

# Performance for Veterinary Services (PVS) Pathway: A Way to Progress

A photograph of three fishermen in traditional orange clothing and conical hats, using large circular nets to fish in a pond. The water is dark, and there are many lily pads floating on the surface. The scene is reflected in the water below. The title text is overlaid on the top half of the image.

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Hana Abdelsattar

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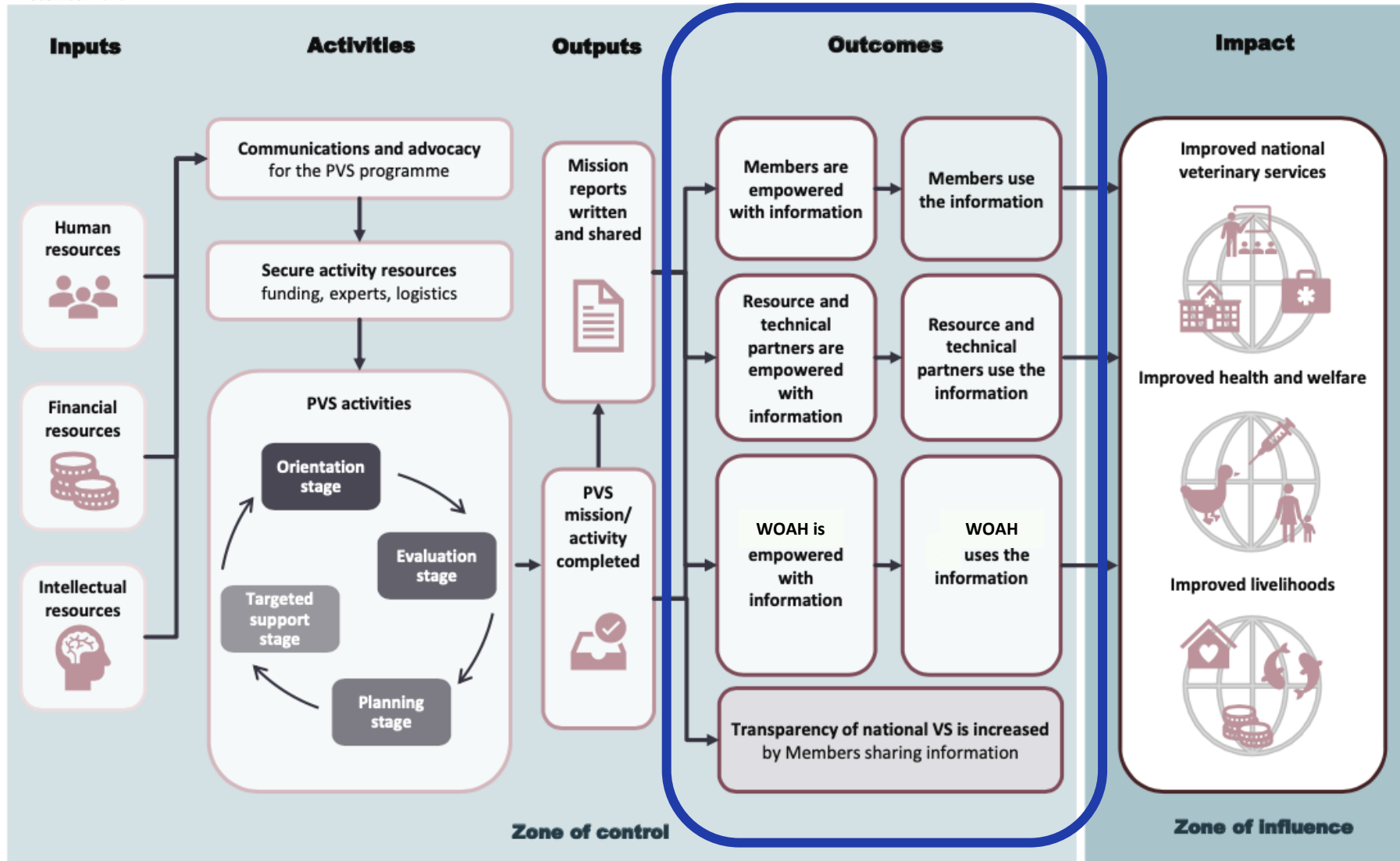


*PVS Pathway can support the development of action plans that are not only comprehensive but also sustainable and adaptable over time.*

*We will explore:*

- *The PVS pathways and its evolution*
- *How to use PVS assessments to identify strengths and areas for improvement in animal welfare*
- *How to design action plans that align with national priorities and global standards*
- *How to ensure these plans remain relevant, funded, and impactful over time*





The PVS Pathway's Theory of Change will demonstrate its outcomes and WOAH's impact

**Conditions of success**

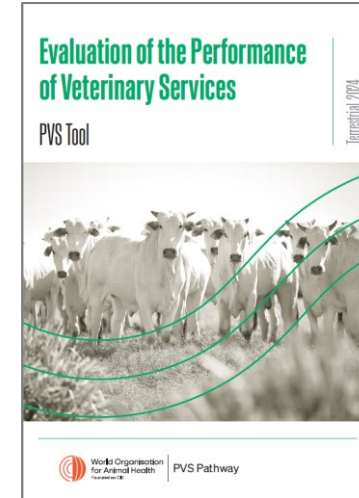
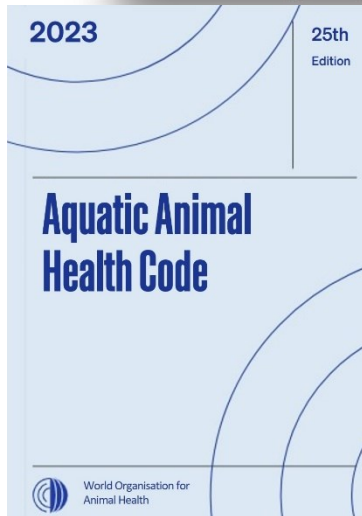
- ✓ Voluntary, country-led approach
- ✓ Credibility of OIE and its standards
- ✓ Credibility of the PVS Pathway program
- ✓ (For some Members) Option of keeping report confidential
- ✓ Funding available
- ✓ Experts available
- ✓ VS staff participate
- ✓ Support of OIE regional office
- ✓ Information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



**Standards to improve animal health and welfare  
and veterinary public health**

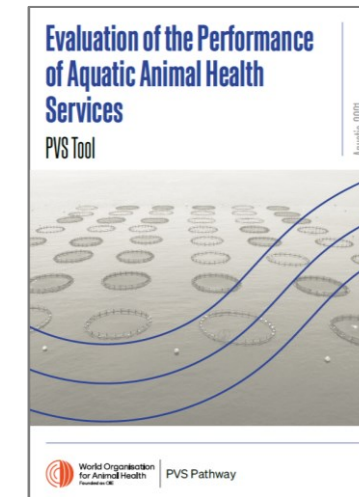


# Performance for Veterinary Services (PVS) Pathway: Tools for the good governance of VS and AAHS



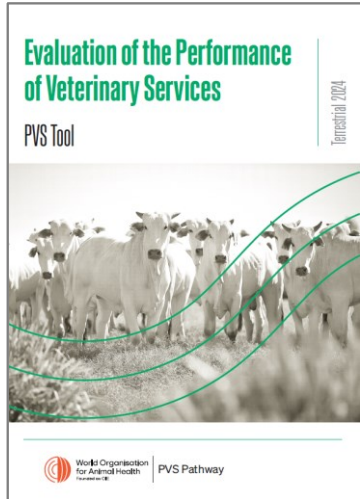
2024,  
Eighth Edition

**Updated  
PVS Tools**

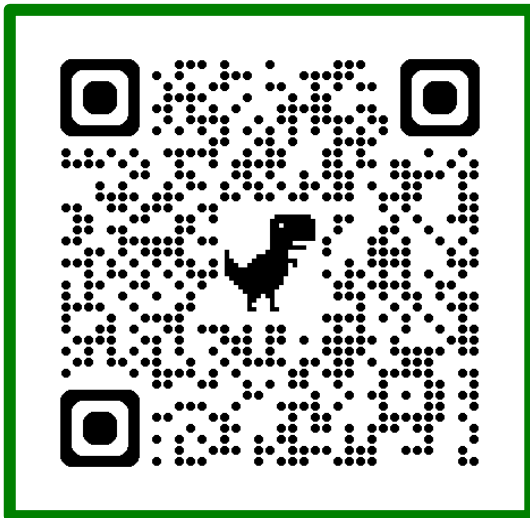


2021,  
Second Edition

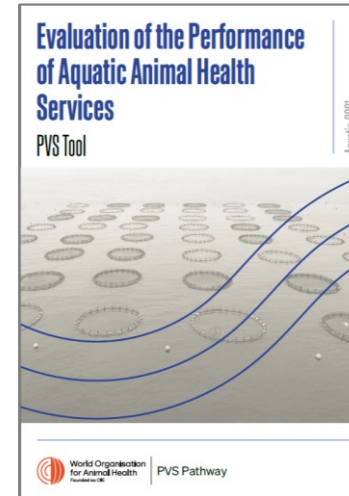
# Terrestrial Tool



2024, Eighth Edition  
45 Critical Competencies



# Aquatic Tool



2021, Second Edition  
47 Critical Competencies





## II-13. ANIMAL WELFARE

### DEFINITION

The authority and capability of the VS to legislate and implement the *animal welfare* standards of WOAHA as published in the *Terrestrial Code*.

This requires consultation and coordination with *Competent Authorities*, non-governmental organisations and other stakeholders, as appropriate.

### LEVELS OF ADVANCEMENT

1. There is no national legislation or regulations on *animal welfare*.
2. There is limited national legislation or regulations on *animal welfare* covering some of the WOAHA standards, with limited stakeholder or public awareness.
3. The national *veterinary legislation* (including laws and regulations) on *animal welfare* cover most WOAHA standards, with some awareness programmes and implementation, but are in conformity with international standards in only some sectors (e.g. for the export sector).
4. *Animal welfare* programmes, supported by suitable *veterinary legislation*, are being implemented in conformity with relevant international standards and are applied to most sectors and species with stakeholders and public awareness<sup>20</sup>. Documented compliance programmes, including consequences of non-compliance are available.
5. *Animal welfare* programmes, supported by suitable *veterinary legislation*, are being implemented in conformity with relevant international standards. Comprehensive national programmes are applied to all sectors and species with the active involvement of stakeholders. The *animal welfare* programmes, including non-compliance issues, are subject to regular audit and review, with documented cases of responding effectively to non-compliance.

#### TERRESTRIAL CODE REFERENCES:

**Chapter 3.1.** on *Introduction to Recommendations on Veterinary Services*

**Article 3.2.11.** on *Animal welfare*

**Article 3.4.10.** on *Animal welfare*

**Chapters 7.2., 7.3., 7.4. 7.5., 7.6., 7.9, 7.10., 7.11 and 7.13.** on *farm animal welfare (including humane on farm, transport and slaughter conditions).*

**Chapter 7.7.** on *Stray dog population control.*

**Chapter 7.8.** on *Use of animals in research and education.*

**Chapter 7.12.** on *Welfare of working equids.*

## II-13. WELFARE OF FARMED FISH

### DEFINITION

The authority and capability of the AAHS to legislate and implement the WOAHA international standards for the *welfare* of farmed fish, as published in the *Aquatic Code*.

This requires consultation and coordination with *Competent Authorities*, non-governmental organisations and other stakeholders, as appropriate.

### LEVELS OF ADVANCEMENT

1. There is no national legislation or regulation of the *welfare* of farmed fish.
2. There is national legislation or regulation of the *welfare* of farmed fish that covers some of the WOAHA international standards, with limited stakeholder or public awareness.
3. The national legislation and regulations on the *welfare* of farmed fish cover most of the WOAHA international standards, with some awareness programmes and implementation, but are in conformity with international standards in only some sectors (e.g. for the export sector).
4. *Welfare* of farmed fish programmes, supported by suitable legislation and regulations, are being implemented in conformity with relevant international standards and are applied to most sectors and species with stakeholder and public awareness.<sup>19</sup> Documented compliance programmes, including consequences for non-compliance, are available.
5. *Welfare* of farmed fish programmes, supported by suitable legislation and regulations, are being implemented in conformity with relevant international standards. Comprehensive national programmes are applied to all sectors and species with the active involvement of stakeholders. *Welfare* of farmed fish programmes, including non-compliance issues, are subject to regular audit and review, with documented cases of responding effectively to non-compliance.

#### **Aquatic Code reference:**

**Section 7.** on *Welfare of farmed fish.*



# PVS Pathway: Impact since 2006

**600+**

Activities Conducted

**228**

PVS Evaluations  
conducted

**80% (146)**

Members Engaged

**\$40 000**

Seed grant from STDF to develop the PVS Evaluation  
Tool in 2004

**75%**

Follow-up Evaluations  
(Member Re-engagement)

**43%**

Global all-time average  
PVS Achievement

**60,000+**

Documents Examined

**\$25 million+**

invested in Members to build capacity

**17**

Partners investing in  
PVS in 2024

**500+**

Experts Engaged

**24 000+**

Recommendations made  
for VS improvement

**\$140 million+**

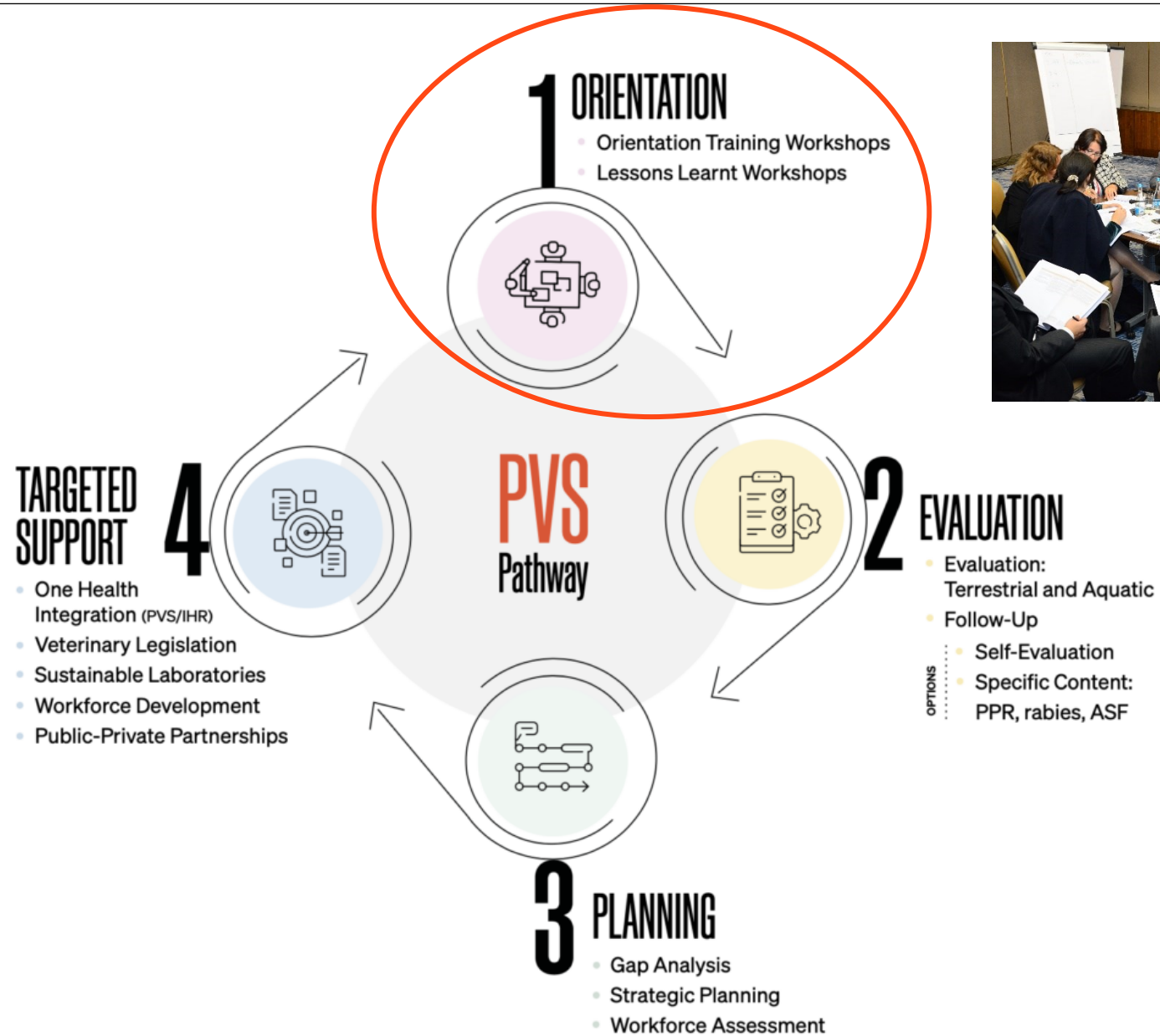
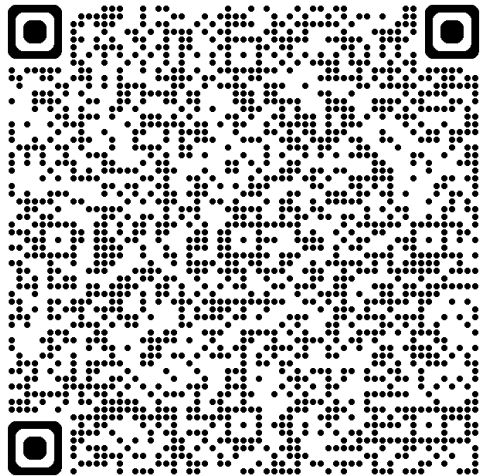
invested in Members 10 countries from the Pandemic  
Fund in 2023 alone, citing PVS progress monitoring

**\$1.2 billion**

more mobilised for investment in Pandemic  
Prevention, Preparedness & Response through the  
Pandemic Fund

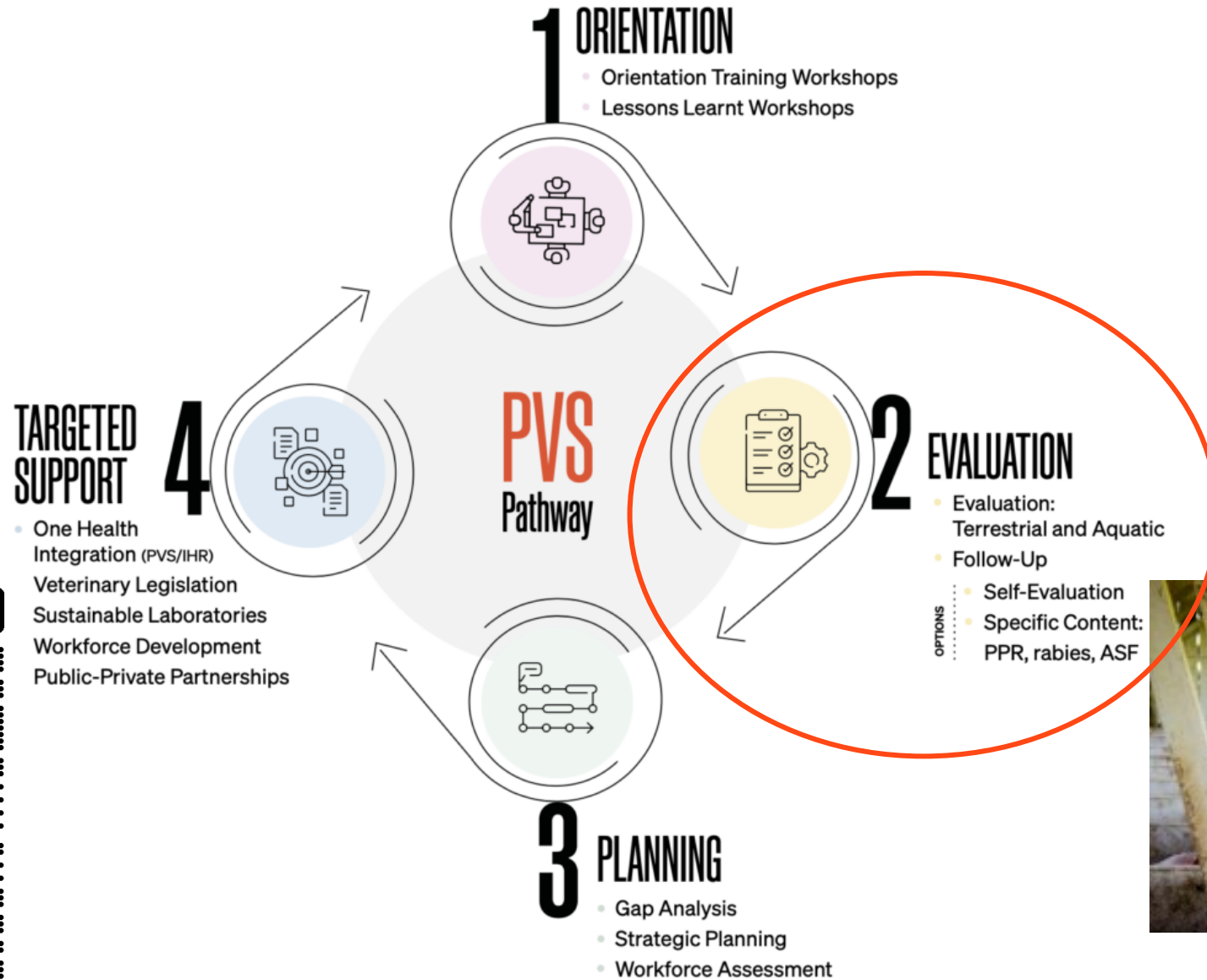
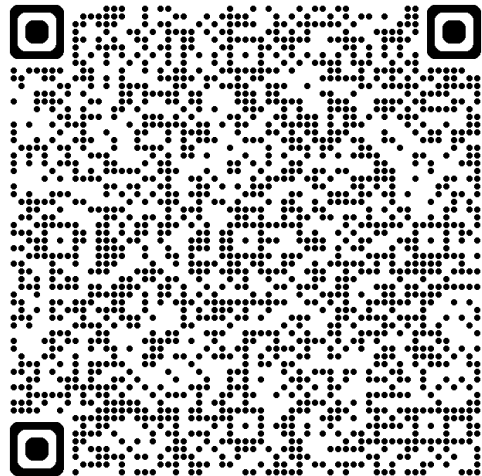


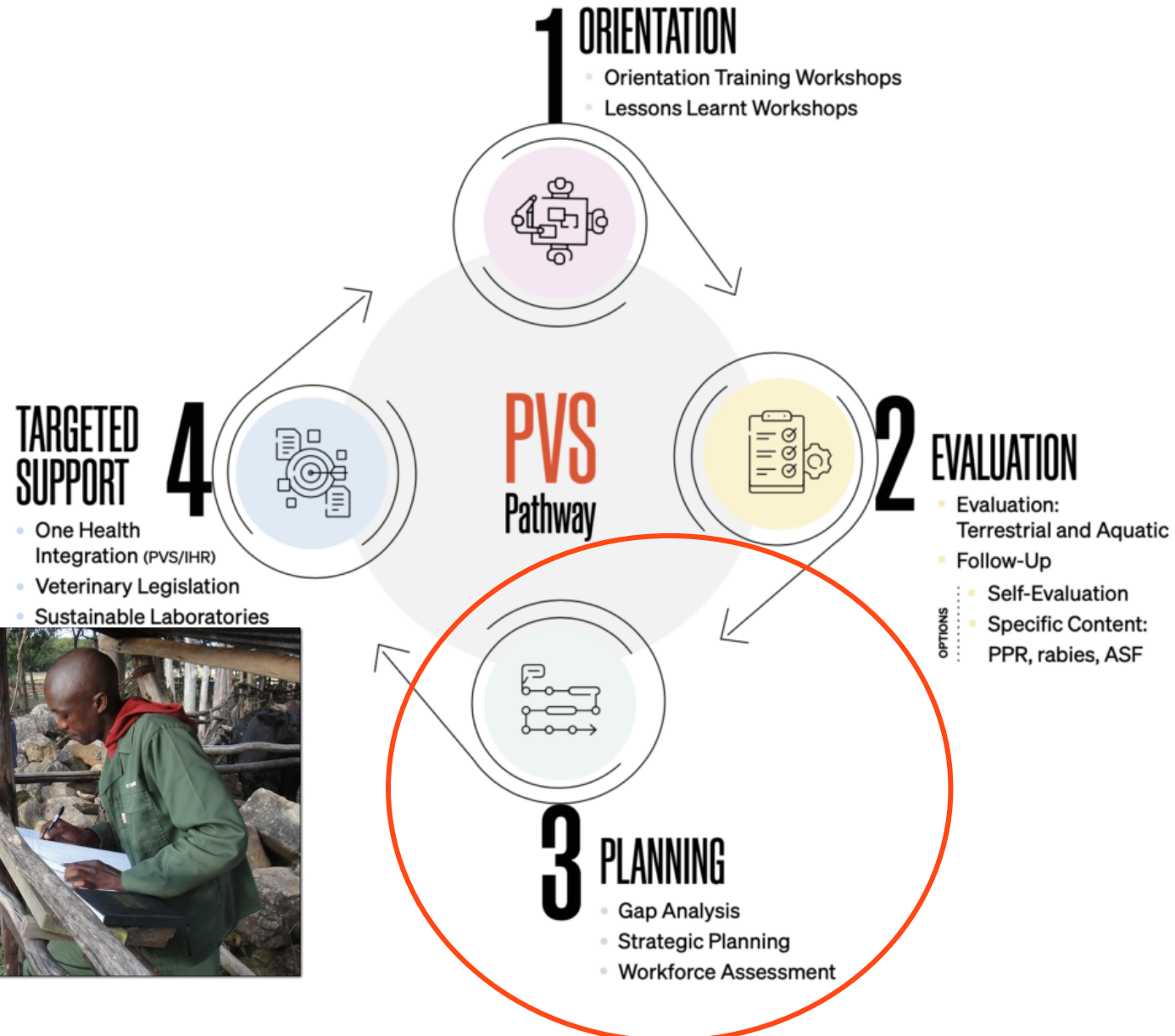
# PVS Pathway



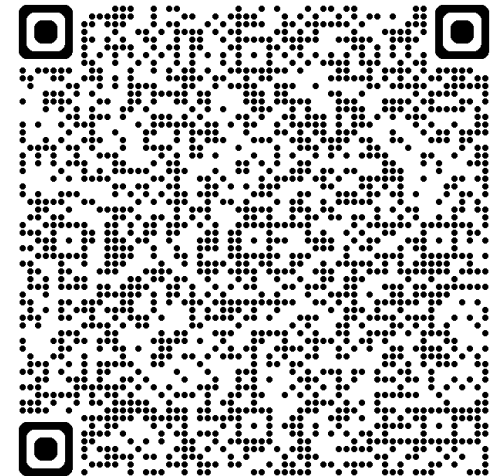


# PVS Pathway





# PVS Pathway





<b>PILLAR Animal Health – II-4. Surveillance and early detection</b>	
<b>A. Passive surveillance, early detection and epidemiological outbreak investigation</b>	
<b>1. Definition of this PVS Critical Competency</b>	
<i>The authority and capability of the VS to determine, verify and report on the sanitary status of their animal populations, including wildlife, in a timely manner.</i>	
<b>2. Desired Level of Advancement (DLA)</b>	
1. The VS have very limited passive surveillance capacity, with no formal disease list, little training/awareness and/or inadequate national coverage. Disease outbreaks are not reported or reporting is delayed.	
2. The VS have basic passive surveillance authority and capacity. There is a formal disease list with some training/awareness and some national coverage. The speed of detection and level of investigation is variable. Disease outbreak reports are available for some species and diseases.	
3. The VS have some passive surveillance capacity with some sample collection and laboratory testing. There is a list of notifiable diseases with trained field staff covering most areas. The speed of reporting and investigation is timely in most production systems. Disease outbreak investigation reports are available for most species and diseases.	
4. The VS have effective passive surveillance with routine laboratory confirmation and epidemiological disease investigation (including tracing and pathogen characterisation) in most animal sectors and covering producers, markets and slaughterhouses. There are high levels of awareness and compliance with the need for prompt reporting from all animal owners/handlers and the field VS.	
5. The VS have comprehensive passive surveillance nationwide providing high confidence in the notifiable disease status in real time. The VS routinely report surveillance information to producers, industry and other stakeholders. Full epidemiological disease investigations are undertaken in all relevant cases with tracing and active follow up of at-risk establishments.	
<b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>	
<b>4. Activities to implement (chronological)</b>	
Specific activities	
Y1	
Y2	
Y3	
Y4	
Y5	

Definition of the CC

Choice of the desired level of advancement:  
 Yellow: the current situation  
 Green : the expected situation

The proposed strategy

The activities year per year

# Format of the CC Card: Part 2

## PILLAR Animal Health – II-4. Surveillance and early detection A. Passive surveillance, early detection and epidemiological outbreak investigation

### 5. Needed resources

Operational expenses		CVA		Comments / explanations
		Number	Amount in LC	
Staff	Veterinarians			
	Other university degree			
	Veterinary paraprofessionals			
	Support staff			
	<i>Workers requiring permanent offices</i>			
Services	Continuing education <i>Person-days/year</i>			
	Maintenance costs			
	Delegated activities			
Specific costs	Vaccines, tests,			
	Targeted communication			
	Number Meetings-day for consultation, information, communication... / year			
Investments expenses		Number	Amount in LC	Comments / explanations
Investment	Specific buildings			
	Specific equipment or IT systems			
Specialised trainings	Specialised training. <i>Person-month/5years</i>			
Expertise	Nb of days/ year of national expertise			
	Nb of weeks/ 5 years of international expertise			
Special fund				

CVA : Central veterinary authority  
Number: Number of unit  
LC : local currency

In yellow cells, indicate the numbers using the result of the animal health tool.

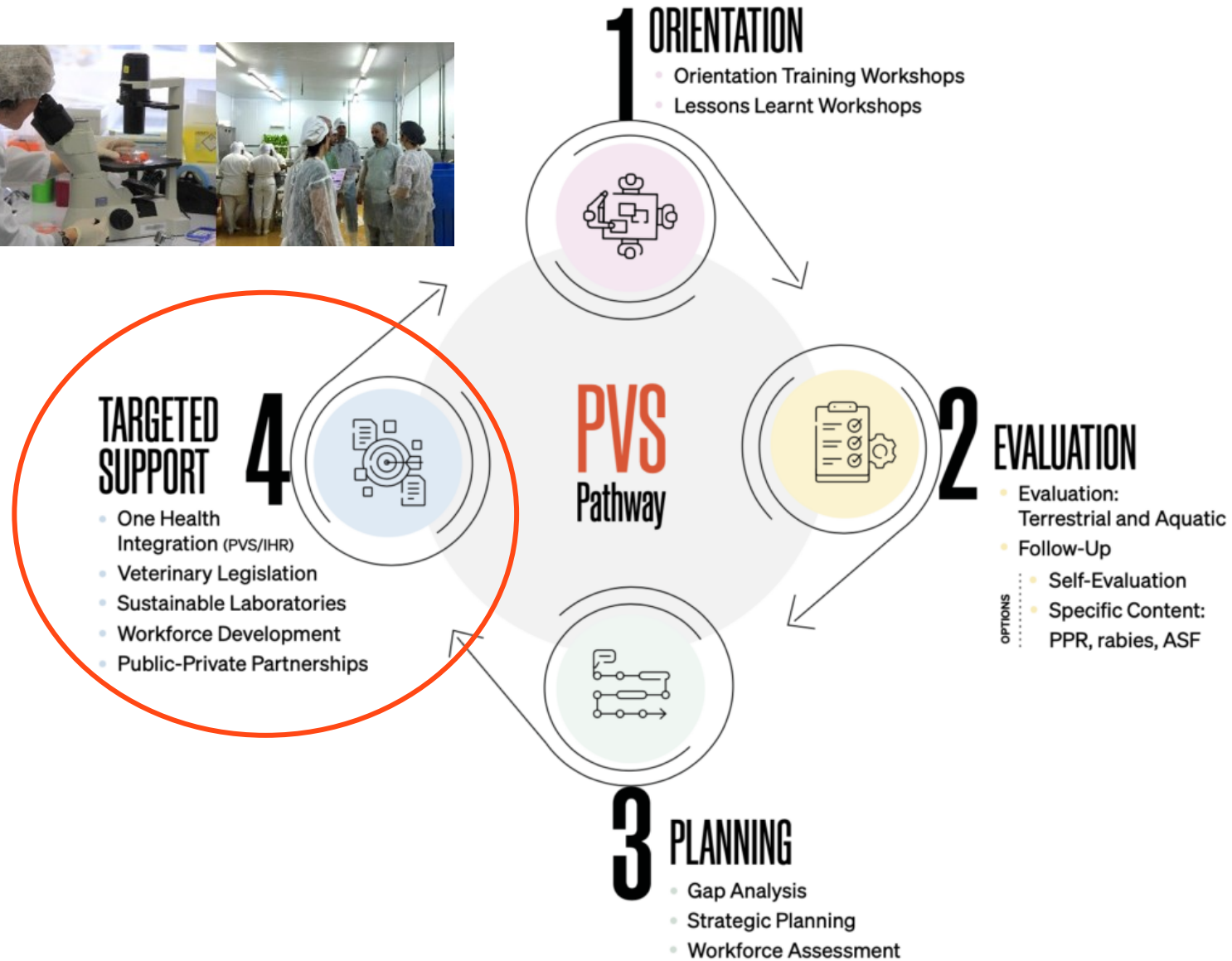
Staff: veterinarians, VPP, other graduated staff, support staff

Services, maintenance costs, delegated activities

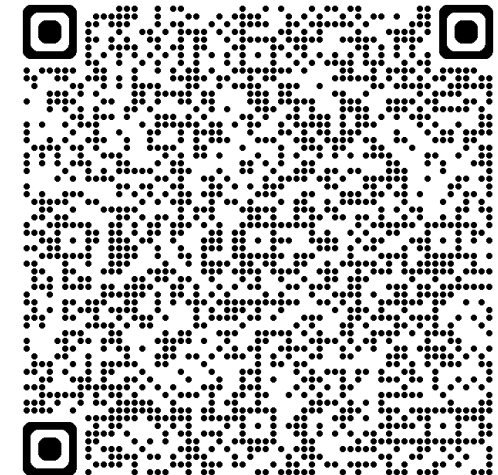
Specific costs, vaccines, tests, targeted communication, meetings

Investment: building and equipment

Training, expertise

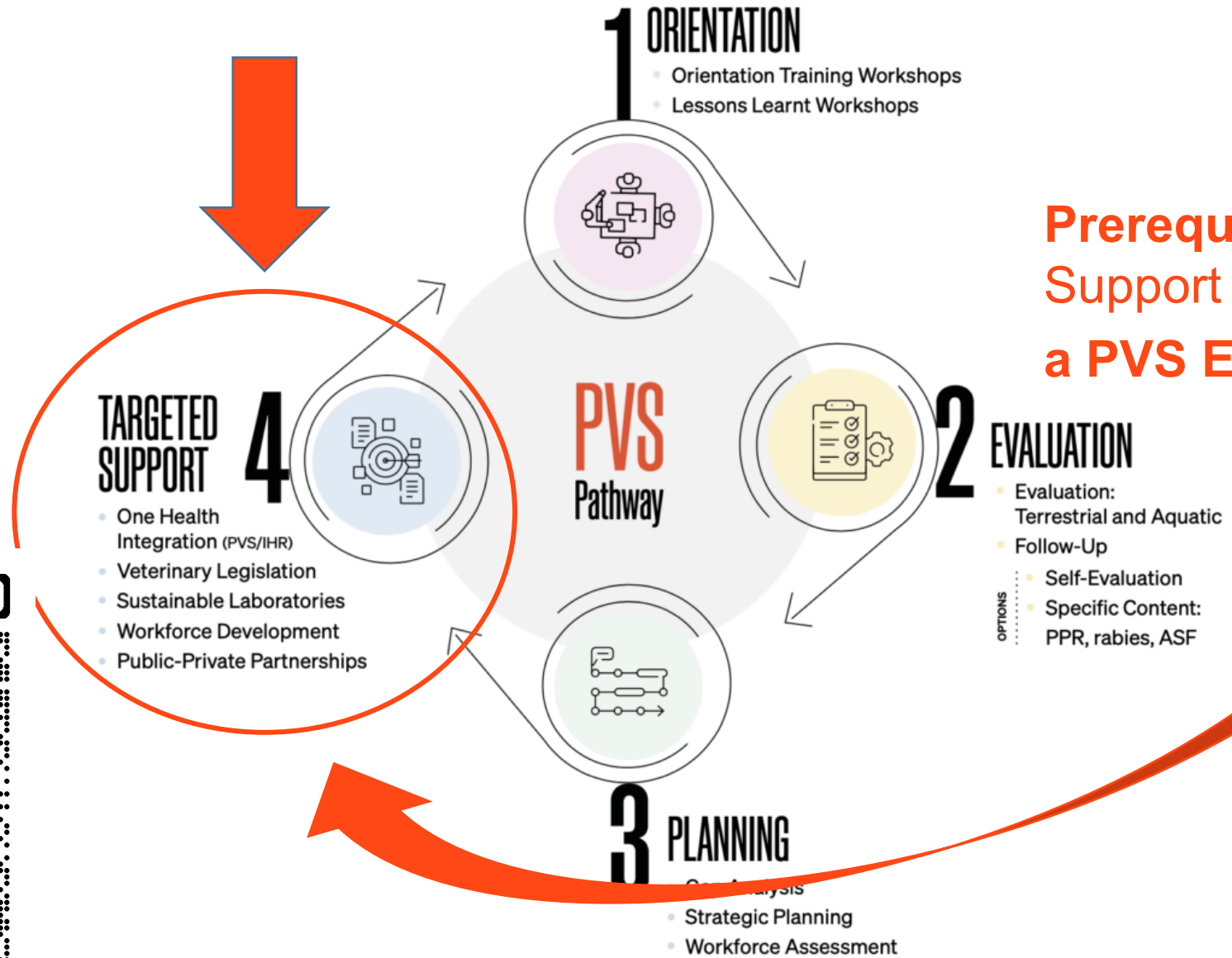
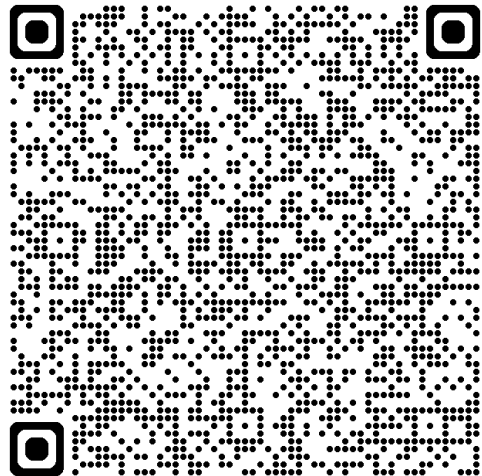


# PVS Pathway





# PVS Pathway



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



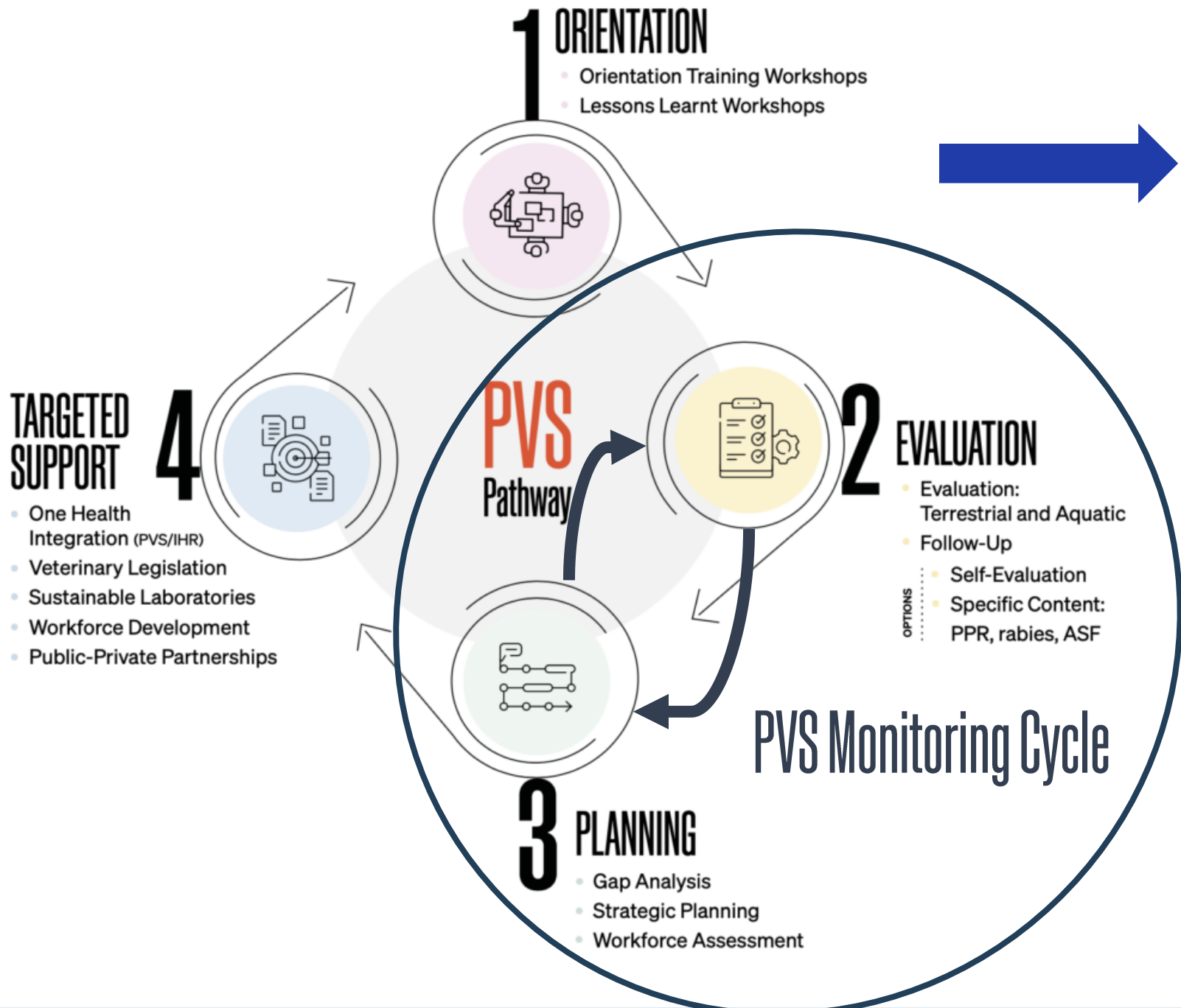
## Type of missions

- PVS Evaluation/AAHS
- PVS Evaluation Follow-Up
- PVS Gap Analysis
- PVS Strategic Planning Workshop
- VPP Curriculum assessment
- IHR/PVS workshop
- PPP workshop
- PVS Vet Legislation Support Programme
- PVS Sustainable Laboratories Mission
- IHR/PVS NBW (One Health)
- Workforce Development

## Mission Modality

- Presential
- Blended
- Hybrid
- Capital city mission
- Another country mission
- Remote

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





*The first step in building an effective action plan is understanding where we currently stand.*

- *The PVS Evaluation provides a structured assessment of a country's Veterinary Services, including animal welfare governance, capacity, and implementation.*

*Through this process, countries can:*

- Identify existing strengths
- Detect critical gaps
- Prioritise key areas for improvement based on the findings

*Once gaps and strengths are identified, the next step is to design an action plan that is both nationally relevant and aligned with WOAHA international standards and guidelines.*

*The PVS Pathway supports this process by:*

- ◆ Providing **PVS Targeted Support** missions, where experts help countries develop strategies based on their unique challenges.
- ◆ Encouraging integration of animal welfare objectives into **national veterinary legislation and policies**.
- ◆ Ensuring alignment with **WOAHA animal welfare standards**, regional strategies, and global frameworks such as the One Health approach.



*A key challenge in animal welfare action planning is ensuring that plans remain relevant, well-funded, and continuously improved over time.*

*The PVS Pathway helps sustain long-term impact by:*

- Regular Monitoring & Evaluation**
- Strengthening Financial Sustainability**
- Enhancing Stakeholder Engagement**



The PVS Pathway is digitalising to bring more benefits to Members



## PVS Tool Latest Reference

< Back



## Latest PVS Tools

Return Home



Latest Version

Older Versions

Language

English

Aquatic/Terrestrial

Terrestrial

PVS Tool of 2019 - Terrestrial

Clear all slicers

### Latest Critical Competency

#### Critical Competency

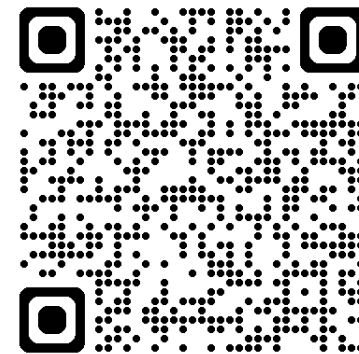
- I-1.A Veterinary and other professionals (university qualification)
- I-1.B Veterinary paraprofessionals
- I-2.A Veterinarians
- I-2.B Veterinary paraprofessionals
- I-3 Continuing education (CE)
- I-4 Technical independence
- I-5 Planning, sustainability and management of policies and programmes
- I-6.A Internal coordination (chain of command)
- I-6.B External coordination (including the One Health approach)
- I-7 Physical resources and capital investment
- I-8 Operational funding
- I-9 Emergency funding
- II-1.A Access to veterinary laboratory diagnosis
- II-1.B Suitability of the national laboratory system
- II-1.C Laboratory quality management systems (QMS)
- II-2 Risk analysis and epidemiology

### Definiton

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

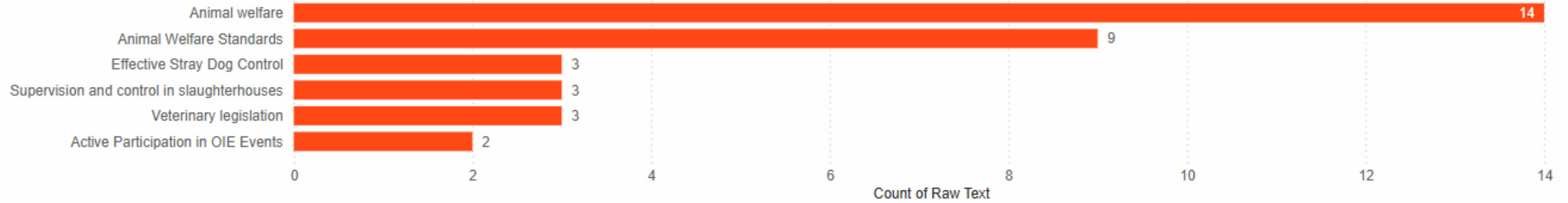
### LOA evolution over time

Template Year	LOA	LOA Text
2019	1	Ante- and post-mortem inspection is generally not undertaken in conformity with inter
2019	1	Disease diagnosis is almost always conducted by clinical means only, with no access laboratory to obtain a correct diagnosis.
2019	1	National veterinary legislation and sanitary measures under the mandate of the VS do account international standards.
2019	1	National veterinary legislation is lacking, out-dated or of poor quality. The VS do not h capability to develop or update legislation and regulations.
2019	1	No emergency funding arrangements exist.
2019	1	No laboratories servicing the public sector VS are using formal QMS.
2019	1	No residue testing for animal products is being undertaken.
2019	1	Operational funding for the VS is neither stable nor clearly defined and depends on irr resources.
2019	1	Policies and programmes are insufficiently developed and documented. Substantial c organisational structure and/or leadership of the VS frequently occur (e.g. annually); r



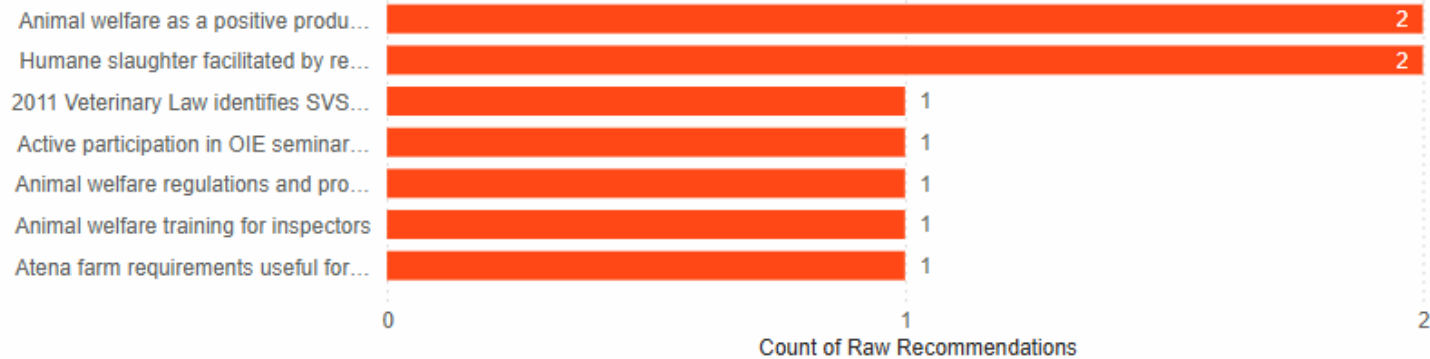
## Most frequent Umbrella Concepts

Umbrella Concept



## Most frequent Key Concepts

Concepts



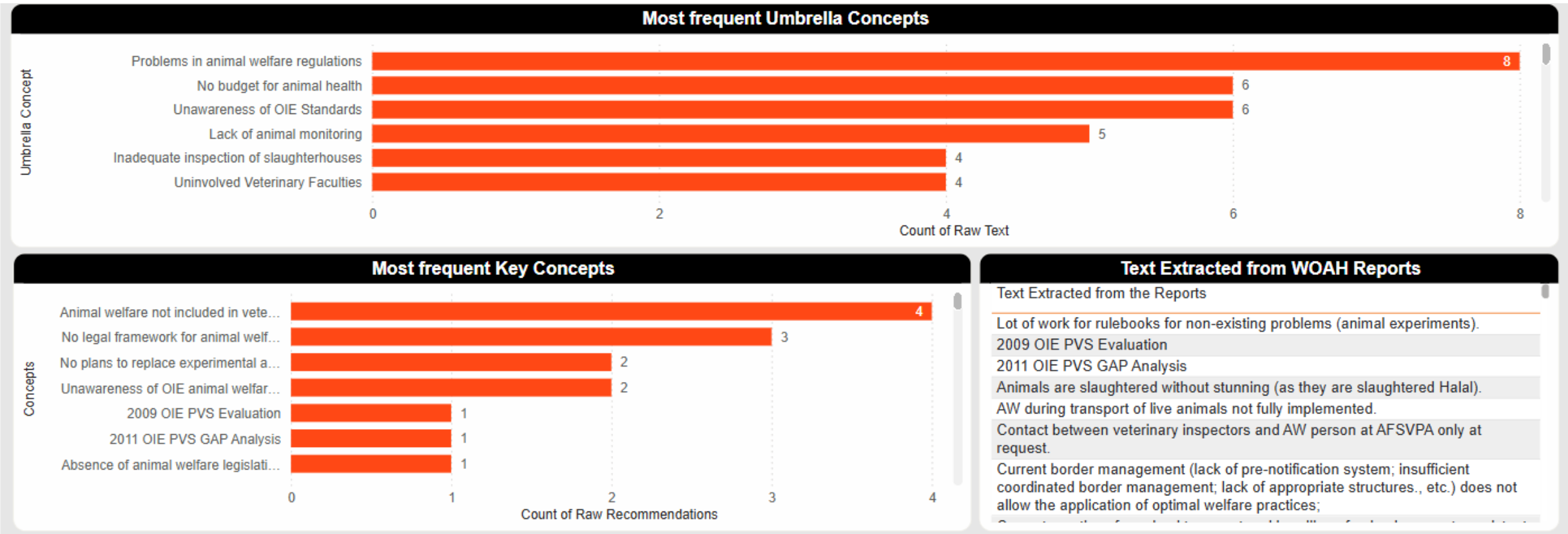
## Text Extracted from WOH Reports

### Text Extracted from the Reports

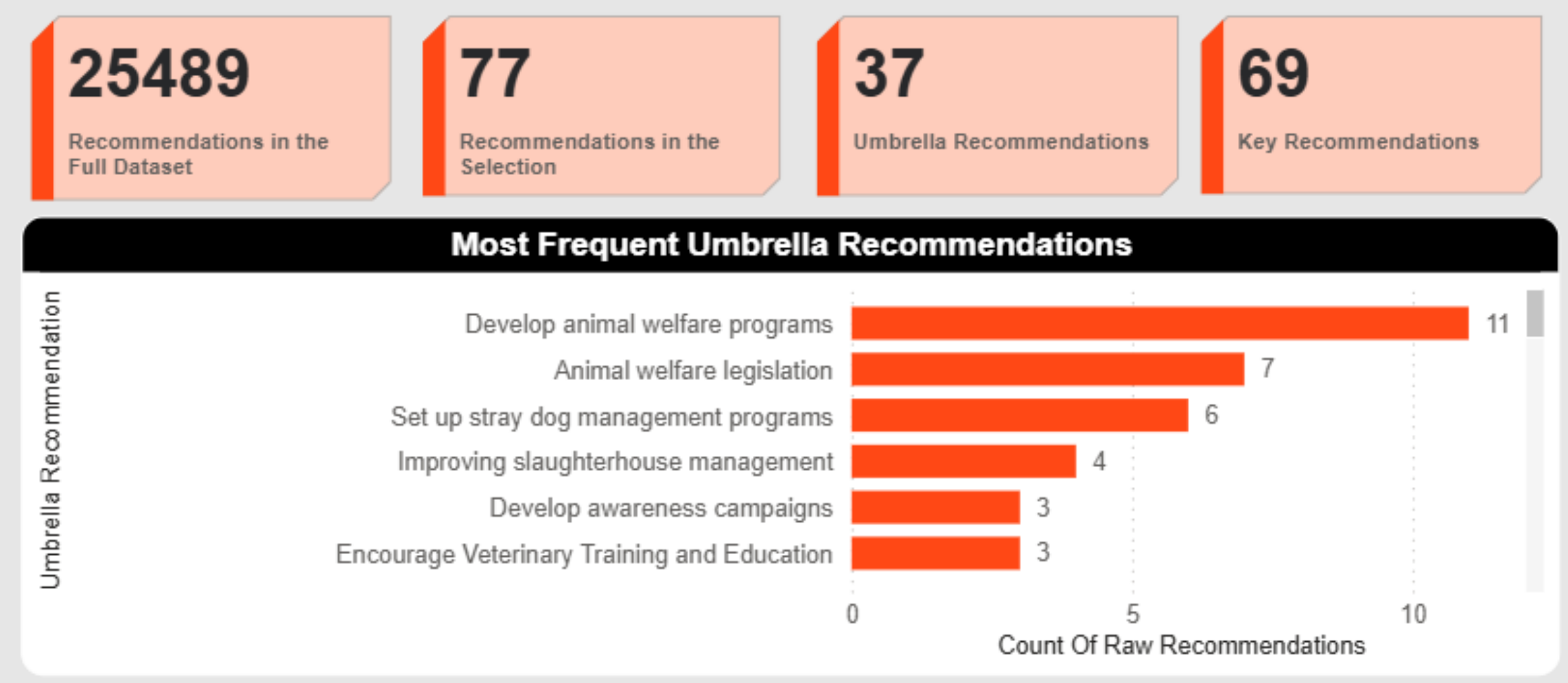
Some provisions on animal welfare exist in current veterinary legislation;  
 A comprehensive legal basis exists to address animal welfare;  
 A few relevant requirements in different legislative texts such as general sanitary requirements on farms.  
 Animal Welfare compliance coupled with subsidies.  
 Animal welfare regulations and procedures are in place in most domains.  
 Atena farm requirements for AW are very useful for Azerbaijan, when preparing the national AW legislation.  
 Awareness campaign for dog owners launched.  
 Continental Union supported has made possible significant improvements to



# Most Frequent Umbrella Weaknesses and Key Weaknesses for Animal Welfare (CC. II-13) for the European Region



# Most Frequent Umbrella Recommendations for Animal Welfare (CC. II-13) for the European Region





# Most Frequent Key Recommendations for Animal Welfare (CC. II-13) for the European Region

## Most Frequent Key Recommendations

Key Recommendation



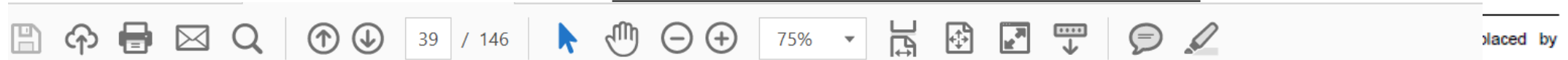
WOAH PVS Impact Evaluation -  
Use of Other Members' PVS  
Reports



# **PVS Impact Evaluation: Use of Other Members' PVS Reports**

For All Members, having used a PVS Report

# In the past, using PVS data was challenging to act on and use



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

Terrestrial Code reference(s): Appendix 1

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

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

## Findings:

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

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

**Rechercher** ✕

▼

► Remplacer par

- Should the VS' new strategy in private veterinarians, the DV professionals.
- This would also be the cas programme is currently an imp
- On the long term, and if adeo functions) ante and post- mortem inspect al human are some control of food of animal origin an adequate ratio of veterinar accination use of the staff training and appropria municipal veterinarians.

number of proposed to of GDVS-

at GDVS, viding that ider strict narians to iption and

city by the staff with

animal health, animal welfare and p  
Veterinarians are fairly well distribut

operational management, information management etc.

PVS

Human, Physical and Financial Resources



Dr I  
Dr C

April 2016

Jun 201



# PVS Pathway Renaissance

# What is now possible with PVS Data?

Monitoring & Evaluation  
(Theory of Change)

- Improved access to and use of PVS data
- Increased transparency of Members sharing information
- How PVS (External Evaluation and Recommendations) have benefitted VS and improved Members' performance
- Improved (animal) health and welfare
- Improved livelihoods

Performance Monitoring & Trend analysis

- 2007 ---> Present ---> Future
- Structured data for endless use by stakeholders

Text Processing

- Quantitative text analysis based on data science
- Game-changing dataset
- Develop indicators and relationships to exploit full potential
- Establish use cases to promote data use and insight
- Unified and translated datasets across all WOA languages

Impact Evaluation of the PVS Pathway

- Improved understanding of recommendations so Members can act
- State of play on the implementation of PVS Recommendations
- Customisable cohorts to fit many purposes and uses



1. Determined by Delegate for each PVS Report and data contained therein
2. Confidentiality status can be changed by the Delegate

## Public PVS Reports

- Published on WOAHP Website

## PVS Reports For Partners and Donors

- Can be shared by WOAHP with WOAHP Partners

## Confidential PVS Reports

- WOAHP shares with no one

## ...however, data contained in PVS Reports may be used in:

- Individual Country dashboards visible only by the Member
- Global and/or regional anonymous cohort analysis

## ...while maintaining strict confidentiality of identifiable data

Ref: 20 September 2023

Dr Monique Eloit  
WOAH Director General  
World Organisation for Animal Health  
Paris, France

**Approval and Confidentiality Form: PVS Pathway Reports**

Dear Director General,

I, Dr ..... Delegate of ..... to WOAHP, herewith accept the report of the  
*[Please choose one of the corresponding report types below]*

**PVS Evaluation mission / PVS Evaluation Follow-Up mission / PVS Gap Analysis mission / VLSP Legislation Identification mission / Sustainable Laboratories / VPP Curriculum Mission / National workshop recommendations**

conducted from ..... to .....

Regarding the confidentiality status of the aforementioned report, I request that WOAHP process the report and the data contained therein as indicated according to my choice below:

*[Please choose only one option]*

I authorise WOAHP to **publish the aforementioned report on the WOAHP website**, and I permit WOAHP to process the data therein for the purpose of creating anonymous analysis and dashboards to improve access to and use of its data;

I authorise WOAHP to **share the aforementioned report with WOAHP Partners and Donors**, and I permit WOAHP to process the data contained therein for the purpose of creating anonymous analysis and dashboards to improve access to and use of its data;

I request WOAHP to **manage the aforementioned report as confidential**, i) inform any person or entity who requests access to contact us, and ii) process the data therein for the purpose of creating anonymous analysis and dashboards to improve access to and use of its data;

Other (specify): .....

With regard to the distribution proposed by WOAHP,

*[Please choose as many options as you prefer]*

I request the WOAHP Director General to **transmit the aforementioned report officially**, through diplomatic channels, to the Ministries of my country, specified below:  
*[Please specify]:* .....

I request the WOAHP Director General to **share the aforementioned report with other persons** (senior representatives, donors or technical partners, private sector leaders) specified below.  
*[Please specify names and email address]:* .....

Date..... Signature.....

<sup>1</sup> The aforementioned report will not be shared externally, but WOAHP includes the sharing of the aforementioned report and/or data contained therein with WOAHP Specialist Commissions, Working Groups, Ad Hoc Groups, and WOAHP Observatory, where this will make a meaningful contribution to their WOAHP activity.

# • Target:

# Bankable and investment-ready projects

- Failure to create attractive investment cases is a key bottleneck for development
- Evidence-based investment cases are key to meeting infrastructure and service gaps in the Veterinary Services
- Inspiring confidence among investors, demonstrating financial viability, and promoting accountability and transparency triggers virtuous investment cycle
- The VS can provide millions of people with access to key services they lack to impact their livelihoods and improve animal health and welfare
- PVS IS centralises data and provides insight not available elsewhere