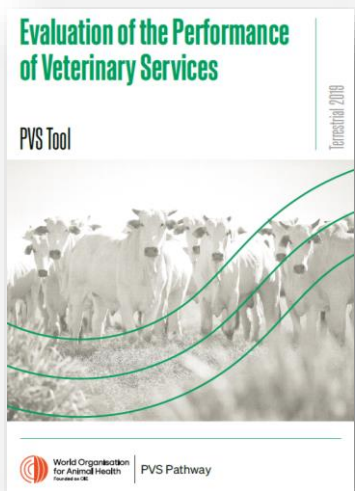
[← Back](#)

Retour au rapport
PVS PATHWAY ENGAGEMENT TIMELINE

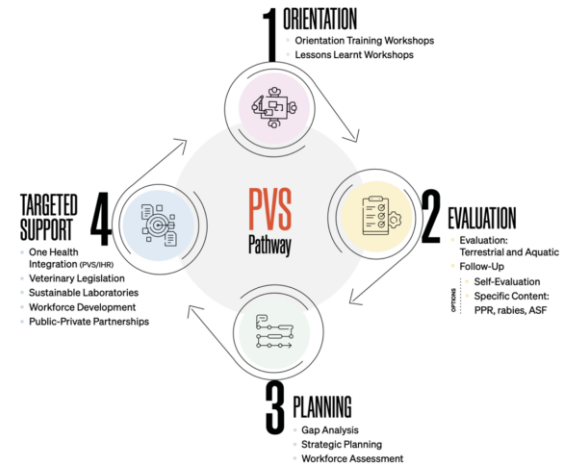
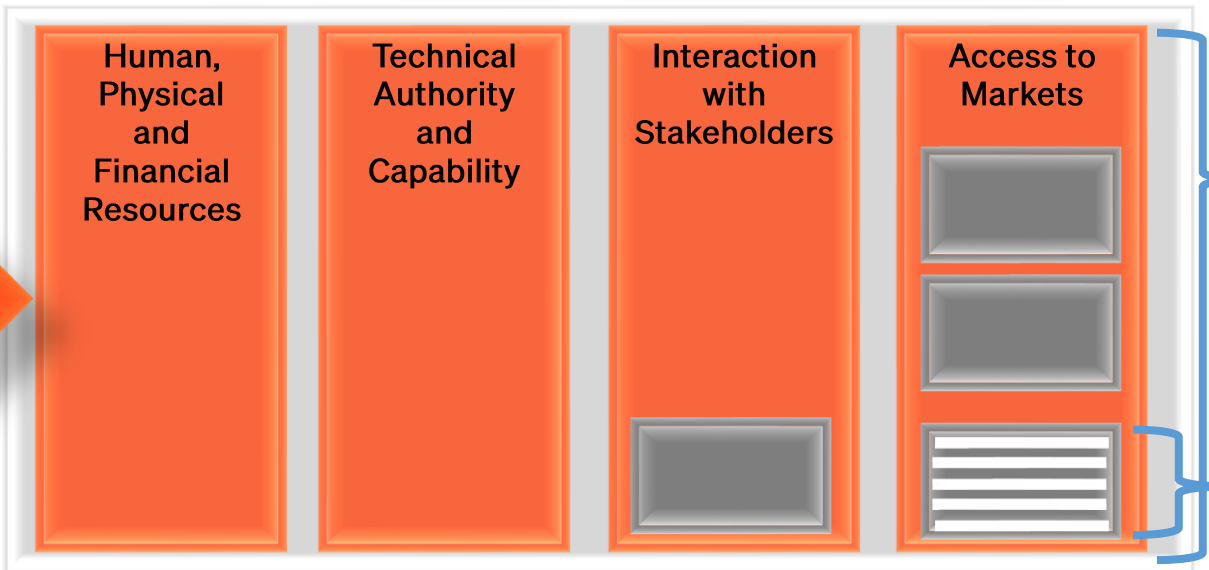
Timeline events:

- 2007-06: Evaluation Evaluation
- 2009-01: Planning Gap Analysis
- 2009-10: Planning Strategic Plan
- 2016-04: Evaluation Aquatic Evaluation
- 2017-03: Evaluation Follow Up

Country PVS State Of Play



# 4 Fundamental Components



45 Critical Competencies (CCs)

5 Levels of Advancement



# Report

12-26 June  
2023

Zambia

Dr John Woodford  
Dr Giancarlo Ferrari  
Dr Moetapele Letshwenyo  
Dr Simon Kihu

## Evaluation of the Performance of the Veterinary Services

### Report

II-8 Veterinary medicines and biologicals	Levels of advancement
<p><i>The authority and capability of the VS to regulate veterinary medicines, and biologicals, in order to ensure their quality and safety, as well as their responsible and prudent use, including as medicated feed.</i></p> <p><i>This includes the marketing authorisation/registration, import, manufacture, quality control, export, labelling, advertising, distribution, sale (includes dispensing) and use (includes prescribing) of these products.</i></p>	1. The VS cannot regulate veterinary medicines and biologicals.
	2. The VS have some capability to exercise regulatory and administrative control over the import, manufacture and market authorisation (registration) of veterinary medicines and biologicals to ensure their safety and quality but cannot ensure their responsible and prudent use.
	3. The VS exercise effective control for the market authorisation of biologicals and have some responsible and prudent use to reduce the risk from illegal imports.
	4. The VS exercise comprehensive administrative control of all biologicals, including marketing authorisation, import, export, distribution and use.
	5. The control systems for veterinary medicines are regularly audited, tested and updated via an effective pharmacovigilance system.

Terrestrial Code reference(s): Appendix 1

**Results from Previous PVS Pathway Missions:**

- PVS Evaluation (2008) - Level 1
- PVS Gap Analysis (2009) – Level 2 (5 year target)

**Findings:**

The regulation of the import, manufacture, distribution, sale and biologicals is administered by the Zambia Medicines Statutory Body established by the Ministry of Health (MoH) Medicines and Allied Substances Act (MASA) (2013) and has promulgated a number of Regulations and Guidelines,

- SI No. 79 of 2019 – Marketing Authorisation
- SI No. 10 of 2016 – Agro-Veterinary Shop Permit
- SI No. 57 of 2017 – Import and Export Regulations
- Guidelines on Agro-Veterinary Shop Permit
- Guidelines on Application for Registration of Veterinary Medicines

The Agro-Veterinary Shop Permit Regulations makes provisions for Veterinary stores, Classes I, II and III. Class I Agro-vet stores are registered veterinary surgeons, and such stores may sell any medicine or biological. However, Classes II and III Agro-vet stores are Veterinary Assistants registered under the Veterinary Act and in the case of Class II Agro-vet stores, the VA proprietor must be a registered veterinary surgeon. In spite of this, it is surprising to note that not all Class II Agro-vet stores are allowed to sell a wide variety of veterinary medicines.

Although the ZAMRA informed the PVS Team that the sale of POMs is strictly controlled, in practice over-the-counter sale of POMs is widespread. During a visit to a human pharmacy a member of the PVS Team was offered the opportunity to purchase a number of different POMs over-the-counter, without the need to present any prescription.

In spite of the good collaboration between the DVS and ZAMRA, a number of private veterinarians, as well as a retailer of veterinary medicines and vaccines informed the PVS Team that there were often very long delays experienced in obtaining market authorisation to import urgently required medicines and vaccines.

**Key Changes from last PVS Evaluation – 2008 - 2023:**

- Promulgation of the Medicines and Allied Substances Act (2013) establishes the ZAMRA to regulate the market authorisation (registration), import, export, distribution and sale of all medicines and biologicals.

**Strengths:**

- ZAMRA has a veterinary unit in which five veterinarians are employed to assist with registration and conduct of other regulatory functions.
- The DVS, Dean of Faculty of Veterinary Science (UNZA) and the Veterinary Association of Zambia (VAZ) are represented on the ZAMRA Board.

**Weaknesses:**

- End-users reported serious delays in being licensed to import essential veterinary medicines or vaccines.
- End-users reported excessively high costs of market authorisation of veterinary medicines and biologicals.
- No regulations related to the enforcement of withdrawal periods for veterinary medicines used to treat food producing animals.

**Recommendations:**

- DVS / VAZ is recommended to establish a formal mechanism to engage regularly with ZAMRA and all other key stakeholders with an interest in importation, market authorisation, distribution, sale and use of veterinary medicines and biologicals.
- DVS / VAZ are recommended to encourage ZAMRA to clearly define timelines for issuance of market authorisations and import permits for the importation and sale of essential veterinary medicines and vaccines.

# Member view

Insights Menu

Level of Advancement Performance

PVS Member Performance
Return Home

Mission Type

Terrestrial

Report Type

All

Fundamental Component

All

Report Year

All

Language

EN

Clear all slicers

New Follow Up Evaluation is advised, since it have been more than 5 years since last performance monitoring

11

Number of Missions

### Initial PVS Evaluation Critical Competencies by Level of Advancement

Level of Advancement	Percentage
1	39%
2	48%
3	13%

2

Median of LOA

2010

Latest Report Year

### Latest PVS Follow-up Evaluation Critical Competencies by Level of Advancement

Level of Advancement	Percentage
1	16%
2	51%
3	31%
5	2%

29

Critical Competencies Increased

4

Number of PVS Evaluation Reports

### Level of Advancement (LoA) Comparison

Critical Competencies	Evaluation	Follow Up	Comparison
I-1.A Veterinary and other professionals (university qualification)	2	3	▲
I-1.B Veterinary paraprofessionals	1	3	▲
I-2.A Veterinarians		1	▲
I-2.B Veterinary paraprofessionals		2	▲
I-3 Continuing education (CE)	1	2	▲
I-4 Technical independence	2	2	=
I-5 Planning, sustainability and management of policies and programmes	3	3	=
I-6.A Internal coordination (chain of command)		2	▲
I-6.B External coordination (including the One Health approach)		2	▲
I-7 Physical resources and capital investment	2	3	▲
I-8 Operational funding	2	2	=

8

Critical Competencies Decreased

33%

PVS Achievement

### Level of Advancement (LoA) Comparison

Critical Competencies	Evaluation	Follow Up	Comparison
I-1.A Veterinary and other professionals (university qualification)	2	3	▲
I-1.B Veterinary paraprofessionals	1	3	▲
I-2.A Veterinarians		1	▲
I-2.B Veterinary paraprofessionals		2	▲
I-3 Continuing education (CE)	1	2	▲
I-4 Technical independence	2	2	=
I-5 Planning, sustainability and management of policies and programmes	3	3	=
I-6.A Internal coordination (chain of command)		2	▲
I-6.B External coordination (including the One Health approach)		2	▲
I-7 Physical resources and capital investment	2	3	▲
I-8 Operational funding	2	2	=

8

Critical Competencies that remained unchanged

Welcome Delegate of Vietnam (VNM)!

Discover the new Qualitative Analysis in the Insights Menu and explore all recommendations made during your PVS Pathway Initial and Follow-up Evaluations!

REQUEST A MISSION

MANAGE MY MISSIONS

REQUEST A REPORT

UPLOAD DOCUMENTS

### PVS Pathway Insights

Members' PVS Achievement
Return Home

Percent of Critical Competencies where Member performs at Level of Advancement 3, 4, or 5

Average PVS Achievement by Year: % of CC achieving minimal capacity evolution over time

PVS Achievement: Change in % of CC achieving minimal capacity from Initial to Follow-up Evaluation

PVS Achievement by Fundamental Component

Mission Sequence: # Evaluation Mission, # Aquatic Evaluation Mission, # Follow Up Mission, # Aquatic Follow Up Mission

My Requests

Request Log

Filters:  Pending/Forwarded Actions  Accepted Actions  Rejected Actions

Report Type	Date	Language	Comments	Status	Actions
No data					

WOAH PVSIS



# Member view

## Insights Menu

## Qualitative analysis and insights

World Organisation for Animal Health  
Founded as OIE
Key Recommendation Analysis - Bulgaria, Former Yug....
Return Home
← →

Country

Multiple selections

Critical Competency

Multiple selections

Fundamental Component

All

Year of report

All

Clear All Slicers

130

Recommendations

19

Summary of key recommendations

118

Unique key phrases

Selected key recommendation

All Key Recommendations Selected

Most frequent key recommendations

Recommendation	Count
Enhance Organizational Structure and Human Resource ...	30
Enhance Human Resource Management	28
Enhance Organizational Structure and Responsibilities	17
Enhance Staffing and Resource Allocation	10
Program Review and Improvement	9
Strengthen Veterinary Capacity and Personnel	6
Strengthen Infrastructure and Resources	5
Strengthen Human Resource Capacity	4
Strengthen Surveillance and Early Detection	4
Enhance VS Operations	3
Enhance Veterinary Supervision	2
Enhance VS Capabilities	2
Enhance Coordination and Collaboration	1
Enhance Delegation and Chain of Command	1
Enhance Veterinary Supervision and Surveillance	1
Enhance VS Operations and Coordination	1
Improve Technical Procedures and Manuals	1

Count Of Critical Competency

Key Phrases

- Add management and leadership skills training to Continuing Education opportunities
- Address human resource needs identified by Veterinary Strategy
- Address remuneration and incentives in program review
- Allocate funding for filling vacant positions
- Analyze prospective needs for veterinary professionals
- Analyze roles and responsibilities of non-technical staff
- Appoint National Peste des Petit Ruminants Coordinator
- Assess future requirements for Veterinary Para-professional
- Assess training needs of Private Veterinary Service(s)
- Audit competencies for performance against job descriptions
- Clarify roles and responsibilities of veterinary para-professionals
- Clarify roles in aquatic animal health activities
- Collaborate with MoNE to standardize Veterinary Para-professional education
- Complete job descriptions for veterinarians and other professionals

Welcome Delegate of Vietnam (VNM)!

Discover the new Qualitative Analysis in the Insights Menu and explore all recommendations made during your PVS Pathway Initial and Follow-up Evaluation!

REQUEST A MISSION
MANAGE MY MISSIONS
REQUEST A REPORT
UPLOAD DOCUMENTS

PVS Pathway Insights

Achievement

33%

PVS Achievement by Fundamental Component

My Requests

Filters

Pending/Forwarded Actions  Accepted Actions  Rejected Actions

#	Request Type	Date	Language	Comments	Status	Actions
No items						

WOAH PVSIS

# Member view

Insights Menu

Qualitative Analysis and Insights

Welcome Delegate of Vietnam (VNM)  
Discover the new Qualitative Analysis in the Insights Menu and explore all recommendations made during your PVS Pathway Initial and Follow-up Evaluation!

REQUEST A MISSION | MANAGE MY MISSIONS | REQUEST A REPORT | UPLOAD DOCUMENTS

PVS Pathway Insights

**Members' PVS Achievement**  
Percent of Critical Competencies where Member performs at Level of Achievement 3, 4, or 5

Average PVS Achievement by Year: % of CC achieving essential capacity evaluation over time

PVS Achievement: Change in % of CC achieving essential capacity from Initial to Follow-up Evaluation

33%

My Requests

Filters

Pending/Forwarded Actions  Accepted Actions  Rejected Actions

Request Type	Date	Language	Comments	Status	Action
No items					



## Qualitative Analysis -

Return Home

Country

Multiple selections

80

Unique Key Recommendations

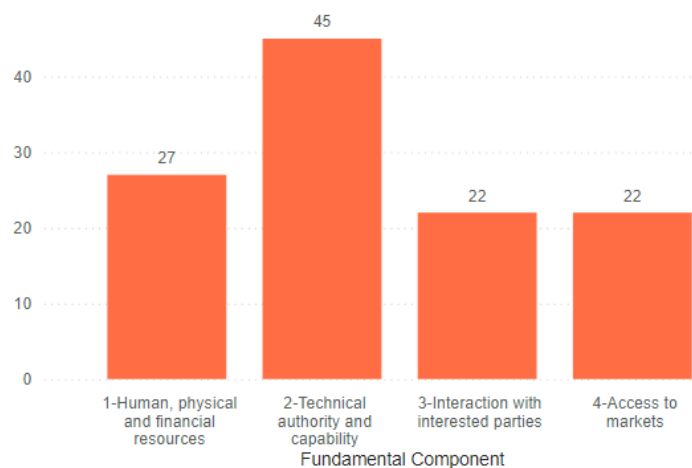
771

Key Phrases

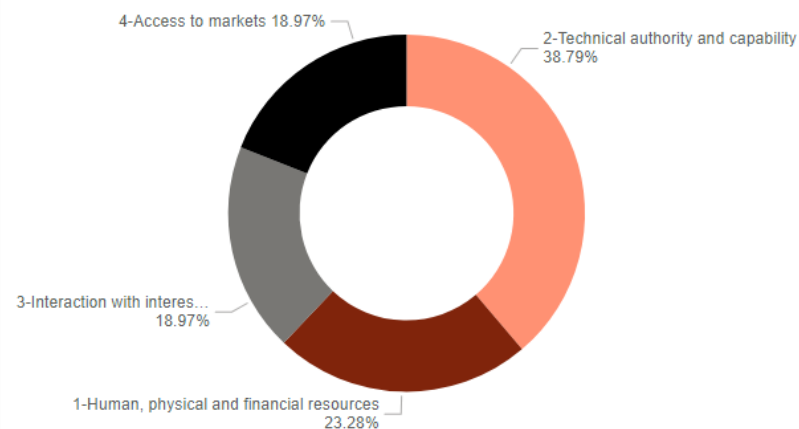
850

Actual Key Recommendations

### Key Recommendations by Fundamental Component

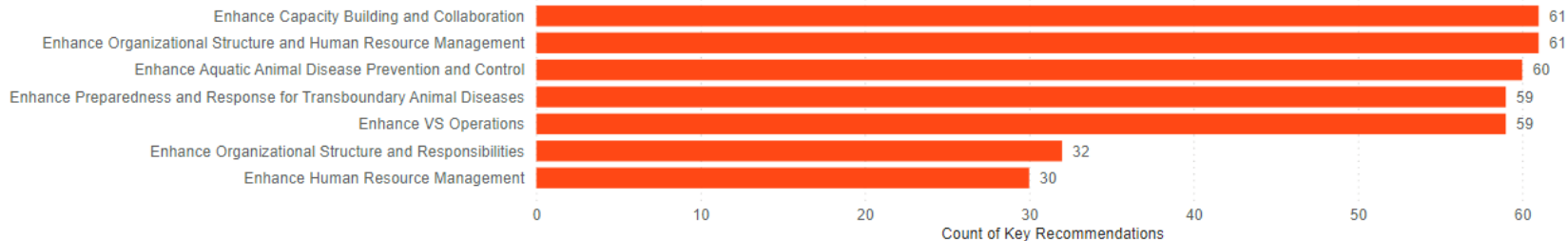


### Count of Key Recommendations by Fundamental Component



### Most frequent Key Recommendations

Key Recommendations





# Member view

Title of presentation

Chapter title

Tools Menu

PVS Evaluation Explorer

#	Country	Year	Document Type	Critical Competency	Level of Advancement Score	LOA Score Text
1	Türkiye	2017	Follow Up	I-1.A Veterinary and other professionals (university qualification)	3	The majority of veterinary and other professional positions are occupied by appropriately qualified personnel at local (field); levels. - 2013
2	Türkiye	2017	Follow Up	I-1.A Veterinary and other professionals (university qualification)	3	The majority of veterinary and other professional positions are occupied by appropriately qualified personnel at local (field); levels. - 2013
3	Türkiye	2017	Follow Up	I-1.B Veterinary para-professionals and other technical personnel	2	The majority of technical positions at central and state / provincial levels are occupied by personnel holding appropriate qualifications. - 2013
4	Türkiye	2017	Follow Up	I-1.B Veterinary para-professionals and other technical personnel	2	The majority of technical positions at central and state / provincial levels are occupied by personnel holding appropriate qualifications.
5	Türkiye	2017				
6	Türkiye	2017				
7	Türkiye	2017				
8	Türkiye	2017				

## I-1.A. Veterinary and other professionals (university qualification)

### Recommendations:

Establish a National PPR Committee, in line with the ToRs elaborated by the PPR Global Secretariat; this Committee will be in charge of designing, implementing and monitoring the National PPR strategy and should include representatives of key public and private stakeholders who can contribute to the PPR eradication efforts;

Appoint the National PPR Coordinator (transparent selection process), who will report to the National PPR Committee and represent Turkey in international/regional PPR events/activities;

Include specific PPR activities in GDFC, provincial and district VS staff's standardized job descriptions, to ensure that this work is effectively covered and by adequate personnel (Vets vs VPPs);

Ensure that PPR activities are included for the workload calculations for proposed programs for animal health, over the next 15 years (with specifics for Thrace and Anatolia regions);

Consider the possible delegation of official PPR activities (vaccination; sero- surveillance) to private veterinarians, coordinated through a protocol by VSB Chambers, if needs arise (see CC III.5).

Türkiye - 2017 - Follow Up

## I-1.A. Veterinary and other professionals (university qualification)

### Strengths:

Organization charts and lists of identified responsibilities exist for central and many field levels.

Duties of central departments have been redefined and published as a directive.

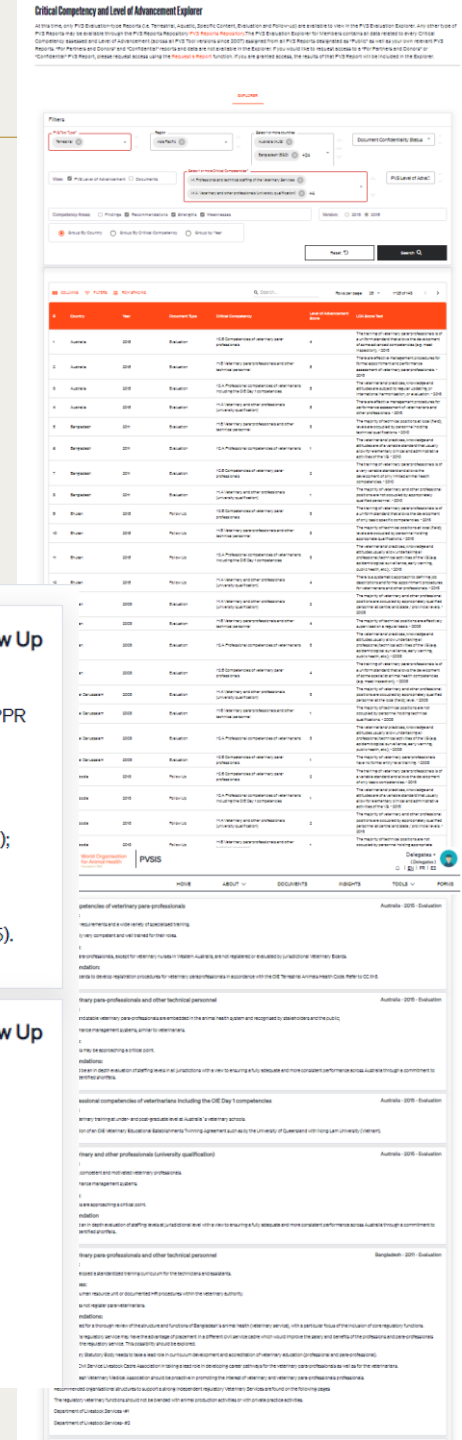
Duties of branch directorates in the provinces have been redefined and published as circulars.

GDFC has access to qualified personnel.

Qualified personnel are in place at both central and field levels.

An external EU review (Veterinary Strategy) of personnel needs for the VS has been completed in 2016.

Türkiye - 2017 - Follow Up





Title of presentation

# Major innovation: Qualitative Analysis

Chapter title

Critical Competency Strengths



Title of presentation

# Major innovation: Qualitative Analysis

Chapter title

## Critical Competency Weaknesses

### Report Comparison Dashboard

Report 1: Afghanistan - Evaluation - 2010 | Country: Afghanistan | Report 2: Afghanistan - Follow Up - 2017

Report Year: 2010 | Report Year: 2017

Critical Competency	LOA Score	Critical Competency	LOA Score
46	1	47	1
2	2	9	2
44	2	38	2

#### LOA scoring over the years

Critical Competency	2010	2017
Access to veterinary laboratory diagnosis	3	3
Accreditation/authorization delegation	1	1
Active surveillance and monitoring	2	2
Animal feed safety	2	2
Animal welfare	2	2
Ante- and post-mortem inspection at slaughter facilities and associated premises	2	2
Communication	2	2
Companimentation	2	2
Consultation with stakeholders	2	2
Continuing education (CE)	2	2
Disease prevention, control and eradication	2	2
Emergency funding	2	2
Emergency preparedness and response	2	2
Equivalence and other types of sanitary agreements	2	2
General coordination (including the One Health approach)	2	2
Identification, traceability and control of products of animal origin	2	2
Implementation and compliance	2	2
Internal coordination (chain of command)	2	2
International certification	2	2
International harmonization	2	2

#### Max of LOA by Critical Competency

Critical Competency	Max of LOA
Communication	3
Consultation with stakeholders	3
Continuing education (CE)	2
Disease prevention, control and eradication	2
Emergency funding	2
Emergency preparedness and response	2
Equivalence and other types of sanitary agreements	2
General coordination (including the One Health approach)	2
Internal coordination (chain of command)	2
Transparency	2
Veterinary para-professionals	1

#### Max of LOA by Labeled CC

Labeled CC	Max of LOA
Access to veterinary laboratory diagnosis	3
Accreditation/authorization delegation	1
Disease prevention, control and eradication	2
External coordination (including the One Health approach)	2
Internal coordination (chain of command)	2
Passive surveillance, early detection and epidemiological outbreak investigation	2
Planning, sustainability and management of policies and programmes	2
Transparency	2
Veterinary para-professionals	1

#### One Performing Critical Competency

Communication: 1

#### Not Performing CCs

4% PRB Assessment (Full Report)

#### Weak Performing CCs

19% PRB Assessment (Full Report)

#### LOA Comparison

Labeled CC Name	Evaluation Score	Follow-up Score	Completion
Access to veterinary laboratory diagnosis	3	3	▲
Accreditation/authorization delegation	1	3	▲
Active surveillance and monitoring	1	2	▲
Animal feed safety	1	2	▲
Animal welfare	1	2	▲
Ante- and post-mortem inspection at slaughter facilities and associated premises	1	2	▲
Communication	3	2	▲
Companimentation	1	1	▲
Consultation with stakeholders	2	2	▲
Continuing education (CE)	2	2	▲
Disease prevention, control and eradication	2	2	▲
Emergency funding	2	2	▲
Emergency preparedness and response	2	2	▲
Equivalence and other types of sanitary agreements	2	2	▲
General coordination (including the One Health approach)	2	2	▲
Identification, traceability and control of products of animal origin	2	2	▲
Implementation and compliance	2	2	▲
Internal coordination (chain of command)	2	2	▲
International certification	2	2	▲
International harmonization	2	2	▲



## Competency Weaknesses Analysis

Competency Type: Terrestrial | Language: English | Country: Multiple selections | LOA Score: All | Year of Report: All | Area: Weaknesses

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### 1. Critical Competency

Multiple selections

Selected Critical Competencies: I-1.A Veterinary and other professionals (university qualification), I-1.B Veterinary para-professionals and other technical personnel, I-2.A Professional competencies of veterinarians, I-2.B Compete...

### Qualitative Data Flow



### Text Extracted from the Reports

Critical Competency	Extracted Text
I-1.A Veterinary and other professionals (university qualification)	No evidence of formal appointment procedure for veterinarians a
I-1.A Veterinary and other professionals (university qualification)	No evidence of formal mechanism for assessment of performanc
I-1.A Veterinary and other professionals (university qualification)	No professional allowance is paid to veterinarians in the public se
I-1.A Veterinary and other professionals (university qualification)	Not all districts have a veterinarian
I-1.A Veterinary and other professionals (university qualification)	Only 500 veterinary graduates annually and total of 5000 register
I-1.A Veterinary and other professionals (university qualification)	Only about 23 trained veterinarians exist in the country (there are services are provided by National VS(s)); very few Veterinarians
I-1.A Veterinary and other professionals (university qualification)	Private veterinarians do not systematically participate in the VS a
I-1.A Veterinary and other professionals (university qualification)	Recruitment at provincial and district levels are done by Provinc

# Thank you

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