



# Animal welfare center

*training of business operators*

*Prof Vlatko Ilieski*

**EBVS® European Veterinary Specialist in Animal Welfare Science, Ethics and Law**



*WOAH Regional workshop on animal welfare during slaughter*

*Tirana ,2025*

Република Македонија  
Универзитет „Св. Кирил и Методиј“ - Скопје



**УНИВЕРЗИТЕТСКИ ГЛАСНИК**

(година XI, број 184, 7 ноември 2011 година)

184

Скопје



✓ Animal welfare center UKIM  
(University Gazette No. 184/2011)



*Mitrović*  
20.09.2018

До: Универзитет "Св. Кирил и Методиј" - Скопје  
Факултет за ветеринарна медицина  
Скопје

Бр. 11-955/1  
13.04.2018 год

Предмет: Писмо за одобрување на програма  
на Центарот за благосостојба на животните

Врска: Ваш број 03-912

Почитувани,

Во врска со вашето барање бр. 03-912 од 1  
извествуваме дека Управата за ветеринарство  
одобрува предлогот, Центарот за благососто  
рамките на Факултетот за ветеринарна ма  
спроведува обуката на официјалните ветерин  
соодветни професионални квалификации  
благосостојба на животните при имплемент  
заштита и благосостојба на животните(Служб  
113/07).

Имајќи го во предвид член 11 став 3 и став 4 т  
ветеринарно здравство (Службен весник на  
рамковен закон од областа на ветеринарното  
за ветеринарство предлага поблиските услови  
на обуките за надлежниот орган да бидат ре  
договор, кој ќе биде силучен помеѓу Факулт  
медицина и Министерството за земјодел  
водостопанство.

Со почит,

Директор,  
Дејан Рунтевски



Наредбата: Војана Петровска  
Одобрено: Светлана Тенасова-Минцова



Бр. 10-3122/5  
9-11-2018

Агенцијата за храна и ветеринарство, решавајќи по барање број 10-3122/1 од 20.09.2018  
година на Факултетот за ветеринарна медицина Скопје за добивање на овластување  
за вршење на обука, и издавање на сертификат за компетентност за лица одговорни  
за постапки со животни за време на колење, а врз основа на член 50 став (3) и став (10)  
од Законот за заштита и благосостојба на животните (Службен весник на РМ бр.  
149/2014, 149/2015 и 53/2016) го донесе следното

### РЕШЕНИЕ за овластување

1. СЕ ОВЛАСТУВА Факултетот за ветеринарна медицина Скопје-Центарот за  
благосостојба на животните да врши обука и да издава сертификат за компетентност  
за заштита и благосостојба на животните за време на колење и убивање на животни и  
придружни операции во кланица.
- 2.Ова Решение влегува во сила со денот на донесувањето.

#### Образложение

Факултетот за ветеринарна медицина Скопје достави барање број 10-3122/1 од  
20.09.2018 година за добивање на овластување за вршење на обука, спроведување на  
испитот и издавање на сертификат за компетентност за лица одговорни за постапки  
со животни за време на колење. Постапувајќи по поднесеното барање и доставените  
документи, се утврди дека Факултетот за ветеринарна медицина Скопје- Центарот за  
благосостојба на животните ги исполнува барањата согласно Законот за заштита и  
благосостојба на животните. Агенцијата за храна и ветринарство го зема во предвид и  
мислењето за капацитетот на субјектите кои ја вршат обуката и го издаваат  
сертификатот за компетентност издадено од Комисијата за заштита и благосостојба  
на животните број 10-3122/2 од 26.10.2018 година како и записникот од извршен увид  
на лице место број 10-3122/3 од 07.11.2018 година.

Врз основа на напред наведеното, а согласно член 50 од Законот за заштита и  
благосостојба на животните се одлучи како во диспозитивот на решението.



Official nomination as training center  
for animal welfare in the country by  
Competent authority



## Western Balkans Veterinary Network for Animal Welfare



The Western Balkans Veterinary Network for Animal Welfare (WBVN) was founded in 2009 by the RSPCA and the Faculty of Veterinary Medicine, Skopje, Macedonia. It provides a unique platform for the advancement of animal welfare through education, research and professional training. It facilitates closer collaboration between key stakeholders and combines the research capabilities of seven major universities in the region with leading animal welfare research centres in Western Europe.

The WBVN was established primarily to encourage and develop best practice in animal welfare amongst veterinary professionals. We work with a wide range of stakeholder organizations to achieve this goal. We envisage a future when the WBVN will grow to include a wide variety of bodies drawn from other public, professional and academic fields, such as animal welfare NGOs, local government and educational bodies.



The WBVN aims to translate and disseminate the latest information and publications from around the world on the areas of animal welfare that most interest our partners. We will also support the production of original research, materials and guidance on models of best practice already operating within the Western Balkans.







# Animal Welfare Tra

[www.awtraining.com](http://www.awtraining.com)

Research • Training • Consultancy • Auditing • Inspection

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Members of AWTraining are Research Fellows or Lecturers Department of Clinical Veterinary Science, Division of Farm Animal Science with collectively over 150 years of research experience in the field of animal welfare during production, transport, stunning, slaughter, killing, carcass and meat quality relating to red meat animals, poultry and aquaculture. With over 300 peer reviewed publications ranging from Nature to Veterinary Science, members and invited participants of European and International committees, FAO, OIE, EFSA as well as regular speakers at international conferences, AWT staff are well qualified to provide professional welfare training for the food industry.

Paul Whittington - Research / Teaching Fellow  
Steve Wotton MBE - Senior Lecturer  
Lindsay Wilkins - Research Fellow  
Dr. Andy Butterworth MRCVS - Research Fellow  
Justin McKinstry - Research Associate  
Alison Weaver ( PhD student).



Since 1993 AWTraining has been providing professional consultancy and training in animal welfare during food production. Both the general and specialised courses as well as full educational programs are recognised as providing essential knowledge and skills relating to animal welfare for for many governments, professional organisations and international companies worldwide. AWT is currently engaged in authoring and / or delivering professional consultancy, training and educational programs across Europe, Asia & the Far East, Central and South America.



of Animal Science  
*contributions to science in the area of farm*  
Increasingly, the Animal Welfare educational Training being delivered is understood by peer reviewed the best and most individual needs c



## Animal Welfare Training

[www.awtraining.com](http://www.awtraining.com)

Research • Training • Consultancy • Auditing • Inspection for the Food Industry



Members of AWTraining are Research Fellows or Lecturers at The University of Bristol, UK, Department of Clinical Veterinary Science, Division of Farm Animal Science with collectively over 150 years of research experience in the field of animal welfare during production, transport, stunning, slaughter, killing, carcass and meat quality relating to red meat animals, poultry and aquaculture. With over 300 peer reviewed publications ranging from Nature to Veterinary Science, members and invited participants of European and International committees, FAO, OIE, EFSA as well as regular speakers at international conferences, AWT staff are well qualified to provide professional welfare training for the food industry.

Since 1993 AWTraining has been providing professional consultancy and training in animal welfare during food production. Both the general and specialised courses as well as full educational programs are recognised as providing essential knowledge and skills relating to animal welfare for for many governments, professional organisations and international companies worldwide. In those countries engaged in the full program it provides an opportunity to introduce new concepts and the latest scientific findings into the Undergraduate and Postgraduate veterinary curriculum.



The 2006 British Society of Animal Science / Royal Society for the Prevention of Cruelty to Animals international award was presented to AWTraining for :  
*"Outstanding contributions to scientific research, information transfer and training in the area of farm animal welfare at stunning and slaughter"*.

AWTraining have and continue to work with Universities, Governments, Companies & NGO's in :  
**United Kingdom** - England / Northern Ireland / Scotland / Wales  
**Europe** - Bulgaria / Lithuania / Estonia / Germany / Holland / Slovakia / S. Ireland / Spain / France / Germany / Malta / Norway / Poland  
**South America** - Brasil / Chile  
**Central America** - Costa Rica / Nicaragua / Honduras / El Salvador / Guatemala

Animal Welfare Training • University of Bristol • School of Clinical Veterinary Science  
Churchill Building • Langford • Bristol • BS40 5DU • UK  
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E-mail - [enquiries@awtraining.com](mailto:enquiries@awtraining.com) • Website - [www.awtraining.com](http://www.awtraining.com)



✓ Training of national trainers and development of training courses for animal welfare



- ✓ **Training of business operators and stakeholders** (slaughter, farm animals and transport) – coordination and dissemination of information and resources;
- ✓ **Companion animals population management and stray dog control** – develop a regional approach and share best practice;
- ✓ **Raising stakeholders awareness and engaging small scale farmers**
- ✓ **Experimental animals** – implementation and training;

## АГЕНЦИЈА ЗА ХРАНА И ВЕТЕРИНАРСТВО

Врз основа на член 49 став (9), член 51 став (6), член 52 став (8) и член 53 став (3) од Законот за заштита и благосостојба на животните („Службен весник на Република Македонија“ бр. 149/14, 149/15 и 53/16) директорот на Агенцијата за храна и ветеринарство донесе

## ПРАВИЛНИК ЗА НАЧИНОТ НА ПОСТАПУВАЊЕ СО ЖИВОТНИТЕ ЗА ВРЕМЕ НА УБИВАЊЕ (\*)

## ПРОГРАМА ЗА ОБУКА НА ПЕРСОНАЛОТ ОДГОВОРЕН ЗА СПРОВЕДУВАЊЕ НА БЛАГОСОСТОЈБАТА НА ЖИВОТНИТЕ ПРИ ПОСТАПКИТЕ ЗА УБИВАЊЕ

Час	Тема	Содржина	Предавач
	<i>Прв ден</i>		
	Легислатива на Р.М за заштита и благосостојба на животните	Основни информации за законските одредби за заштита на животните.	
	Благосостојбата на животните	Основни принципи на концептот за благосостојба на животните, етички норми за колење на животните	
	Правилник за начинот за постапување со животните за време на убивање.	општи одредби, дефиниции - општи услови - пропишани норми и стандарди	
	Однесување на животните	Познавање на физиологијата и однесувањето на животните, стрес страдање осетливост и свест кај животните	
	<i>Пауза</i>	<i>15 мин</i>	
	Практични аспекти на манипулација со животните во сточните депоа во кланицата како и технички спецификации за <u>добиточно</u> депо	- Манипулирање со животните и грижа за животните пред да се фиксираат - Капацитет - Локација- - Обезбедување на храна и вода - Потребен простор - Мешање на добитокот - Бучава - Вентилација - Осветлување	
		(10 мин дискусија по предавање)	
	<i>Пауза</i>	<i>30 мин</i>	
	Технички услови за сите видови кланици	- Нормативи за сите видови кланици - Нормативи за поедини делови на опремата за фиксирање - Нормативи за поедини делови на опремата за колење, - Одржување и проверка на опремата	
		(10 мин дискусија по предавање)	



## DEVELOPING TRAINING PROGRAM

## Book of Rules WELFARE OF ANIMALS DURING KILLING

## Article 10

## Level of competence

## Appropriate level of competence

Personnel holding a certificate of competence, issued by an entity authorized by the competent authority,

Competences for:

- handling of animals and care of animals before they are restrained;
- restraining animals for the purpose of stunning and/or killing;
- stunning of animals;
- assessment of the effectiveness of stunning;
- hanging and lifting of animals;
- bleeding of animals
- Religious slaughtering

## Training:



- ✓ Describe and develop training program
- ✓ Set a standards for training activities,
- ✓ Develop training materials
- ✓ Produce guidelines on how to change attitudes  
(Education-based initiatives for the general public (e.g. information campaigns ect

## Dissemination activities :

- ✓ Developing & maintaining web portal
- ✓ Development of 'Indicator Factsheets' for welfare inspection purposes
- ✓ Development of 'Thematic Factsheets





# COURSE PROGRAM part 1/2

## *Understanding Stockmanship*

**Aim:** Practical aspects of

- technical specifications for a livestock lairage and design of premises
- animal manipulation in the slaughterhouse

✓ **Learning outcomes:**  
*Lairage design, (Capacity, Location, Premises for food and water, Space requirements, Ventilation, Nose level, Lighting,*





✓ **COURSE PROGRAM** part 1/2  
*Understanding animal welfare stress and distress*

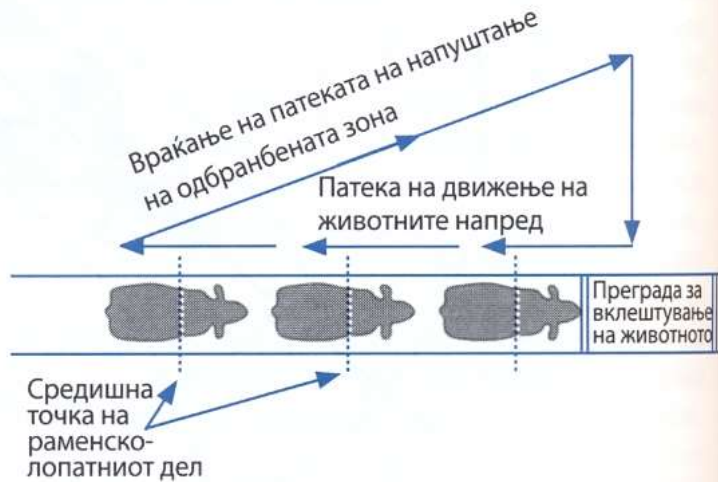
**Aim:** Recognise animal behavioural reactions to management and the resources in context of :

- Design of premises
- Unloading
- Handling
- *Consequences of mixing of animals*

✓ **Learning outcomes:**

Recognise early behavioural signs of stress and distress: Vocalisation , Restlessness – high level of movement Unresponsiveness, Increased excretion, Lying down in a new environment, Panting

# ✓ HANDLING PRINCIPLES Management procedures





# COURSE PROGRAM part 3

## *Understanding unconscious stunning and slaughter*

**Aim:** practical knowledge of different type of stunning/slaughter of animals

✓ **Learning outcomes:**

Fixing the animals Fixing procedures, different types of animal fixation

Cattle slaughter/stunning

Sheep slaughter/ stunning

Pig slaughter/ stunning

Cattle/sheep slaughter without stunning

Bleeding the animals

Techniques of Assessing Successfully Stunning ( list of AB indicators)

Techniques of assessing the successful bleeding (list of AB indicators)

**Animal welfare and meat quality/economical impact**





*EconWelfare is a European research project aiming to provide suggestions for national and European policy makers to further improve farm animal welfare. In collaboration with stakeholder groups it collates and investigates policy options and their impacts on the livestock production chain, the animal and European society.*

National chain oriented workshop as part of the Task 2.3 in Working Package 2 of the European research project EconWelfare was held in Macedonia on 04.06.2010. The workshop was held under the name "National workshop for current and upgraded standards of animal welfare in the supply chain". Total number of participants at the workshop was 56, according different categories.



**METHODOLOGY:**

The methodology applied at the workshop was consisted of the Questioner (filled out by the participants) and Discussion regarding Econ Welfare project statements. Discussions were conducted in workgroups divided by participant's category, as following: Workgroup 1 Farmers, Farmers associations and Doctors for Veterinary Medicine (DVM), and Workgroup 2 Producers (Representatives from slaughterhouses, dairy and meat industry). Conclusions from each workgroup were presented at the final plenary session to all participants.



**OPINIONS OF THE MAIN ACTORS IN THE SUPPLY CHAIN FOR FARM ANIMAL WELFARE**

Both categories of the production chain (farmers, processors and manufacturers) presented very low rating to society attitude toward farm animal welfare. Particularly important is the low level of media attention to this issue, which is the basis for the absence of initiatives in the area of welfare, implementation of legal measures and the education of consumers. The low estimate of society attitude toward the farm animal welfare is due to the absence of its relevance in society, and absence of farm animal welfare as an integral part of the political agenda. The participants suggested application of a wide range of measures and methods will that lead farm animal welfare to the appropriate place in the society. Category with the lowest level of implementation of animal welfare according the participants is poultry (broilers and laying hens) and pigs. These results suggest that particular attention should be given to implementation of welfare standards in almost all categories of farm animals in Macedonia. Both workgroups are presenting positive approach toward labeling the products manufactured by animal welfare standards, and as appropriate term which should be used for these products suggested "production according farm animal welfare". Apart from of the type and category of animals, all participants are indicating the significance of officially approved and controlled education of staff.

**The overall objective of this workshop was collecting the opinions of chain actors on favors and drawbacks of practices focused on upgrade standards of animal welfare, as well as opening discussion to the practical applicability of the proposed applications and to compare the research results on advantages and disadvantages with the practical experiences of the operators active in the supply chain.**

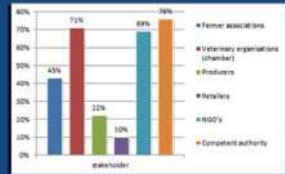
# AWAR

ANIMAL WELFARE RESEARCH IN AN ENLARGED EUROPE

**MAPPING VARIATION IN AWARENESS OF ANIMAL WELFARE ISSUES**

Focuses on identification of the differences and variation in the level of knowledge and implementation of welfare legislation and perceptions of animal welfare by the

Achieved through the work of 'Regional Advisory Committees' in collaboration with



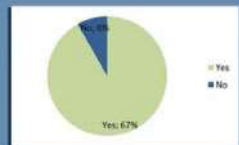
Which stakeholder associated in animal welfare policy?

Competent authority (71%) and Farmer associations (71%) and Farmer associations (71%) are most appropriate, while retailers (10%)

If you were able to disseminate information about animal welfare issues in your country, what issues would you think are most appropriate:



The largest part of participants beside other offered issues consider that "Positive aspects of animal welfare – economic, ethical, quality" is the most appropriate information for dissemination (87%), but significant percentage of participants have marked option "Other" which should be more further analyzed.



Does the legislation in your country contain enforcement measures against animal cruelty?

Almost all of the participants (67%) think that (73% of the total number of participants) their countries contain enforcement measures

Harmonisation across EU is this acceptable?



# AWAR

ANIMAL WELFARE RESEARCH IN AN ENLARGED EUROPE

**COLLABORATION WITH EXISTING PLATFORMS**

Links between Eastern Europe established: RSPCA - WBVN



**REAL NEED TO OBTAIN QUALITY MEAT**



**REGIONAL ADVISORY COMMITTEES**

Regional Advisory Committee

Regional Advisory Committee



Regional Advisory Committee

The specific members of the Regional Advisory Committee

International organisation: Federation of Veterinarians of Europe

International NGO: RSPCA-Western Balkan veterinarians

Aim: To support the development of animal welfare standards

Project coordinator: Prof. dr. Vlasto Bleski, Animal welfare center - Skopje, vleski@fv.m.ukim.edu.mk



international

## PRINCIPLES OF WELL-BEING

**TRANSPORT**

\*\*\* The stress in animals starts from the moment of their loading and transportation. THEREFORE:  
-Transport animals in proper transport means with sufficient room between them, proper ventilation and non-slippery floor.  
-Load them in groups with the same origin, to avoid fights among them and injuries.



**IN THE STOCKYARD**

-the floor must not be slippery  
-there should be a proper ventilation (mechanical and natural)  
-It should be illuminated and there should be a sufficient number of functional lights  
-there must be water available at any time and enough room.  
-animals of different breed, gender and groups, should not be put together.



**STUNNING**

-A restraining device and functional and spare stunning equipment is necessary.  
-Animals must be fully stunned, regardless of the stunning method.  
\*\*\*Only properly stunned animal will provide you with what you need - corpses that do not bleed and quality meat.

**DURING UNLOADING**

the loading platform should be inclined, the floor must not be slippery, and it should be covered by awning.  
-do not hit the animals, let them observe the new environment, they should be led by only one person, attentively and with sound improvisation.  
-look after injured animals.



**IN THE ALLEYWAYS**

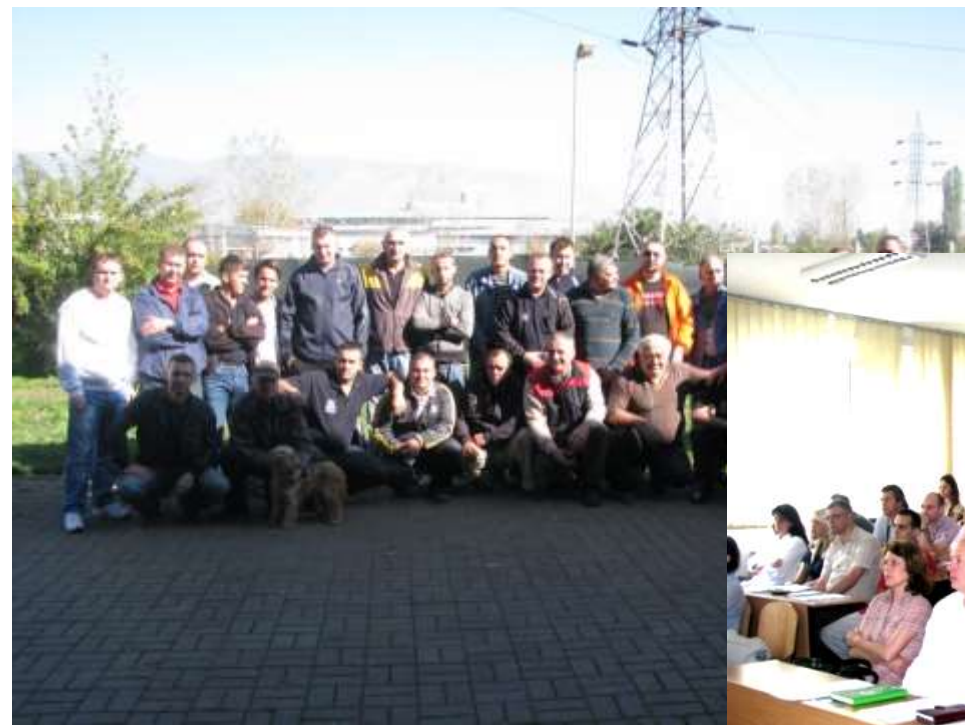
-It must be covered by awning, be fenced and secured, and with no rough surfaces, obstacles and grids on the floor.  
-Animals should be manipulated by only one person, with no noise



**SHACKLING, HOISTING, SLAUGHTER**

\*\*\* Only well stunned animals are shackled and hoisted. Stunned animals best bled out if put in a hanging position. Be skilful and fast and this principle of well-being will be successful!  
\*\*\* Always check the functionality and maintain the equipment you use to stun the animal.





FOOD AND VETERINARY AGENCY

✓ 76 certificate for competences for slaughtering farm animals

✓ 8 certificate for competences for poultry slaughtering



УНИВЕРЗИТЕТ „СВ. КИРИЛ И МЕТОДИЈ“ ВО СКОПЈЕ  
ФАКУЛТЕТ ЗА ВЕТЕРИНАРНА МЕДИЦИНА - СКОПЈЕ



Сертификат за компетентност за колење, убивање на животни  
и придружни операции во клиника  
*Certificate for Killing of animals and related operations*

1. ПОДАТОЦИ ЗА ЛИЦЕТО  
1. ATTENDANTS IDENTIFICATION

1.1. Презиме  
1.1. Surname

1.2. Име  
1.2. First name

1.3. Датум на раѓање  
1.3. Date of birth

1.4. Место и земја на раѓање

1.4. Place and country of birth

1.5. Државјанство

1.5. Nationality

2. БРОЈ НА СЕРТИФИКАТ  
2. CERTIFICATE NUMBER

2.1. Сертификатот се издава врз основа на член 50 од Законот за благосостојба на животните („Службен весник на Република Македонија“ бр. 149/14, 149/15 и 53/2016)

2.1. Certificate issued pursuant to Article 7 Council Regulation (EC) No 1099/2009 on the protection of animals at the time of killing

3. НАДЛЕЖЕН ОРГАН КОЈ ГО ИЗДАВА УВЕРЕНИЕТО

3. BODY ISSUING THE CERTIFICATE

3.1. Име и адреса на надлежниот орган кој го издава уверението  
3.1. Named and address of the body issuing the certificate

Факултет за ветеринарна медицина Скопје, Центар за благосостојба на животните  
(Решение за областување од Агенцијата за храна и ветеринарство бр. 10-3121/3 од 09-11-2016)

Faculty for veterinary medicine Skopje, Animal welfare center  
(Authorization issued by the food and veterinary agency No. 10-3121/3 from 09-11-2016)

Факултет за ветеринарна медицина Скопје, Лазар Поп-Трајковиќ 5/7 1000 Скопје  
Faculty for veterinary medicine Skopje Lazor Pop-Trajkovic 5/7 1000 Skopje

3.2. Име и потпис

3.2. Name and signature

Раководител на Центарот за благосостојба  
Проф. д-р Влатко Илиески

Head of animal welfare center  
Prof. d-r Vlatko Ilieski

ДЕКАН  
Проф. д-р Лазо Пендовски

DEAN  
Prof. d-r Lazo Pendovski

3.3. Датум  
3.3. Date

3.4. Место - Скопје  
3.4. Place - Skopje

3.5. Официјален печат  
3.5. Official stamp

## ✓ Added value for the institutions



- ✓ Curricular innovation
- ✓ Intensification of exchange of practice (extramural training )
- ✓ Recognition and quality assurance arrangements
- ✓ Support and integration with continuing education program

! Dissemination and exploitation of results to be built with collaboration of stakeholders

## ✓ CHALLENGES



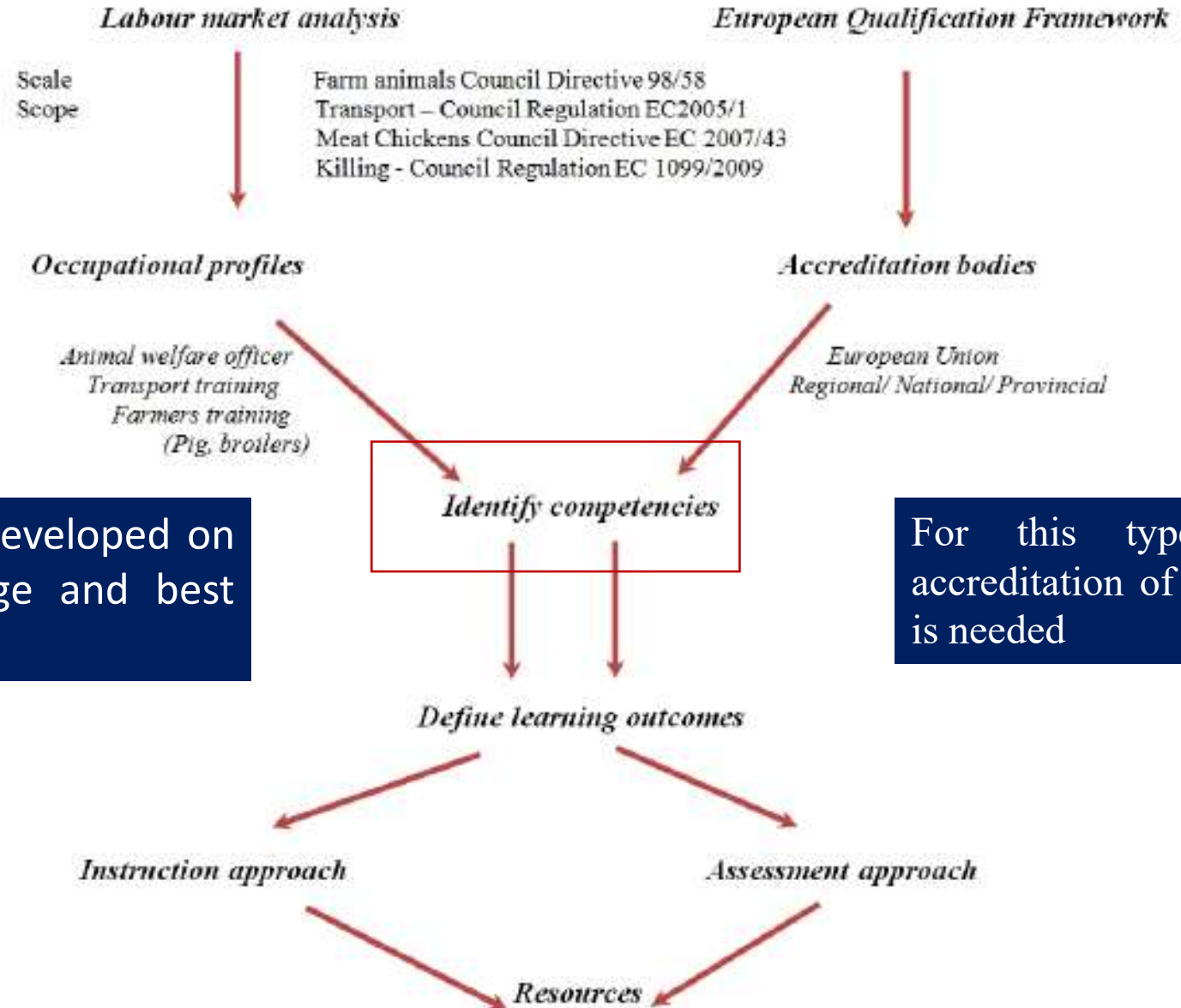
- ✓ Competent authorities dependent on sourcing for training externally, often from abroad ( TAIEX BTSF)
- ✓ No sustainable framework for the training of the trainers, training of stakeholders
- ✓ Leakage of expertise
- ✓ Programmes are not fully equipped with training materials, and they are not part of national programs for vocational training ?



D6.6 AWARE findings, conclusions and recommendations towards further collaboration across Europe on animal welfare research, education and societal issues  
March 2014



The instruction approach can be developed on the basis of transfer of knowledge and best practices.



For this type of training accreditation of core curriculum is needed

Thank you for your attention !!!

