

# PVS Gap Analysis Mission Report

**VANUATU**

Trade



Veterinary  
Public Health



Animal Health



Veterinary  
Laboratories



Management  
of Veterinary  
Services



September  
2017

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# **OIE PVS GAP ANALYSIS**

## **REPORT**

### **OF VANUATU**

**(4 – 15 September 2017)**

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#### Disclaimer

This mission has been conducted by a Team of OIE PVS Pathway experts authorised by the OIE. However, the views and the recommendations in this Report are not necessarily those of the OIE.

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## LIST OF ACRONYMS, ABBREVIATIONS AND/OR SPECIAL TERMS

|         |   |
|---------|---|
| AI      | Avian influenza   |
| AFB     | American foulbrood  |
| AH      | Animal Health   |
| ASF     | African swine fever   |
| AusAID  | Australian Assistance for International Development                     |
| BSE     | Bovine spongiform encephalopathy  |
| BV      | Biosecurity Vanuatu, Department of Biosecurity                          |
| BVC     | Bovine Venereal (Genital) Campylobacteriosis                            |
| BVSc    | Bachelor of Veterinary Science  |
| CE      | Continuing Education  |
| CoM     | Council of Ministers  |
| CRP     | Comprehensive Reform Programme  |
| CROP    | Council of Regional Organisations in the Pacific                        |
| CSF     | Classical Swine Fever   |
| CVA     | Commonwealth Veterinary Association                                     |
| CVO     | Chief Veterinary Officer  |
| DARD    | Department of Agriculture and Rural Development                         |
| DQLS    | Department of Quarantine and Livestock Services                         |
| EC      | European Commission   |
| EFB     | European foulbrood  |
| FAO     | Food and Agriculture Organization of the United Nations                 |
| FMD     | Foot and Mouth Disease  |
| FSANZ   | Food Safety Australia and New Zealand                                   |
| FTDC-AU | Food Technology and Development Centre – Analytical Unit                |
| FTE     | Full-time equivalent  |
| GBR     | Geographical BSE Risk   |
| GDP     | Gross Domestic Product  |
| GoV     | Government of Vanuatu   |
| HACCP   | Hazard Analysis Critical Control Points                                 |
| IATA    | International Air Transport Association                                 |
| Kastom  | Shared culture  |
| LD      | Livestock Department  |
| LDC     | Least Developed Country   |
| LEGS    | Livestock Emergency Guidelines and Standards                            |
| LO      | Livestock Officer   |
| MACC    | Information Cost Centre, DARD   |
| MADA    | Administration and Policy Cost Centre,                                  |
| MADB    | Veterinary Service Cost Centre,   |
| MADC    | Biosecurity Operation, South Cost Centre,                               |
| MADD    | Biosecurity Operation North Cost Centre,                                |
| MADE    | Livestock production Cost Centre  |
| MADG    | Plant Protection or Plant Health Cost Centre                            |
| MADH    | Livestock Production, North Cost Centre                                 |
| MALFFB  | Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity |
| MFFM    | Ministry of Finance and Economic Management                             |
| MOH     | Ministry of Health  |
| MSG     | Melanesian Spearhead Group  |
| MTTCNVB | Ministry of Tourism, Trade, Commerce and Ni-Vanuatu Business            |
| NDMO    | National Disaster Management Office                                     |
| NGO     | Non-Governmental Organisation   |
| NTDC    | National trade Development Committee                                    |

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|            |  |
|------------|--|
| Ni-Vanuatu | Indigenous people of Vanuatu   |
| OIE        | World Organisation for Animal Health   |
| OIE PVS    | OIE Tool for Evaluation of Performance of Veterinary Services (OIE PVS Tool) |
| PAA        | Priorities Action Agenda 2006 - 2015   |
| PVMM       | Port Vila Municipal Market   |
| PVO        | Principal Veterinary Officer   |
| PVS        | Performance of VS  |
| PSU        | Public Service Commission  |
| QA         | Quality Assurance  |
| SANTO      | The island of Espiritu Santo in Sanma Province                               |
| SAWA       | Sam's Animal Welfare Association   |
| SPC        | Secretariat of the Pacific Community   |
| SVO        | Senior Veterinary Officer  |
| TVET       | Technical and Vocational Education and Training                              |
| USP        | University of the South Pacific  |
| VAC        | Vanuatu Agriculture College  |
| VARTC      | Vanuatu Agricultural Research and Technical Centre                           |
| VMP        | Veterinary medicinal products  |
| VNSO       | Vanuatu National Statistics Office   |
| VNTC       | Vanuatu National Training council  |
| VPH        | Veterinary Public Health   |
| VS         | Veterinary Service(s)  |
| VSB        | Veterinary Statutory Body (see OIE Code definition)                          |
| VT         | Vatu (Vanuatu currency)  |
| WTO        | World Trade Organisation   |

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## EXECUTIVE SUMMARY

The PVS Gap Analysis of the Veterinary Services (VS) of the Republic of Vanuatu was implemented with the permanent participation of two official veterinarians and two national consultants in charge of livestock policy review, and the part-time presence of the Director of Livestock Department and of the acting-Director of the Biosecurity Department.

The specific context of the livestock sector of Vanuatu could be summarised as follows: absence of major epizootic and zoonotic diseases, limited national herd estimated 200 000 Veterinary Livestock Units (1 VLU = 1 cattle = ten small ruminants = three pigs = 100 poultry) of which 75% belongs to 15 000 smallholder livestock farmers scattered throughout 14 main islands (out of 83 in total).

The national Competent Veterinary Authority (VA of Vanuatu), is the Veterinary Section of the Biosecurity Department, with only three official veterinarians, ten meat inspectors and five support staff. However, it relies on field staff belonging to the Biosecurity Section for VS related border control and on staff belonging to the Department of Livestock for VS related regulatory animal health (AH) field activities. The main challenge is, thus, to establish a clear and direct chain of command for all VS regulatory activities between the VS and all field staff. The other challenge is to maintain the high level of professional competence, technical independence and commitment of such a small VS staff in the long term. This report proposes the way forward to overcome these challenges, thus, improving regulations, procedures, reporting systems and continuing education.

The Vanuatu National Livestock Policy aims to maintain and promote the export of high-value livestock products as well as ensuring food security and income generation for smallholder' farmers. Such policy needs to differentiate more clearly regulatory and non-regulatory veterinary activities. Regulatory veterinary activities are those needed to support international trade and public health. Non-regulatory veterinary activities are those needed to support livestock sector economic and social development.

To **support trade**, the VS will:

- continue to protect the favourable national animal disease free status through import control, but will also seek international recognition of such status (through active surveillance, external audits, OIE active participation and membership).
- develop specific residue testing and animal and animal product identification to meet importing country requirements.

To **support public health**, the VS will:

- ensure same level of food safety for national consumers as provided to the export/tourist sectors,
- maintain the current low level and prudent use of veterinary medicines through a controlled and effective professional distribution network,
- develop procedures for external coordination and provide expertise to the Ministry of Health in regard to inspection of the food distribution sector (markets, shops, restaurants), zoonotic and foodborne diseases, and concerns with non-communicable diseases.

To **support animal health**, the VS will:

- develop relevant AH regulatory programmes of epidemiological surveillance and emergency preparedness and response,
- support the development of AH non-regulatory programmes and AH service delivery within the Livestock Department.

Such changes do impose an increase of the VS current annual budget (including recruitment of one veterinarian specifically dedicated to AH programmes), and an exceptional investment budget (dedicated to specific expertise and investments). Such increase is coherent with national economic ratios. It could be covered by a possible increase of income generated by Biosecurity Vanuatu for annual budgeting and possible support from donors for exceptional budgeting.

## METHODOLOGY OF THE PVS GAP ANALYSIS MISSION

A PVS Gap Analysis mission facilitates the definition of a country's Veterinary Services' objectives in terms of compliance with OIE quality standards, suitably adapted to national constraints and priorities. The country PVS Gap Analysis report includes an indicative annual budget and one exceptional budget (for exceptional investments), when relevant, consolidated to propose an indicative five-year budget for the Veterinary Services. In practice, this means:

- Defining, together with the Veterinary Services, and in accordance with national priorities and constraints, the expected result (i.e. level of advancement defined in the OIE PVS tool) at the end of the five-year period for the critical competencies of the OIE PVS tool which are relevant to the national context;
- Determining the activities to be carried out in order to achieve the expected results for the critical competencies of the OIE PVS Tool which are relevant to the national context of the country;
- Determining, with the help of information, data or interviews, the tasks and human, physical and financial resources required to implement these activities to enable the Veterinary Services to function appropriately.

### I The PVS Gap Analysis process

#### *I.1 Background information*

Following a request to the OIE from its government, an evaluation of the Veterinary Services of the Republic of Vanuatu using the OIE PVS Tool for the evaluation of Performance of Veterinary Services, based on OIE international standards on quality of Veterinary Services<sup>1</sup>, was conducted in August 2014 by a team of independent OIE certified experts.

In order to adequately understand the objectives of the country, as well as the figures presented in the PVS Gap Analysis report, it is important to have access to some key information. A part of this information comes from the country OIE PVS evaluation report; other parts come from other sources.

##### *I.1.A Country details*

###### **Geography**

The Republic of Vanuatu, a Melanesian island nation located in the south-west Pacific Ocean, is an Y-shaped archipelago of 83 islands stretching from north to south for about 850 km in the centre of a quadrangle marked by Fiji (to the east), Australia (1,750 km west), Solomon Islands (north) and New Caledonia (500 km south). Formerly known as the New Hebrides, Vanuatu was jointly governed by British and French administrations before attaining independence on 30 July 1980. The 83 islands, of which 65 are inhabited, have a total land area of 12,190 sq. km. The sea area covers 684,000 sq. km. which includes the Exclusive Economic Zone. Vanuatu lies between latitudes 13°S and 21°S and longitudes 165°E and 170°E. Most of Vanuatu's islands range from atolls to mountainous/volcanic with the highest peak about 1800 meters above mean sea level.

Vanuatu's weather is characterized by a dry cool season from May to October and a wet hot season from November to April (also cyclone season).

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<sup>1</sup> Section 3 of the OIE Terrestrial Animal Health Code:  
[http://www.oie.int/index.php?id=169&L=0&htmfile=chapitre\\_1.3.1.htm](http://www.oie.int/index.php?id=169&L=0&htmfile=chapitre_1.3.1.htm)

Since 1994, Vanuatu has been divided into the six provinces of Malampa, Penama, Sanma, Shefa, Tafea and Torba (Table 1).

Eight of the largest islands contribute 87 per cent of the land area.

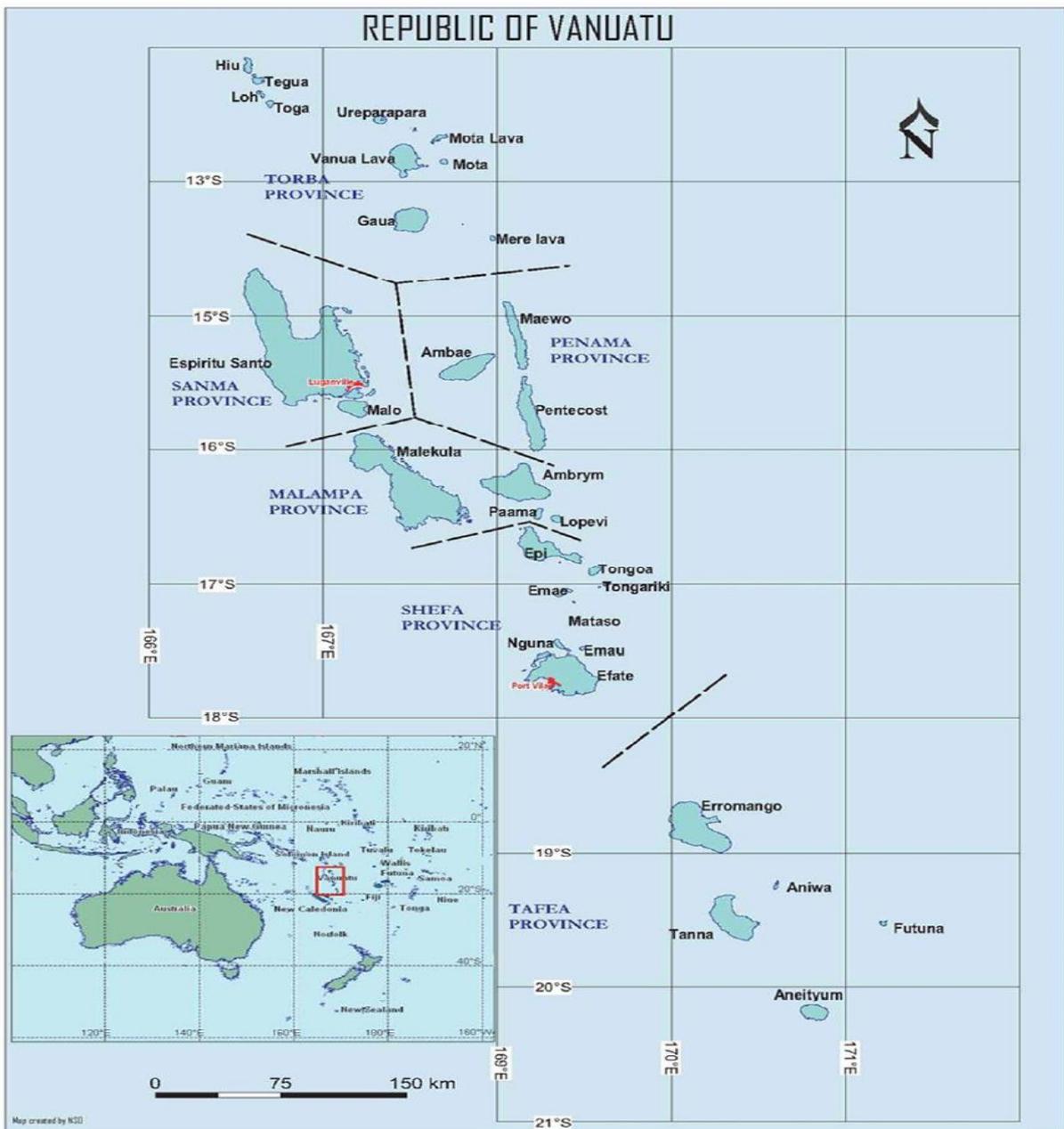
Of all the 83 islands, 14 have surface areas of more than 100 square kilometres.

The Statistics Office of Vanuatu reports a population of 272,459 (from a mini-census conducted in 2016) comprising mainly of Ni-Vanuatu.

**Table 1 Province data: land size, islands, population**

| Province | Capital    | Main islands                            | Land area (km <sup>2</sup> ) | Population (2016) |
|----------|------------|---|------------------------------|-------------------|
| Torba    | Sola       | Banks and Torres Islands                | 882                          | 10,161            |
| Sanma    | Luganville | Santo, Malo                             | 4,248                        | 54,184            |
| Malampa  | Lakatoro   | Ambrym, Malekula, Paama                 | 2,779                        | 40,928            |
| Penama   | Longana    | Pentecost Island, Ambae, Maéwo          | 1,198                        | 32,534            |
| Shefa    | Port Vila  | Efate, Shepherd Islands                 | 1,455                        | 97,602            |
| Tafea    | Isangel    | Tanna, Aniwa, Futuna, Erromango, Anatom | 1,628                        | 37,050            |
| Vanuatu  | Port Vila  |   | 12,189                       | 234,023           |

Figure 1: MAP of VANUATU



### Agriculture

Vanuatu’s agriculture sector is divided into three distinctive subsectors: subsistence subsector accounting for more than 75%, semi-commercial sector at 15% and a commercial subsector at 10%. The subsistence sub-sector is predominantly centred around root crops (Taro, Yam, Cassava and sweet potato) for home consumption and cultural purposes. The semi-commercial sub-sector is centred near urban areas with high population densities and tourism activities. The commercial sub-sector is dominated by cash crops such as coconut, kava, cocoa, coffee and, recently, pepper and vanilla. Copra is Vanuatu’s main agricultural export commodity.

The livestock industry is an important industry and there are concerted government policies to stimulate the industry, particularly the cattle industry. The industry is well established and the country has the most number of cattle in the Pacific, currently

estimated at around 175,000 cattle heads. The production of beef for domestic consumption and export is a major activity, and beef is the third most important export after coconut and kava. Around half of all rural households have cattle, which are considered the most important livestock, more than twice as numerous as pigs. Vanuatu's cattle industry is made up of around 35 commercial cattle farmers with large herds that supply most of the beef to the formal market for domestic consumption and for export. It also comprises of around 1,500 ni-Vanuatu semi-commercial cattle farms and possibly 15,500 smallholder cattle owners with an average of five cattle each. The beef export industry is well-developed because of the mild subtropical environment well suited to grass-fed production systems and because of Vanuatu's favourable animal health status. The industry has been successful in exporting beef to stringent markets such as Australia, New Zealand and Japan, as well as to other Pacific Island countries (Fiji, Solomon Islands, and New Caledonia).

There is very little dairy production and no dairy processing facility except for a company that imports powder milk to produce ice cream. Pigs have an important cultural value where they are used for ceremonial activities and rural livelihood. Nevertheless, the pork industry is not well-developed. Vanuatu currently imports pork and pork products to the value of 540,000 - 649,000 USD per quarter.

The poultry industry is also not well-developed despite the existing potential for growth. More than 1,600 tonnes of chicken meat are imported annually compared to the 143 tonnes locally produced. Recent ventures to grow the industry include the setting of import tariffs at 55%, the establishment of a vertically integrated commercial farm near Port Vila, Efate with the use of contract growers, and the initiative to produce feed locally. In 2012, around 2,189 tonnes of chicken feed were imported.

### **Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity**

The Ministry of Agriculture, Livestock, Forestry, Fisheries and Biosecurity (MALFFB) is headed by the Minister of Agriculture (assisted by a political advisor) and a Director General (DG), a permanent civil service appointment. The MALFFB was re-structured in February 2013 when quarantine was removed from within the Livestock Department and made into a separate Biosecurity Department. The MALFFB comprises seven programmes namely:

- Cabinet support
- Executive management and corporate services
- Departments
  - Agriculture and rural development (including extension services)
  - Livestock
  - Fisheries
  - Forestry
  - Biosecurity (VS section and Biosecurity Section)

The DG's office (Corporate Services Unit) has four staff: the DG, and a Finance Officer, Human Resources Officer, and an Executive Officer and Planning Officer. The unit provides executive and support services, human resources management and financial management functions. A Director heads each of the five departments.

### Geographic features

| Climatic and/or agro-ecological zones | Rainfall (mm/year) | Topography    | Km2    | %  |
|---------------------------------------|--------------------|---------------|--------|----|
| High rainfall region                  | 1800 - 4000        | Total area    | 12 190 |    |
| Low rainfall region                   | 1200 - 1800        | Pasture lands |        | 40 |
| Coastal belt region                   | 1500 - 2000        | Arable land   |        | 41 |
| Tanna middle bush region              | 3500               | Forest        |        | 80 |

Source: PVS Report 2014

### Demographic data

| Human population      |         | Livestock households/farms |  |
|-----------------------|---------|----------------------------|--|
| Total number          | 272,459 | Total number               |  |
| Average density / km2 | 22      | % intensive                |  |
| % of urban            | 25      | % agro-pastoral (mixed)    |  |
| % of rural            | 75      | % extensive                |  |

Source: Vanuatu National Statistics Office

### Current livestock census data

| Animals species | Total Number | Value per head | Intensive system (% or no.) | Mixed system (% or no.) | Extensive system (% or no.) |
|-----------------|--------------|----------------|-----------------------------|-------------------------|-----------------------------|
| Bovines         | 174,152      |                | 37,015                      |                         | 137,137                     |
| Small Ruminants | 10,427       |                |                             |                         |                             |
| Pigs            | 88,695       |                |                             |                         |                             |
| Horses, Donkeys | -            |                |                             |                         |                             |
| Camels          | 0            |                |                             |                         |                             |
| Poultry         | 1M           |                | 650 000                     |                         | 368,251                     |

Source: Vanuatu National Statistics Office

### Animal and animal product trade data

| Animals and animal products | Average annual import |       | Average annual export |       |
|-----------------------------|-----------------------|-------|-----------------------|-------|
|                             | Quantity              | Value | Quantity              | Value |
| Day old chicks              | 50,680                |       | 0                     |       |
| Hatching eggs               | 437,460               |       | 0                     |       |
| Bovine semen                | 380                   |       | 0                     |       |
| Porcine semen               | 84                    |       | 0                     |       |
| Fingerlings                 | 10,000                |       | 0                     |       |
| Prawn post larvae           | 500,000               |       | 0                     |       |
| Chicken meat                | 1,911,671 kg          |       | 0                     |       |
| Table eggs                  | 329,277 eggs          |       | 0                     |       |
| Other meats                 | 49,429                |       | 0                     |       |
| dairy                       | 1,125,088             |       | 0                     |       |
| seafood                     | 104,767               |       |                       |       |
| honey                       | 1,066                 |       | 0                     |       |
| Marine ornamental fish      |                       |       | 72,044                |       |
| Beef                        |                       |       | 963,614 kg            |       |
| Salted hides                | 0                     |       | 90,196                |       |
| Tuna                        |                       |       | 106,044 kg            |       |
| TOTAL                       |                       |       |                       |       |

Source:

### Economic data

|  |                                  |
|--|----------------------------------|
| National GDP                                     | 788 M USD (2015, current prices) |
| National budget                                  | 219 M USD (2013)                 |
| Agriculture/Primary sector GDP                   | 202 M USD;                       |
| Livestock GDP                                    | 31.6 M USD                       |
| Economic value of livestock population           | 90 M USD                         |
| Annual public sector contribution to agriculture |                                  |
| Annual budget of the Veterinary Services         | 962,162 USD                      |

Source: Vanuatu National Statistics Office, 2017

## ***I.1.B Current organisation of the Veterinary Services***

### **BIOSECURITY DEPARTMENT**

The Biosecurity Department is responsible for animal health, plant health and quarantine or border control. It is mandated to protect Vanuatu's borders from incursions of pests and diseases as well as manage endemic pests and diseases. The department is also tasked to facilitate market access through assurance of pest and disease freedom and food safety and to maintain Vanuatu's obligations to such international organisations/conventions as IPPC and the OIE.

The complete organisational structure of Biosecurity Vanuatu includes 52 posts, 13 of these being vacant. Within the VS section, there are 14 posts with 1 being vacant; the posts for border control officers and permits officer are under the Principal Biosecurity Officer.

The official Veterinary Services (VS) arm of the MALFFB is the Veterinary Section within the Biosecurity Department and is headed by the Principal Veterinary Officer, who is also the country Delegate to the OIE. The Corporate Plan outlines the key services to be targeted by the VS. These key activities include: border control and preparedness for disease incursions, certification and inspection of imports and exports, disease surveillance and control, laboratory diagnostic capability, market access and meat inspection.

The official VS have three veterinarians, one of which is the Principal Veterinary officer (PVO), an expatriate under a three years contract. The PVO supervises two senior veterinary officers (both are ex-patriates on three-year contracts, as well) who in turn supervise a total of 12 animal health officers, compliance officers and meat inspectors (Figure 2). The VS division has no diagnostic laboratory at present. Besides the central office in Port Vila, Efate there is only one other office located in Luganville, Espiritu Santo. The office in Luganville includes a veterinary clinic. Each SVO is responsible for a particular region according to the administrative decentralisation structure of the Vanuatu government (Table 2).

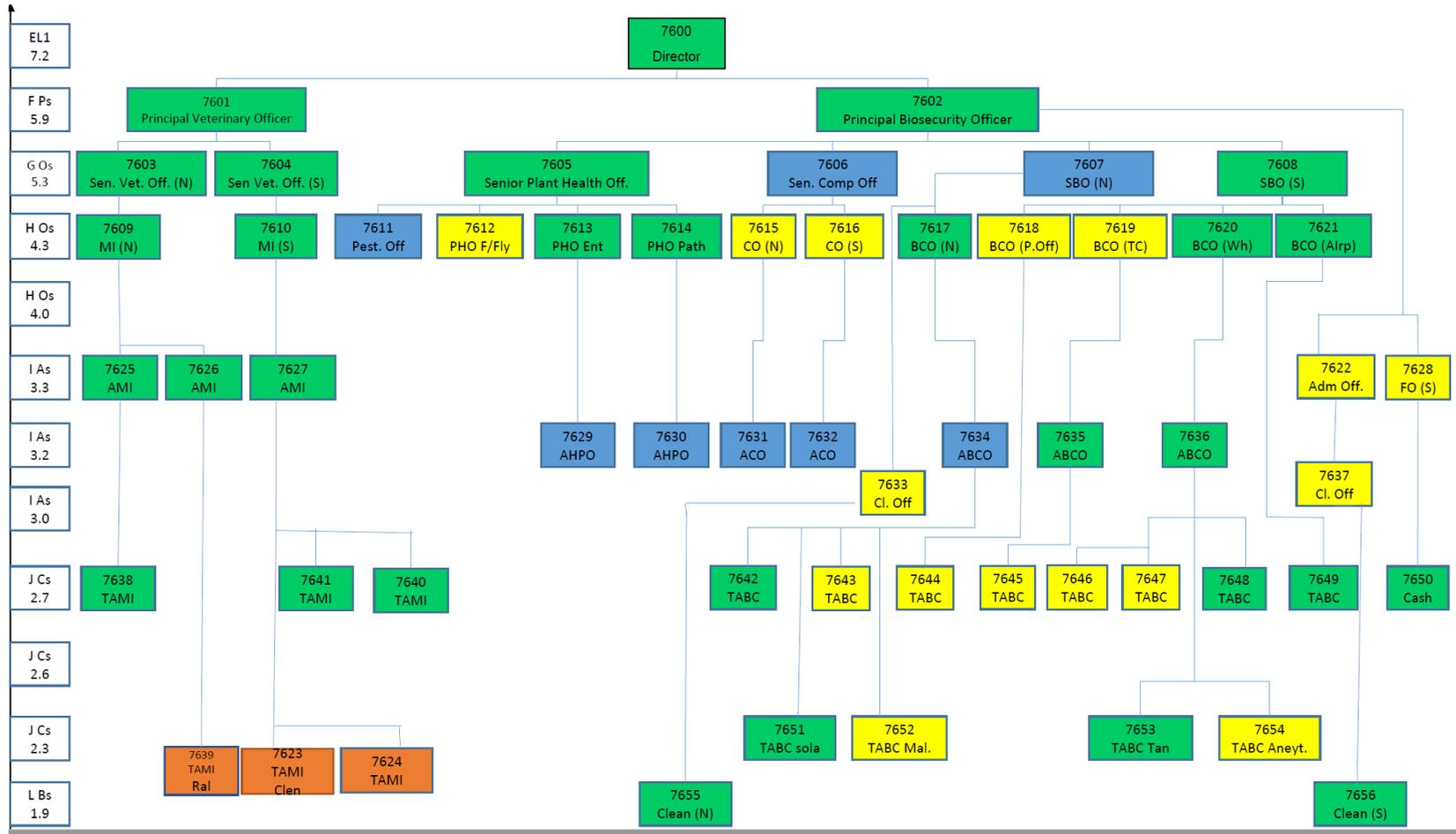
Currently the VS have direct authority only on its 12 staff implementing meat inspection and marginal animal health activities. For other activities, the VS is expected to liaise closely with the Border Control Unit in the Biosecurity Department and with the Livestock Department to meet its objectives:

- Border control activities are conducted by officers under the Principal Biosecurity Officer; the veterinary officers provide technical oversight for the animal health measures.
- In rural areas, diseases surveillance and slaughter inspection are implemented by Livestock officers under the Department of Livestock, without direct chain of command and reporting

Besides the three veterinary officers in Biosecurity Vanuatu, there are an estimated seven private veterinarians in the country, most of them now retired. The VS has formal collaborative ties with two of these veterinarians: one of these operates the only private veterinary clinic in Vanuatu (Port Vila, Efate) who imports veterinary medicines needed by the VS on request; the other is a retired previous SVO who assists the SVO in the Luganville, Santo office with equine cases.

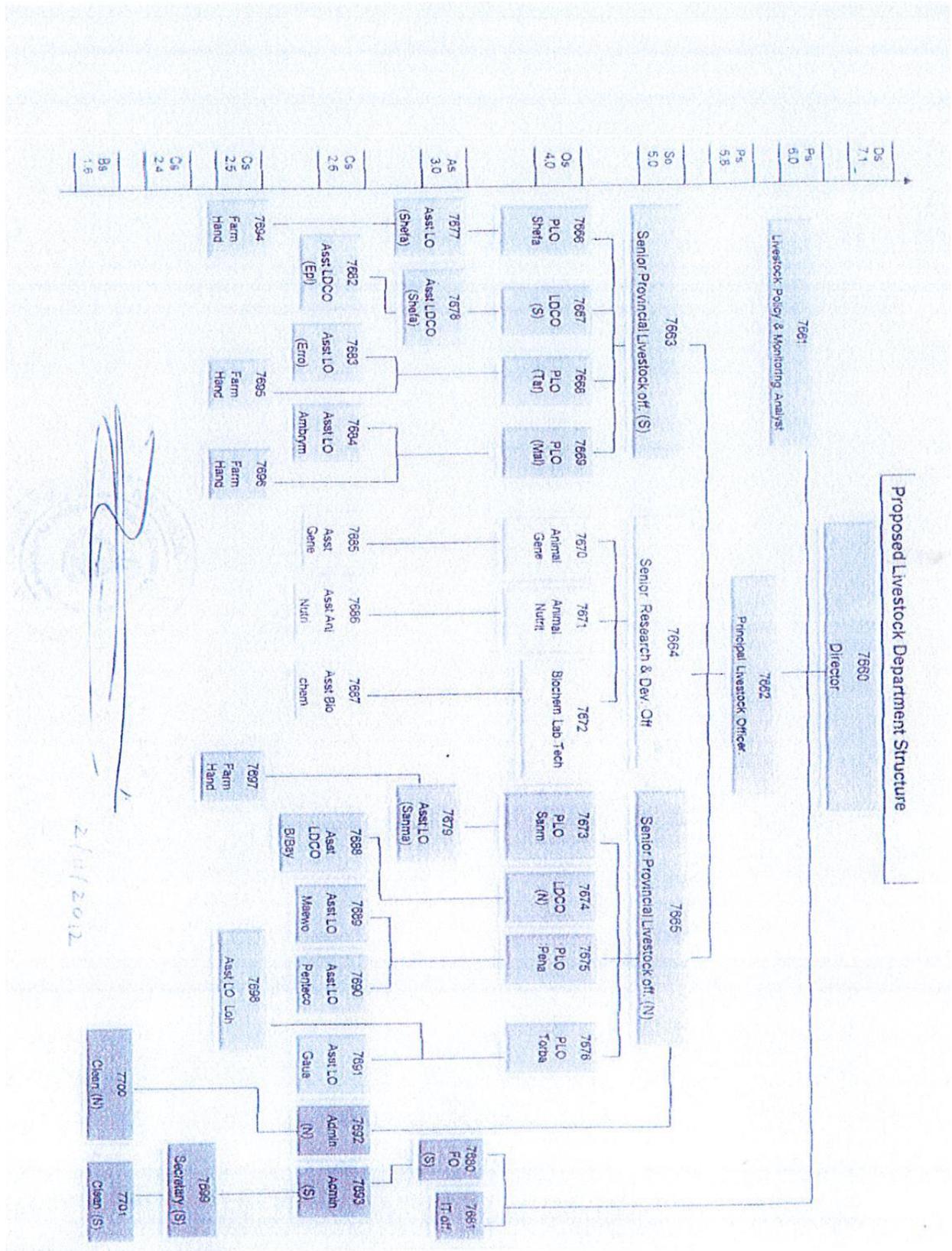
Figure 2 Organisation Chart of the Biosecurity Department of the Ministry (approved 2017)

(Note that the Veterinary Section has only direct chain of command on meat inspection and some AH activities, and relies on staff of the Biosecurity Section for border inspection)



**Figure 3: Organisation chart of the Livestock Department of the Ministry**

Note that Livestock Officers are not under the direct chain of command of the VS, which is in Biosecurity Department, although these officers are implementing most disease surveillance and slaughter inspection in the field, particularly in the rural areas.



### 1.1.C Description of entities or sites related to Veterinary Services activities

| List of entities and sites                                     | Terminology or names used in the country  | Number of sites |
|--|---|-----------------|
| <b>GEOGRAPHICAL ZONES OF THE COUNTRY</b>                       |   |                 |
| Climatic zones   | Tropical, sub-tropical  | 2               |
| <b>ADMINISTRATIVE ORGANISATION OF THE COUNTRY</b>              |   |                 |
| 1st administrative level                                       | Region (North & South)  | 2               |
| 2nd administrative level                                       | Province  | 6               |
| 3rd administrative level                                       | Island  | 83              |
| 4th administrative level                                       | Village   |                 |
| Urban entities   | Municipalities of Port Vila, Luganville, Lenakel  | 3               |
| <b>VETERINARY SERVICES ORGANISATION AND STRUCTURE</b>          |   |                 |
| Central (Federal/National) VS                                  | Veterinary Section of Biosecurity Vanuatu MALFFB  | 1               |
| Internal division of the central VS                            | AH/Meat inspection  | 2               |
| 1st level of the VS  | North/South   | 2               |
| <b>FIELD ANIMAL HEALTH NETWORK</b>                             |   |                 |
| Field level of the VS for animal health                        | Livestock officers of the Department of Livestock   | 30              |
| Private veterinary sector                                      | Veterinary Clinic   | 1               |
| <b>VETERINARY MEDICINES &amp; BIOLOGICALS</b>                  |   |                 |
| Production sector  | N/A   |                 |
| Import and wholesale sector                                    | Syndicat Agricole et Pastorale, Veterinary Clinic   | 2               |
| Retail sector  | Agriculture supplies Ltd, Pharmacies, Veterinary Clinic, Syndicat Agricole et Pastorale,  | 3               |
| Other partners involved  | Livestock Department, PHAMA, provincial councils, Government Ministries,  |                 |
| <b>VETERINARY LABORATORIES</b>                                 |   |                 |
| National labs  | FTDC-AU, Parasitology section Biosecurity Vanuatu   | 1               |
| Associated, accredited and other labs                          | Abattoir laboratories, Cofely Vanuatu, Reference laboratories in Australia and New Zealand  |                 |
| <b>ANIMAL AND ANIMAL PRODUCTS MOVEMENT CONTROL</b>             |   |                 |
| Airports and ports border posts                                | Bauerfield, Pekoa and Whitegrass International airports in Efate, Santo and Tanna.<br>There are 6 ports of entry into Vanuatu:<br>1. Port Vila, Efate<br>2. Luganville, Santo<br>3. Sola, Vanua Lava<br>4. Lenakel, Tanna<br>5. Aneityum Is<br>6. Malekula Is<br>There is an International Post office in Port Vila | 10              |
| Quarantine stations for import                                 | None  |                 |
| Internal check points  | None  |                 |
| Live animal markets  | Small yard sale Port Vila, Luganville, Lenakel  | 3               |
| Zones, compartments, export quarantines                        | None  |                 |
| <b>PUBLIC HEALTH INSPECTION OF ANIMALS AND ANIMAL PRODUCTS</b> |   |                 |
| Export slaughterhouse  | Vanuatu Abattoir Limited, Santo Meat Packers,   | 2               |
| National market slaughterhouses                                | Poultry Slaughterhouse  | 1               |
| Local market slaughterhouse                                    | Rural Butchery in Tanna   | 1               |
| Slaughter areas/slabs/points                                   |   | ?               |
| On farm or butcher's slaughtering sites                        | Rural butcheries ("bush kill")  | ?               |
| Processing sites (milk, meat, eggs, etc)                       | Butcheries, Meat and bone meal plant, ice cream firm  |                 |
| Retail outlets (butchers, shops, restaurants)                  | Controlled areas in Port Vila, Luganville and Tanna   | 14              |
| <b>TRAINING AND RESEARCH ORGANISATIONS</b>                     |   |                 |
| Veterinary university  | None  | 0               |
| Veterinary paraprofessional schools                            | VAC   | 1               |
| Veterinary research organisations                              | VARTC (Agricultural and technical research)   | 1               |
| <b>STAKEHOLDERS' ORGANISATIONS</b>                             |   |                 |
| Agricultural Chamber / room /organisation                      | Chamber of Commerce has an agricultural section   | 1               |
| National livestock farmers organisations                       | Livestock Industry Working Group, Poultry Industry Steering Committee, market access working group (National Committee); plans to have a Value Added working group;   | 3               |
| Local (livestock) farmers organisations                        | Smallholders, Butcheries  |                 |
| Consumers organisations  | none  |                 |

### ***1.1.D Summary results of the OIE PVS evaluation***

Following a request to the OIE from the Government of Vanuatu, an evaluation of the VS based on the *OIE PVS (Performance of VS)* methodology was conducted between 4<sup>th</sup> – 15<sup>th</sup> August 2014 by a team of three independent OIE certified PVS evaluators (Dr Victor Gongora as team leader and Dr Howard Batho as technical expert) and observer (Dr Carol Sheridan).

#### ***Human, physical and financial resources***

The VS is located within Biosecurity Vanuatu, one of five departments within the MALFFB: in the past, it has been reorganised several times depending on where Livestock and Quarantine fitted in the organogram. In February 2013, the VS was separated from the Livestock Department with the establishment of quarantine as a new government corporate entity under the new name Biosecurity Vanuatu. The main activities of the veterinary section of BV are import controls, export certification, meat inspection and border inspection. These activities are conducted by three veterinary officers, including the PVO (CVO), and veterinary para-professionals designated as meat inspectors, border control officers and permit officers. Animal health field activities are also carried out by other MALFFB staff such as extension officers and livestock officers in the Department of Agriculture and Rural Development and the Livestock Department, respectively. The majority of officers functioning as veterinary para-professionals do not have formal veterinary technical training so most of their knowledge and skills are acquired on the job. It is believed that there are 10 public and private veterinarians practising in Vanuatu. As there is no control over the practice of veterinary medicine and surgery in Vanuatu, the type of practice and the exact number of veterinarians practicing in Vanuatu is unknown. There is only one private veterinary clinic in Vanuatu. This clinic is run by a private veterinarian in Port Vila, Efate.

The MALFFB and BV do not have a formal training plan mostly because government funds are not provided for training. Thus, the VS is dependent upon short-term training opportunities provided by international organisations or through in-country projects or programmes such as PHAMA.

Science-based technical decisions are usually upheld once it pertains to international certification for export markets. However, technical decisions for national measures are more based on Kastom, municipality versus rural community and geography (island location and size).

Leadership at the MALFFB had been affected by the past constant changes in the ruling government as well as in the Minister responsible for MALFFB with each Minister promoting different policies. Even within BV, though established in February 2013, there has already been a change in director and the current one is acting; the appointment has not been confirmed, despite a policy in place that confirmations should be granted once an officer has held a post for 6 months. These changes make it difficult for sustainability of policies.

Vanuatu, under the decentralisation legislation and policy, is divided into 6 provinces and the provinces have been grouped together to form a South and North region. There are three municipalities (urban centres). The MALFFB has offices in all islands seating provincial councils but the major offices for BV are located only in the municipalities of Port Vila, Efate and Luganville, Santo. VS coordination with both internal and external agencies within and between municipalities can be much improved. Outside the municipalities coordination is made even more difficult due to the challenges of accessibility, lack of development and resources.

The BV was established with the understanding that extra budgetary needs must be met from within the parent Ministry. Current plans to transfer the Codex contact point to BV and to develop the National Diagnostic Laboratory also task the MALFFB to secure the necessary resources. There are many challenges to identify funding within the Ministry and moving funds from one department to another is not a workable or desirable alternative. The lack of capital from central government is a major constraint and over the years there has been little if any increase in annual departmental budget. Once any department revenue is deposited into general revenue it is difficult to access. Most of the budget is for salaries and there are staff that have not been paid the salary due to them. Payments such as overtime are not done in a timely manner despite the money having been collected at the department level from users. The lack of finances impacts the facilities of MALFFB and BV, the number and extent of services provided and emergency funding and is also not good for staff motivation. This lack creates a heavy reliance on external funding obtained through donor partners. Nevertheless, a study has shown that the funding provided by donor partners is minimal compared to the budget of the ministry.

There is a good structure and policy in place for the management of resources but implementation is constrained by the high number of vacant posts and the inability to fill the posts because of financial constraints. When junior level posts are filled, the majority are filled by people with inadequate qualifications.

### ***Technical authority and capability***

There are no functioning veterinary diagnostic laboratories or accredited laboratories for the use of the VS and disease diagnosis is either by clinical means or the occasional submission of samples to veterinary diagnostic laboratories in New Zealand or Australia. Some basic microbiological testing is carried out at the slaughterhouses and faecal worm counts can be carried out. The government has agreed, in principle, to build a multipurpose National Diagnostic Laboratory but needs to find funds to proceed. The VS will have their own section in this proposed laboratory but the exact details of the requirements for testing still need to be determined. In view of the lack of funding for resources including staff, sampling equipment, travel to islands, vehicles and fuel one of the major problems is the actual collection of samples to supply the laboratory. It is unclear, at the moment, how and where samples for suspicion of serious diseases such as foot and mouth disease would be sent for diagnosis. There is a lack of proper animal epidemiological surveillance and awareness programmes to farmers. The main surveillance for animal disease is via ante and post-mortem findings of animals presented to the slaughterhouses. There are rural butcheries and on farm slaughter mainly for festivals so an unknown quantity of disease surveillance data is lost. In the past there were a number of sentinel commercial and smallholder farms in various islands where routine visits were undertaken but this programme no longer exists and VS visits to farms are rare. There are no reports of suspicion of serious diseases e.g. vesicular lesions.

There are 3 contract veterinarians and one has had training in risk analysis. Very few risk analyses have been carried out and the import policy is very risk averse with only a few imports allowed from high animal health status countries such as Australia and New Zealand. Imports and exports of cattle can only take place with Ministerial approval.

There is very good authority and capability of the VS to prevent the entry of diseases via animals and animal products. The import legislation, although rather old, is still adequate and appropriate; the controls on the ground including checks on passengers, postal packages and waste from International transport are targeted and quite effective. It is planned to enhance this further with the introduction of scanners

for checks on all incoming passenger baggage, which should further improve the import controls. However, this important border inspection work to maintain the high animal health status may be jeopardised by lack of staff and difficulties with overtime payments. Not all points of entry regularly have VS personnel present.

Concerning veterinary public health there is a two-tier system with good legislation and controls on those establishments under the VS control, that is, on those establishments supplying the retail sale market inside the 3 control areas or municipalities. The rural butcheries and animal slaughtering outside these control areas are under the control of the Livestock Department and provincial council and operate outside the scope of the meat hygiene legislation. It is the intention to improve some of these rural facilities. There are 2 export approved red meat slaughterhouses with cutting plant and storage facilities, and one approved cutting plant operating for export occasionally. There are 2 poultry slaughterhouses, one of which is operational though construction is not fully completed. This latter one is an integrated unit with a hatchery supplying contract broiler growers and a large layer unit on site. In addition, in Santo, there is one slaughterhouse with cutting plant and cannery being built for export probably mainly to China. A small additional cutting plant will also soon be licenced. This increase in facilities will require more trained meat inspectors, more veterinary supervision and increase the need for QA and HACCP systems. There are 10 butcheries approved and supervised by the VS in the controlled areas.

Apart from one slaughterhouse in Efate producing meat and bone meal, there are no other processing operations such as dairies or feed or veterinary drug manufacturers apart from an ice cream factory using imported milk products. There is no regulation covering the safety of animal feed.

There is no on-going residue testing programme. However, a small number of samples were tested in the past and no problems were highlighted. The use of veterinary medicinal products is very limited with the main products being used for helminth control. Prescription only animal medication for dogs was found on a pharmacy shelf for free sale. The Ministry of Health controls the import of certain controlled medicines such as barbiturates (e.g. for use in euthanasia of animals or as an anaesthetic) and morphine by the use of specific permits. There is a general licence for import of antibiotics including those for use by veterinarians. The VS can also authorise such imports using their permit system.

There is no requirement for registration of farms or for animal identification. Most farmers brand their animals and some use ear tags but there is no national system of registration and control.

There are a number of areas (such as for Veterinary Medicinal Products and Veterinary Public Health) where an agreement or memorandum of understanding could be established which would lay down the exact roles and responsibilities of the different competent authorities (Ministries) involved e.g. Ministry of Health and MALFFB and also between different Departments in the MALFFB e.g. Livestock and Biosecurity.

### ***Interaction with interested parties***

Vanuatu is a country consisting of 83 islands, three official languages (English, French and Bislama) and many dialects. Bislama is the main language of communication. Outside the three municipalities of Port Vila, Luganville and Lenakel, there is not much Government presence including for agriculture. Decentralisation has empowered provincial councils to manage their affairs and to facilitate better coordination among the government agencies intra-province than what is possible inter-province given the many constraints of geography, resources and development.

The VS does not have regular sustained interaction with government and non-government agencies other than for market access initiatives such as with MTTCNVB (public sector) and PHAMA (donor partner project). However, when required, appropriate consultations are held with interested parties, e.g. the 2013 consultation for the proposed Biosecurity Bill with relevant interested parties, including the private sector, in Efate, Santo, Tanna and Malekula.

Most committees have representation from the public and private sector in Port Vila and Luganville and they generally meet the needs of the commercial sector, especially export market oriented sectors. However, the needs of the smallholders and the Ni-Vanuatu living in remote areas and islands are poorly addressed outside humanitarian and church-oriented outreaches.

Vanuatu is a member of the OIE, WTO, SPC, MSG, CVA among other international and regional organisations and there is generally a high level of awareness among the public and private sector of the portfolios of these organisations. The PVO is the OIE delegate for Vanuatu and the OIE focal points except for the laboratory focal point have all been duly nominated. Official representation has been poor due to lack of funds from central government.

Meat inspection especially for export certification is an important activity of the VS. In 2004 as official veterinary officers were not available to certify exports the Minister responsible for animal health appointed the private veterinarian in Port Vila as a veterinary officer using legislation for the appointment of duly qualified public officers as veterinary officers. This appointment has not been rescinded.

There is no VSB in Vanuatu. Most, if not all, the practising veterinarians are located in Efate and Santo. Apart from the private veterinarian at the private veterinary clinic in Port Vila and a retired SVO in Luganville, the VS have poor knowledge of the qualifications and extent of practise of the other veterinarians. Foreign veterinarians from overseas practise temporarily in Vanuatu either as locums at the Port Vila private clinic or as volunteers for the animal welfare work done by SAWA or directly for private persons e.g. farmers.

The VS has no established joint programmes in the field with producers and interested parties, other than within the MALFFB where there is joint activity with the Fisheries Department for export certification of ornamental marine fish and tuna products. The MALFFB Corporate Plan 2014 – 2018 calls for collaboration between the Livestock Department and BV on animal health at farm level and on animal welfare. Given the high animal health status with only one endemic disease considered of concern (BVC), there is no joint programme with producers. There is a planned joint activity with bee producers to determine health status for American foulbrood. There is a planned surveillance plan involving 25 sentinel commercial and smallholder farms in 14 islands but this has not been implemented.

### **Access to markets**

The relevant Acts and their regulations provide a framework for the VS for biosecurity, prevention of cruelty to animals, meat inspection and export.

The VS generally meets its obligations under the Acts relating to certification - the Meat Industry Act and the Animal Importation and Quarantine Act. The Minister of MALFFB has the power to certify animals and animal products for export, which is delegated by law to the government veterinarians. The Animal Importation and Quarantine Act reference the OIE list of reportable diseases.

There is no regulation about the safety of animal feed.

There is no legal requirement for veterinarians to be registered and there is no legislation to manage the practice of veterinary medicine/surgery.

Neither the Animal Importation and Quarantine Act nor the Prevention of Cruelty to Animals Act provides for spot fines for identified legislative breaches.

The VS has authority to implement legislation within its mandate. The limited number of staff and resources within the VS means that there may be occasional gaps, e.g. with inspections, and that the VS is generally unable to pursue non-compliances. There is some cooperation between the VS, Customs, Police and Ministry of Health.

The VS participates in the OIE focal points meetings and conferences. It does not have the resources to attend, or contribute to, the OIE regional commission meetings or annual general assembly meetings in Paris, France.

Vanuatu VS is actively involved with the Pacific Horticultural and Agricultural Market Access Program (PHAMA). PHAMA is an AusAID funded initiative aimed at supporting Pacific Island nations to develop government/industry partnerships to support access to, and maintenance of, export markets. Vanuatu is an active member of the Melanesian Spearhead Group (MSG) and Secretariat of the South Pacific Community (SPC) and the VS has input to relevant activities and outputs of these groups.

Routine disease surveillance occurs only at abattoirs. There are no active surveillance programs in Vanuatu.

The VS provides six monthly and annual regular reports to the OIE.

## ***1.2 Methodology***

### ***1.2.A Organisation of the mission***

Following a request to the OIE from its government, a PVS Gap Analysis mission based on the outcomes of the OIE PVS report was conducted from 4 to 15 September 2017 by a team of independent OIE certified experts: Dr Eric Fermet-Quinet as team leader and Dr Victor Gongora as technical expert.

The meetings took place in the meeting rooms of the Livestock, Agriculture and Biosecurity Departments. Participants were the PVO and South Region SVO of the Veterinary Section, Director of Department of Livestock, Director of the Biosecurity Section, the Acting Director of the Biosecurity Department, and 2 national consultants who are currently drafting a revised livestock legislation.

### ***1.2.B Estimation of resources needed***

A logical approach to estimating the budget for strengthening the Veterinary Services is used. This approach is as follows:

The Veterinary Services should have the financial resources sufficient to carry out essential tasks and duties, and be able to adapt to changes in animal health status. The budget for field activities for government staff or officially delegated private veterinarians must allow for planned activities, but should also support a flexible approach necessary to allow immediate responses when these are required. The amount of expenditure for each activity should be adjusted according to the national constraints, human resources (number and public/private split), priorities and trends in animal health and changes of animal health status.

The budget is developed for specific activities so that the desired level of advancement may be achieved as determined by the objectives, situation and particular characteristics of the country. The necessary tasks and resources required are identified and budgeted. Priorities are set out to provide assistance with the actual allocation of funds. These will need to be finalised by the Veterinary Services during operational planning.

In some chapters, the specific additional resources required are described in more detail: for instance, for residue testing or meat inspection.

In other chapters, the additional resources required may appear very low as most costs are covered elsewhere: for instance, most human resources of the trade and animal health chapters are not budgeted as they fall under the respective budgets of the Biosecurity Section of the Biosecurity Department and of the Livestock Department. This does express the fact that those staff are implementing related VS activities only as part time (estimated 25% for border control and 10% for livestock officers).

The overall budget analysis (Chapter VI) synthesises the different budget lines: ongoing investment, salaries, repairs and maintenance, operations, etc. This budget analysis demonstrates the effectiveness of the PVS Gap Analysis, its sustainability and allows incorporating the programme into the quality control policy of the Veterinary Services.

### **Notes**

The international currency used in this report for the estimation of costs and the budget is the United States Dollar (USD) with an exchange rate of **100 Vatu (Vt) for 1 USD**.

In Vanuatu, the amortisation rate of buildings/facilities, transport and equipment has been determined as such:

- 20 years for construction and renovation of building
- 5 years for cars and 4x4
- 5 years for laboratory equipment
- 3 years for telecommunication and computer equipment sets

Some units costs are specific to the Vanuatu context:

- annual revenues of veterinarians are estimated at 100 000 USD as there is a need to attract highly qualified staff as this is key for the international recognition of VS (technical independence).
- continuing education is done “in-house” and does not require national or international consultants.
- veterinary supervision of field staff by veterinarians imposes internal flights and boat trips which are costly.
- estimated value of national herd as been calculated as such: 150,000 cattle @ 300 USD, 25,000 cattle @ 600 USD, 100,000 pigs @ 200 USD and 1 million poultry at 10 USD.

## UNIT COST SPREAD SHEET

| Unit costs (estimates)   |   |                                 |                        |   |
|--|---|---------------------------------|------------------------|---|
| <b>1- Currencies</b>   |   |                                 |                        |   |
| Currency used for this report (USD or EUR)   |   | Currency                        | USD                    |   |
| National currency  |   |                                 | VUV                    |   |
|  |   | Conversion rate (exchange rate) | Number of VUV per USD  |   |
|  |   |                                 | 100                    |   |
| <b>2- Material investments</b>   |   |                                 |                        |   |
|  |   | Supply cost / unit              |                        | Years of amortisation   |
|  |   | Local currency                  | International currency |   |
| <b>Buildings</b>   | Unit of surface (m <sup>2</sup> ) or (ft <sup>2</sup> )                                       | m <sup>2</sup>                  |                        |   |
|  | Maintenance cost per m <sup>2</sup>   | 5000                            | 50                     |   |
|  | Renovation cost per m <sup>2</sup>  | 25000                           | 250                    | 20  |
|  | Building cost per m <sup>2</sup>  | 100000                          | 1 000                  | 20  |
| <b>Transport (purchasing cost)</b>   |   |                                 |                        |   |
|  | Motorbikes  |                                 |                        |   |
|  | Cars  | 2 400 000                       | 24 000                 | 5   |
|  | 4x4 vehicles  | 3 500 000                       | 35 000                 | 5   |
| <b>Equipment set</b>   |   |                                 |                        |   |
|  | Staff office equipment set (desk, office chair, telephone, computer and standard peripherals) | 240 000                         | 2 400                  | 3   |
|  | Other specific office equipment set   |                                 |                        |   |
| <b>3- Non material expenditure</b>   |   |                                 |                        |   |
| <b>Training</b>  |   |                                 |                        |   |
| <b>Initial training (per student)</b>  |   |                                 |                        |   |
|  | Veterinarians (DVM, BVS) total training cost  |                                 |                        |   |
|  | Veterinary paraprofessionals total training cost  |                                 |                        |   |
| <b>Specialised training (short courses, certificates, Masters degree, PhD, etc.)</b>   |   |                                 |                        |   |
|  | Accommodation per month   | 100 000                         | 1 000                  |   |
|  | Training fees per month   | 500 000                         | 5 000                  |   |
|  | Travel per month  | 50 000                          | 500                    |   |
|  | <b>Cost of specialised training per month</b>   | 650 000                         | 6 500                  |   |
| <b>Continuing education (daily cost per person on a basis of a group of 15 people)</b> |   |                                 |                        |   |
|  | Per diem 15 participants  | 150 000                         | 1 500                  |   |
|  | Room rental and educational tools per day   |                                 |                        |   |
|  | Daily cost for a national expert consultant   |                                 |                        |   |
|  | <b>Daily cost per trainee</b>   | 10 000                          | 100                    |   |
| <b>National expertise (cost per day)</b>   |   |                                 |                        |   |
|  | Daily fees  |                                 |                        |   |
|  | Per diem  |                                 |                        |   |
|  | <b>Total cost per day and per expert</b>  |                                 |                        |   |
| <b>International expertise (cost per week)</b>   |   |                                 |                        |   |
|  | Daily fees  | 100 000                         | 1 000                  |   |
|  | Per Diem  | 20 000                          | 200                    |   |
|  | Average cost of an international flight   | 60 000                          | 600                    |   |
|  | <b>Total cost per week</b>  | 900 000                         | 9 000                  |   |
| <b>4- Salaries (salaries, bonuses and social benefits)</b>                             |   |                                 |                        |   |
|  | Veterinarians   | 10 000 000                      | 100 000                |   |
|  | Other university degree   | 10 000 000                      | 100 000                |   |
|  | Veterinary para-professionals   | 2 000 000                       | 20 000                 |   |
|  | Support staff   | 1 500 000                       | 15 000                 |   |
| <b>5- Consumable resources</b>   |   |                                 |                        |   |
| <b>Travel allowances</b>   |   |                                 |                        |   |
|  | Per diem for technical staff  | 10 000                          | 100                    |   |
|  | Per diem for drivers  |                                 |                        |   |
|  | Per diem for technical staff travelling abroad  | 30 000                          | 300                    |   |
|  | Average cost of an international flight   | 150 000                         | 1 500                  |   |
|  | <b>Travel and per diem for one week abroad</b>  | 360 000                         | 3 600                  |   |
| <b>Transport costs</b>   |   |                                 |                        |   |
|  | Price of fuel (average between petrol, diesel or mixt) per unit                               | 200,0                           | 2,0                    | Unit  |
|  | Average number of km/miles per year   |                                 |                        | Unit  |
|  | Average distance per year by motorbike in   |                                 |                        |   |
|  | Average distance per year by car in   | 20 000                          |                        |   |
|  | Average distance per year by 4x4 in   | 20 000                          |                        |   |
|  | Fuel consumption per 100 km/miles   |                                 |                        | Running cost (fuel + maintenance + insurance = consumption x 2) |
|  | Km or mileage cost (motorbike)  |                                 |                        |   |
|  | Km or mileage cost (car)  | 7                               | 0,07                   | 0,28  |
|  | Km or mileage cost (4x4 vehicle)  | 13                              | 0,13                   | 0,52  |
| <b>6- National economic indicators</b>   |   |                                 |                        |   |
| <b>GDP</b>   |   |                                 |                        |   |
|  | <b>National GDP</b>   | 78 800 000 000                  | 788 000 000            | Sources   |
|  | Agriculture GDP   |                                 |                        | national statistics   |
|  | Livestock GDP   | 3 160 000 000                   | 31 600 000             | national statistics   |
|  | Total value of National Herd  | 9 000 000 000                   | 90 000 000             | calculation during mission meetings                             |
|  | Value of exported animals and animal products   | 600 000 000                     | 6 000 000              | 2012 national statistics  |
|  | Value of imported animals and animal products   | 1 200 000 000                   | 12 000 000             | 2012 national statistics  |
|  | <b>Number of VLU</b>  |                                 | 200 000                |   |
| <b>Country budget</b>  |   |                                 |                        |   |
|  | <b>National Budget</b>  | 21 900 000 000                  | 219 000 000            | national statistics   |
|  | Agriculture and Livestock Budget  |                                 |                        |   |
|  | Veterinary Services Current Budget  |                                 |                        |   |
|  | Current budget for salaries of public staff of VSs  |                                 |                        |   |
|  | Current operational budget  | 96 216 200                      | 962 162                | national statistics   |
|  | Current capital investment of VS  |                                 |                        |   |
|  | Current budget of VSs for Delegated Activities  |                                 |                        |   |

### ***1.2.C Organisation of the report***

The desired levels of advancement for each PVS critical competency were identified, recognising national priorities and constraints, in discussion with the Veterinary Services of Vanuatu. A PVS Gap Analysis was then completed to facilitate their compliance with recognised international standards as determined by the OIE. The following chapters indicate the resources and activities necessary to strengthen the Veterinary Services. The chapters follow a logical order identifying priorities, recognising constraints and issues, assessing processes and resources necessary and providing a work-plan for improvement.

Chapter II.2 of the methodology part of this report sets out the levels of advancement to be reached as decided by the Veterinary Services in discussion with the PVS Gap Analysis mission team.

The first four chapters of the second part of this report set out the objectives to be achieved, taking into consideration in particular the need to strengthen the technical independence and coordination of the Veterinary Services.

- Chapter I sets the standards required for international trade in animals and animal products, establishing the levels of advancement required for exports if and as targeted by the national policy;
- Chapter II considers veterinary public health, including specifically food safety, veterinary medicines and biologicals;
- Chapter III addresses animal health issues, the core mission of any Veterinary Services;
- Chapter IV considers the capability and capacity of veterinary laboratories, as required by the three preceding chapters.

The place of zoonosis may vary depending on the organisation of the country's Veterinary Services (e.g. either under Chapter II (Veterinary Public Health pillar) or under Chapter III (Animal Health pillar).

Chapter V makes recommendations on the general management of the Veterinary Services and the related regulatory services, including their public and private components, aiming at providing coordination and technical independence in line with OIE standards. Both the organisational structure of the national (public) Veterinary Services, including central and decentralised structures, and the role of private veterinary practitioners are defined. This chapter also identifies the reinforcement of cross-cutting skills (communication, legislation, education, etc.) required to run effective Veterinary Services in the country.

In order to assess its sustainability and coherence, chapter VI presents the budget for strengthening the Veterinary Services and its indicative analysis, including a breakdown per main budget lines (investments, operations, emergency) and sub-lines (salaries, items, etc), and a comparison with GDP (national, agriculture and livestock), national budget (total, agriculture, Veterinary Services), value of national livestock and of imported and exported animal products.

## II National and international priorities and expected levels of advancement

The strengthening of the VS needs to comply with government and ministerial policy already in place in Vanuatu. National priorities are based on the current corporate plan of the MALFFB (2014 – 2018) and the Agriculture Sector Policy which expands on the Overarching Productive Sector policy of 2012 - 2022. This report provides a framework for the future development of the VS structure to become more fully compliant with international standards

### II.1 National priorities

National priorities were discussed during the meetings and were determined according to national and ministerial policy and context.

**Table n°1 - Table for listing national priorities**

| Category of priorities   | National priorities   | Explanatory comments<br>(importance for the country)  |
|--|---|---|
| Policy on <b>livestock development (LD)</b> and trade                                    | <p>LD1: Protect animal health status and develop export of live cattle, beef and by-products, pork meat, tropical marine ornamental fish and marine products.</p> <p>LD2: Increase food security of rural communities and income of small-holder livestock farmers.</p> <p>LD3: Promote comparative advantage of good animal health status and low use of veterinary medicines.</p> | <p>Biosecurity Policy 2015 – 2030.</p> <p>Vanuatu National Livestock Policy 2015 – 2030.</p> <p>Vanuatu National Livestock Sector Policy Action Plan, Monitoring and Evaluation Framework 2015 – 2013.</p> <p>MALFFB Corporate Plan 2015 – 2018</p> <p>Overarching Productive Sector Policy 2012 - 2022</p> <p>National Sustainable Development Plan 2015 -2030</p> |
| Technical priorities in <b>Veterinary Public Health (VPH)</b>                            | <p>VPH1: Promote same level of food safety to national consumers as provided for tourism and exports.</p> <p>VPH2: Promote food security with healthy and wholesome food, fighting non-communicable diseases</p>  | <p>The relatively good food safety level is mainly due to absence of major zoonoses and low use of veterinary medicines, but poor regulations are a major risk for development of food safety double standards, uncontrolled use of chemicals, and import of dumped junk food and diet.</p>   |
| Technical priorities in <b>Animal Health (AH)</b>  | <p>AH1: Maintain good animal disease free status of the country</p> <p>AH2: Reduce economic impact of parasitic diseases by improving animal health service delivery in rural areas</p>   | <p>In absence of disease of major epizootic and zoonosis importance, targeted official programs are limited.</p> <p>Non-regulatory activities should be developed with animal health service delivery as a join program.</p>  |
| Policy on organisational structure and management of the <b>Veterinary Services (VS)</b> | <p>VS1: Ensure stability and an effective chain of command on all VS activities</p> <p>VS2: Ensure continuing professional development to a standard internationally recognised.</p>  | <p>The main challenge of the VS in the future is to maintain fundamental elements of quality on the long term: strong chain of command and technical independence of staff</p>  |

## II.2 Level of advancement

The OIE team of experts and staff of the MALFFB which includes Biosecurity Vanuatu worked together, taking into account the national priorities, current levels of advancement and progress made since the OIE PVS mission report to determine for each of the 47 critical competencies the desired level of advancement over the next five years.

**Table n°2 - Levels of advancement**

| Critical competencies   | Level of advancement |          |
|---|----------------------|----------|
|   | Current              | Expected |
| <b>Human, physical and financial resources</b>                                    |                      |          |
| I.1.A. Veterinarians and other professionals                                      | 2                    | 2        |
| I.1.B. Veterinary para-professionals and other technical personnel                | 2                    | 4        |
| I.2.A. Professional competencies of veterinarians                                 | 3                    | 4        |
| I.2.B. Competencies of veterinary para-professionals                              | 2                    | 4        |
| I.3. Continuing education   | 2                    | 4        |
| I.4. Technical independence   | 3                    | 4        |
| I.5. Stability of structures and sustainability of policies                       | 2                    | 4        |
| I.6.A. Internal coordination (chain of command)                                   | 3                    | 4        |
| I.6.B. External coordination  | 2                    | 3        |
| I.7. Physical resources   | 1                    | 4        |
| I.8. Operational funding  | 2                    | 3        |
| I.9. Emergency funding  | 1                    | 3        |
| I.10. Capital investment  | 2                    | 3        |
| I.11. Management of resources and operations                                      | 2                    | 3        |
| <b>Technical authority and capability</b>   |                      |          |
| II.1.A. Access to veterinary laboratory diagnosis                                 | 1                    | 5        |
| II.1.B. Suitability of national laboratory infrastructures                        | 1                    | 4        |
| II.2 Laboratory quality assurance   | 1                    | 3        |
| II.3 Risk analysis  | 2                    | 3        |
| II.4 Quarantine and border security   | 4                    | 5        |
| II.5.A. Passive epidemiological surveillance                                      | 2                    | 4        |
| II.5.B. Active epidemiological surveillance                                       | 1                    | 4        |
| II.6 Emergency response   | 2                    | 4        |
| II.7 Disease prevention, control and eradication                                  | 2                    | 3        |
| II.8.A. Regulation, authorisation and inspection of establishments                | 2                    | 4        |
| II.8.B. Ante and post mortem inspection   | 3                    | 4        |
| II.8.C. Inspection of collection, processing and distribution                     | 1                    | 3        |
| II.9 Veterinary medicines and biologicals   | 2                    | 3        |
| II.10 Residue testing   | 1                    | 2        |
| II.11 Animal feed safety  | 2                    | 2        |
| II.12.A. Animal identification and movement control                               | 2                    | 3        |
| II.12.B. Identification and traceability of products of animal origin             | 2                    | 3        |
| II.13 Animal welfare  | 3                    | 3        |
| <b>Interaction with interested parties</b>  |                      |          |
| III.1 Communication   | 2                    | 4        |
| III.2 Consultation with interested parties  | 2                    | 3        |
| III.3 Official representation   | 2                    | 3        |
| III.4 Accreditation / authorisation / delegation                                  | 1                    | 2        |
| II.5.A. Veterinary Statutory Body authority                                       | 1                    | 1        |
| II.5.B. Veterinary Statutory Body capacity  | N/A                  | N/A      |
| III.6 Participation of producers and other interested parties in joint programmes | 2                    | 2        |
| <b>Access to market</b>   |                      |          |
| IV.1 Preparation of legislation and regulations                                   | 2                    | 3        |
| IV.2 Implementation of legislation and regulations and compliance thereof         | 2                    | 3        |
| IV.3 International harmonisation  | 3                    | 3        |
| IV.4 International certification  | 4                    | 5        |
| IV.5 Equivalence and other types of sanitary agreements                           | 2                    | 3        |
| IV.6 Transparency   | 2                    | 3        |
| IV.7 Zoning   | N/A                  | N/A      |
| IV.8 Compartmentalisation   | N/A                  | N/A      |

## PVS GAP ANALYSIS

In Vanuatu, the VS functions and competencies described below are spread in different departments and services.

Strictly speaking, the VS of Vanuatu is only the Veterinary Section of the Biosecurity Department, and their only field staff are meat inspectors (full-time).

- Field staff in charge of veterinary border inspection is under the Biosecurity Section of the Biosecurity Department, and they conduct inspection for both plants and animals (estimated 25% of their working time).
- Field staff in charge of animal health activities is under the Livestock Department. AH activities are estimated at 115% of their working time.

The gap analysis must deal with this reality that takes into account the national context, where some staff share several functions of the VS.

### I Strengthening competencies for international trade

The purpose of this section is to explain the proposed activities in the field of international trade development, for both imports and exports.

This will include the activities presented in Critical Competency Cards II.4, II.12, IV.4, IV.5, IV.6, IV.7 and IV.8. If necessary, links could be made with the important cross-cutting competencies dealt with in the 5th pillar on management of Veterinary Services (e.g. chapter V.2 of the report) in the 2<sup>nd</sup> pillar on animal health or in the 3<sup>rd</sup> pillar on veterinary public health.

The national policy is oriented both on the development of livestock exports and ensuring national food security. A special attention is given to smallholder livestock farmers (15,000), in order to secure their production and generate income, with a resilience effect against poverty and against natural disasters (regular cyclones, earthquakes).

#### I.1 Strategy and activities

Vanuatu benefits from a good animal health status due to isolation provided by insularity and is free of epizootic and major zoonotic diseases. One of the main objectives is to maintain this status through a tight and effective border inspection system. **Border inspection** is the mandate of the Biosecurity Section of the Biosecurity Department and is separate from the Veterinary Section. When it comes to import of animals and products of animal origin, the main progress to be completed is ensuring relevant continuing education of staff, developing relevant SOPs and documentation systems, and clear supervision of a veterinarian (who may belong to the Veterinary Section, but have this function and relevant authority included in his job description). Border control should be submitted to external audit to gain in transparency. Another important issue will be to coordinate and to support MoH in fighting important development of non-communicable diseases by avoiding the country to be dumped by import of bad quality processed food products.

At the moment, taking into account the epidemiological, geographical and socio-economical context of Vanuatu, there is no need for a comprehensive national animal identification system, which would be costly, without presenting any advantage or benefit. **Animal identification and traceability of animal products** will concentrate only on export commodities, active surveillance and niche-market requirements, with cost recovery from interested parties. The VS should ensure that the systems comply with international standards, are harmonised and compatible with the AH database to be created, and are usable for smallholder livestock farmers willing to enter the systems. An external international

expertise may be required, but attention should be paid to the real needs and not engage in an unrealistic system.

**International certification** is key to the export process and will be submitted to external audit.

Vanuatu will seek new **sanitary agreements** for exports in the next five years, for different animal products.

The VS will drastically improve its **notification to OIE** by developing its animal health passive and active surveillance programmes (see AH part).

**Zoning and compartmentalisation** are not appropriate for Vanuatu in the current context.

## ***1.2 Human resources***

Specific human resources are not budgeted in this chapter as:

- Management activities for international trade are part of the duties of the 3 veterinarians employed in the Veterinary Section of the Biosecurity Department (see chapter V).
- Field activities for international trade are implemented as part-time activities: (i) by the 52 staff of the Biosecurity Department (border officers and compliance officers) and (ii) by the 30 staff of the Livestock Department when required (e.g. animal identification).

However, it is recognised that all field staff require regular continuing education and should benefit from on-task training abroad on AH and VPH border control. Systematic development of SOPs and reporting forms should allow increasing the efficiency of the activities.

## ***1.3 Physical resources***

The only specific physical resources budgeted are the 3 X-ray machines needed at airports, and a sealed lorry to transport cruise/cargo ship and airplane wastes from the ports of entry to the incinerator in Port Vila, Efate.

The Biosecurity Section of the Biosecurity Department provides other physical resources.

## ***1.4 Financial resources***

In addition to some specific costs of human and physical resources, the financial resources should include:

- annual budget for internal travel (flights, boat) and travel allowance in order to inspect cargo/cruise ships arriving at minor ports of entry (estimated 50 times/year).
- exceptional budget allowing international auditing of border inspection and certification to gain international recognition of the efficacy and efficiency of the VS, as well as allowing international expertise on animal identification and traceability.

The annual budget is estimated at 80 000 USD and the exceptional budget for the next five years around 75 000 USD.

Table n°3 - Sub-Total for strengthening competencies for international trade

| SUB-TOTAL TRADE                                 |                |                 |           |                       |                  |                  |
|---|----------------|-----------------|-----------|-----------------------|------------------|------------------|
| Resource and cost lines                         | Current Number | Required Number | Unit Cost | Years of amortisation | Annual cost      | Exceptional cost |
| <b>Material investments</b>                     |                |                 |           |                       |                  |                  |
| Buildings ( )                                   |                | 50              |           |                       |                  |                  |
| Maintenance cost per (m2)                       |                | 50              | 50        | 1                     | 2 500            |                  |
| Renovation cost per (m2)                        |                |                 | 250       | 20                    |                  |                  |
| Building cost per (m2)                          |                |                 | 1 000     | 20                    |                  |                  |
| Transport (Purchasing cost)                     |                |                 |           |                       |                  |                  |
| Motorbikes                                      |                |                 |           |                       |                  |                  |
| Cars  |                |                 | 24 000    | 5                     |                  |                  |
| 4x4 vehicles                                    |                |                 | 35 000    | 5                     |                  |                  |
| Other specific vehicle for Trade*               |                |                 | 75 000    | 10                    | 7 500            | 37 500           |
| Other specific vehicle for Trade*               |                |                 |           |                       |                  |                  |
| Staff office equipment set                      |                |                 | 2 400     | 3                     |                  |                  |
| Other specific office equipment set             |                |                 |           |                       |                  |                  |
| Other specific equipment                        |                |                 |           |                       |                  |                  |
| Other specific equipment for trade*             |                |                 |           |                       | 36 000           |                  |
| Other specific equipment for trade*             |                |                 |           |                       |                  |                  |
| <b>Sub-total Material investments</b>           |                |                 |           |                       | <b>46 000</b>    | <b>37 500</b>    |
| <b>Non material investments</b>                 |                |                 |           |                       |                  |                  |
| Training  |                |                 |           |                       |                  |                  |
| Specialised training (person-months/5 years)    |                | 0,4             | 6 500     |                       |                  | 2 600            |
| Continuing education (person-days/year)         |                | 90,0            | 100       |                       | 9 000            |                  |
| National expertise (days/5 years)               |                | -               |           |                       |                  |                  |
| International expertise (weeks/5 years)         |                | 4,0             | 9 000     |                       |                  | 36 000           |
| Special funds (/ 5 years) for ...               |                |                 |           |                       |                  |                  |
| <b>Sub-total non material expenditure</b>       |                |                 |           |                       | <b>9 000</b>     | <b>38 600</b>    |
| <b>Salaries</b>                                 |                |                 |           |                       |                  |                  |
| Veterinarians                                   |                | -               | 100 000   |                       |                  |                  |
| Other university degree                         |                | -               | 100 000   |                       |                  |                  |
| Veterinary para-professionals                   |                | -               | 20 000    |                       |                  |                  |
| Support staff                                   |                | -               | 15 000    |                       |                  |                  |
| <b>Sub-total Salaries</b>                       |                |                 |           |                       |                  |                  |
| <b>Consumable resources</b>                     |                |                 |           |                       |                  |                  |
| Administration                                  |                |                 | 20%       |                       |                  |                  |
| Travel allowances                               |                |                 |           |                       |                  |                  |
| staff within the country (person-days) / year   |                | 50              | 100       |                       | 5 000            |                  |
| drivers within the country (person-days) / year |                | -               |           |                       |                  |                  |
| staff abroad (person-weeks) / year              |                | -               | 3 600     |                       |                  |                  |
| Transport costs                                 |                |                 |           |                       |                  |                  |
| Km or miles Motorbikes / year                   |                | -               |           |                       |                  |                  |
| Km or miles cars / year                         |                | -               | 0,28      |                       |                  |                  |
| Km or miles 4x4 vehicle / year                  |                | -               | 0,52      |                       |                  |                  |
| Other transport fees*                           |                |                 |           |                       | 20 000           |                  |
| Other transport fees*                           |                |                 |           |                       |                  |                  |
| Specific costs                                  |                |                 |           |                       |                  |                  |
| Targeted specific communication                 |                |                 |           |                       |                  |                  |
| Consultation (number of 1 day meetings)         |                |                 |           |                       |                  |                  |
| Kits / reagents / vaccines                      |                |                 |           |                       |                  |                  |
| Other costs for trade*                          |                |                 |           |                       |                  |                  |
| Other costs for trade*                          |                |                 |           |                       |                  |                  |
| <b>Sub-total Consumable resources</b>           |                |                 |           |                       | <b>25 000</b>    |                  |
| <b>Delegated activities</b>                     |                |                 |           |                       |                  |                  |
|   |                |                 |           |                       |                  |                  |
| <b>Sub-total Delegated activities</b>           |                |                 |           |                       |                  |                  |
| <b>Total in</b>                                 | <b>USD</b>     |                 |           |                       | <b>80 000</b>    | <b>76 100</b>    |
| <b>Total in</b>                                 | <b>VUV</b>     |                 |           |                       | <b>8 000 000</b> | <b>7 610 000</b> |

## II Strengthening competencies for veterinary public health

The purpose of this section is to explain the proposed activities in the field of veterinary public health.

This will chiefly include the activities presented in the Critical Competency Cards II.8, II.9, II.10 and II.11. If necessary, links could be made with the important cross-cutting competencies developed in the 5th pillar on management of Veterinary Services (e.g. Chapter V.2 of the report).

### II.1 *Strategy and activities*

The main challenge of veterinary public health in Vanuatu is to avoid the progressive development of a double standard between the export/tourist sector and national consumers.

In this regard, several activities will be developed:

- to establish guidelines and standards for rural slaughter points and butcheries, in order to reach an acceptable level of hygiene and food safety risk. Despite current limited animal product processing industry in Vanuatu, the veterinary legislation framework should provide room to develop adequate regulations, guidelines and standards in this sector.
- to ensure adequate continuing education, disease surveillance, reporting system and veterinary supervision for all meat inspectors and livestock officers (Department of Livestock) in charge of meat inspection in rural areas where meat inspectors are not available.
- to develop comprehensive legislation on veterinary medicines to control distribution channels and prudent use to maintain low level of residues in products of animal origin (protecting consumers and facilitating organic production), low level of drug resistance and environmental issues, as well as quality, safety and efficacy of veterinary drugs,
- to implement residue testing programmes required by importing countries (at the cost of exporters) and 2 national surveys to assess the national residue situation and take advantage of the low level of use of veterinary medicines to promote national production quality. Sampling should be done by VS staff on a random sampling scientific basis with technical assistance, if necessary.
- to develop enabling regulation on animal feed safety, initially for feed imports.
- to develop strong external coordination with Ministry of Health (MoH) is key to protect Vanuatu consumers health, including growing concern about non-communicable diseases.
- The distribution sector (shops, markets and restaurants) is under the mandate of the Ministry of Health, but it is obvious that there is a lack of competence and compliance with international standards, and a lack of external coordination with the VS. A formal external coordination mechanism (SOPs for reporting and investigations) should be developed for zoonotic and foodborne diseases. It is also advisable to require that the MoH not accept the current double standard for the distribution sector and move forward in collaboration with the Biosecurity Department, particularly the veterinary section, to establish a uniform national standard for food safety. The VS should also collaborate intensively with the MoH to fight against non-communicable diseases development, by promoting better consumption of food of animal origin locally produced and by developing food safety and quality standards avoiding to be dumped by low or bad quality imported food products.

## **II.2 Human resources**

The Veterinary Section's current level of human resources is estimated as acceptable and consists of 3 official veterinarians (budgeted in chapter V) and 10 veterinary para-professionals (meat inspectors).

In addition, in rural areas, the 30 livestock officers of the Livestock Department should be tasked with slaughter inspection as a part time activity.

All of LOs should be regularly supervised by veterinarians (see chapters IV and V), benefit from continuing education (estimated 2 days/year and access to on-task training abroad), and participate in the disease reporting system (passive surveillance at slaughter points).

Although not in the scope of this report, it would be advisable for the MoH to recruit a veterinarian to develop adequate standards, regulations, SOPs and a reporting system for the food distribution sector, in addition to external coordination procedures with the VS.

## **II.3 Physical resources**

Physical resources are budgeted in chapter V, management of veterinary services.

## **II.4 Financial resources**

The annual budget consists in salaries, continuing education and administration of the staff, and could be estimated around 250 000 USD/year.

In addition, an exceptional budget of 100 000 USD is earmarked for 2 national surveys on residue testing, that would benchmark and monitor the situation. This includes technical assistance for the laboratory for the sampling plan, if necessary.

Table n°4 - Sub-Total for strengthening competencies for veterinary public health

| SUB-TOTAL VETERINARY PUBLIC HEALTH              |                |                 |           |                       |                   |                   |
|---|----------------|-----------------|-----------|-----------------------|-------------------|-------------------|
| Resource and cost lines                         | Current Number | Required Number | Unit Cost | Years of amortisation | Annual cost       | Exceptional cost  |
| <b>Material investments</b>                     |                |                 |           |                       |                   |                   |
| Buildings ( )                                   |                |                 |           |                       |                   |                   |
| Maintenance cost per (m2)                       |                | -               | 50        | 1                     |                   |                   |
| Renovation cost per (m2)                        |                | -               | 250       | 20                    |                   |                   |
| Building cost per (m2)                          |                | -               | 1 000     | 20                    |                   |                   |
| Transport (Purchasing cost)                     |                |                 |           |                       |                   |                   |
| Motorbikes                                      |                | -               |           |                       |                   |                   |
| Cars  |                | -               | 24 000    | 5                     |                   |                   |
| 4x4 vehicles                                    |                | -               | 35 000    | 5                     |                   |                   |
| Other specific vehicle for Vet. Public Health*  |                |                 |           |                       |                   |                   |
| Other specific vehicle for Vet. Public Health*  |                |                 |           |                       |                   |                   |
| Staff office equipment set                      |                |                 | 2 400     | 3                     |                   |                   |
| Other specific office equipment set             |                | -               |           |                       |                   |                   |
| Other specific equipment                        |                |                 |           |                       |                   |                   |
| Other equipment for Vet. Public Health*         |                |                 |           |                       |                   |                   |
| Other equipment for Vet. Public Health*         |                |                 |           |                       |                   |                   |
| <b>Sub-total Material investments</b>           |                |                 |           |                       |                   |                   |
| <b>Non material investments</b>                 |                |                 |           |                       |                   |                   |
| Training  |                |                 |           |                       |                   |                   |
| Specialised training (person-months/5 years)    |                | -               | 6 500     |                       |                   |                   |
| Continuing education (person-days/year)         |                | 80,0            | 100       |                       | 8 000             |                   |
| National expertise (days/5 years)               |                | -               |           |                       |                   |                   |
| International expertise (weeks/5 years)         |                | -               | 9 000     |                       |                   |                   |
| Special funds (/ 5 years) for ...               |                |                 |           |                       |                   | 100 000           |
| <b>Sub-total non material expenditure</b>       |                |                 |           |                       | <b>8 000</b>      | <b>100 000</b>    |
| <b>Salaries</b>                                 |                |                 |           |                       |                   |                   |
| Veterinarians                                   |                | -               | 100 000   |                       |                   |                   |
| Other university degree                         |                | -               | 100 000   |                       |                   |                   |
| Veterinary para-professionals                   | 10,0           | 10,0            | 20 000    |                       | 200 000           |                   |
| Support staff                                   |                | -               | 15 000    |                       |                   |                   |
| <b>Sub-total Salaries</b>                       |                |                 |           |                       | <b>200 000</b>    |                   |
| <b>Consumable resources</b>                     |                |                 |           |                       |                   |                   |
| Administration                                  |                |                 | 20%       |                       | 40 000            |                   |
| Travel allowances                               |                |                 |           |                       |                   |                   |
| staff within the country (person-days) / year   |                | -               | 100       |                       |                   |                   |
| drivers within the country (person-days) / year |                | -               |           |                       |                   |                   |
| staff abroad (person-weeks) / year              |                | -               | 3 600     |                       |                   |                   |
| Transport costs                                 |                |                 |           |                       |                   |                   |
| Km or miles Motorbikes / year                   |                |                 |           |                       |                   |                   |
| Km or miles cars / year                         |                |                 | 0,28      |                       |                   |                   |
| Km or miles 4x4 vehicle / year                  |                |                 | 0,52      |                       |                   |                   |
| Other transport fees*                           |                |                 |           |                       |                   |                   |
| Other transport fees*                           |                |                 |           |                       |                   |                   |
| Specific costs                                  |                |                 |           |                       |                   |                   |
| Targeted specific communication                 |                |                 |           |                       |                   |                   |
| Consultation (number of 1 day meetings)         |                |                 |           |                       |                   |                   |
| Kits / reagents / vaccines                      |                |                 |           |                       |                   |                   |
| Other costs for Vet. Public Health*             |                |                 |           |                       |                   |                   |
| Other costs for Vet. Public Health*             |                |                 |           |                       |                   |                   |
| <b>Sub-total Consumable resources</b>           |                |                 |           |                       | <b>40 000</b>     |                   |
| <b>Delegated activities</b>                     |                |                 |           |                       |                   |                   |
|   |                |                 |           |                       |                   |                   |
| <b>Sub-total Delegated activities</b>           |                |                 |           |                       |                   |                   |
| <b>Total in</b>                                 | <b>USD</b>     |                 |           |                       | <b>248 000</b>    | <b>100 000</b>    |
| <b>Total in</b>                                 | <b>VUV</b>     |                 |           |                       | <b>24 800 000</b> | <b>10 000 000</b> |



### III Strengthening competencies for animal health

The purpose of this section is to explain the activities proposed in the field of animal health.

These activities are chiefly those presented in the Critical Competency Cards II.5, II.6; II.7 and II.13. If necessary, links could be made with the important cross-cutting competencies dealt with in the 5th pillar on management of Veterinary Services (e.g. Chapter V.2 of the report).

#### III.1 Strategy and activities

In a context where there is no animal disease of major epizootic and zoonotic importance, AH regulatory programmes are limited. Their aim is to continuously provide relevant information on the disease free status by a coherent and professional system of passive surveillance and by scientific random based active surveillance.

In the context of Vanuatu, with 15 000 smallholder livestock farmers located throughout many small islands, and in the absence of major pathogens, it is not possible to resource a field network of veterinarians regularly in contact with farmers and animals. The AH surveillance system will thus primarily rely on limited part-time activity of the 30 veterinary para-professionals (livestock officers): it is, thus, more important to establish a strong chain of command, regular and effective supervision by a veterinarian, a clear reporting system and regular continuing education.

In addition, outside of regulatory AH activities, there is a need to develop AH service delivery to smallholder livestock farmers, focusing on the most common diseases affecting their production, which are internal and external parasitic diseases. This will be done through the livestock officer network, as a joint programme (see chapter V, and CC III.6), involving also agriculture extension services (200 staff) and future farmers' groups. Taking into account the economical context, such a programme will focus on (i) public awareness of smallholders about prevention and control of parasitic diseases and (ii) availability of relevant veterinary medicines through the controlled network of Livestock Officers. It is recognised that access to cost free veterinary medicines is impossible for individual parasitic treatments and too costly for systematic treatment (in addition to negative consequences on resistance of parasites, loss of herd immunity and increased residues in animal products). Thus, the distribution of veterinary medicines will be under individual cost recovery.

#### III.2 Human resources

Most AH field human resources are the livestock officers of the Livestock Department, and are not budgeted hereby. It is estimated that the 30 Livestock Officers will work at least 15% of their time on AH activities.

However, there is a need to recruit a new veterinarian specifically in charge of:

- operationalizing the regulatory AH programmes established by the VS,
- developing the AH service delivery network and animal health non-regulatory programmes.,
- effectively supervising directly and on-site the 30 livestock officers twice a year,
- giving advice on-call to livestock officers, and going in the field for specific situations and disease investigations.
- prescribing, authorising and monitoring the use of veterinary drugs by Livestock Officers, and reporting to the Veterinary Section.

In order to be able to supervise effectively the AH related activities of the Livestock Officers, this veterinarian should be posted in the Department of Livestock.

The job description should clearly mention that:

- for any regulatory veterinary activity established by the Veterinary Section, the AH veterinarian is under the authority of the VS;

- the Livestock Officers and AH veterinarian are placed under responsibility and chain of command the VS for regulatory veterinary activities, without any interference or arbitrage of Livestock Department,
- for any non-regulatory veterinary activity, defined within the Department of Livestock, the AH veterinarian should also report to the VS for information purposes.

### **III.3 Physical resources**

Most physical resources are provided by the Department of Livestock and are not budgeted hereby.

However, 4x4 pick-up, computer and office equipment are budgeted for the new AH veterinarian, as well as 30 stun-guns for the livestock officers (responsible for depopulation during animal disease emergencies and slaughter inspection).

### **III.4 Financial resources**

In addition to human and physical resources mentioned specifically, the annual budget, estimated around 210 000 USD, includes also continuing education on passive surveillance and animal disease control, and takes into account the necessary mobility of the AH veterinarian (60 days supervision, 30 days investigation) and livestock officers (10 days/year/staff for regulatory investigation on request of the VS).

An exceptional budget for the next five years is estimated at 140 000 USD, mainly to organise the 2 animal disease simulation exercises for emergency AH or VPH situation.

Table n°5 - Sub-Total for strengthening competencies for animal health

| SUB-TOTAL ANIMAL HEALTH                                |                |                 |           |                       |                   |                   |
|--|----------------|-----------------|-----------|-----------------------|-------------------|-------------------|
| Resource and cost lines                                | Current Number | Required Number | Unit Cost | Years of amortisation | Annual cost       | Exceptional cost  |
| <b>Material investments</b>                            |                |                 |           |                       |                   |                   |
| Buildings ( )  |                |                 |           |                       |                   |                   |
| <i>Maintenance cost per (m2)</i>                       |                | -               | 50        | 1                     |                   |                   |
| <i>Renovation cost per (m2)</i>                        |                | -               | 250       | 20                    |                   |                   |
| <i>Building cost per (m2)</i>                          |                | -               | 1 000     | 20                    |                   |                   |
| Transport (Purchasing cost)                            |                |                 |           |                       |                   |                   |
| <i>Motorbikes</i>                                      |                | -               |           |                       |                   |                   |
| <i>Cars</i>  |                | -               | 24 000    | 5                     |                   |                   |
| <i>4x4 vehicles</i>                                    |                | 1               | 35 000    | 5                     | 7 000             |                   |
| <i>Other specific vehicles for Animal Health*</i>      |                |                 |           |                       |                   |                   |
| <i>Other specific vehicles for Animal Health*</i>      |                |                 |           |                       |                   |                   |
| Staff office equipment set                             |                | 1               | 2 400     | 3                     | 800               |                   |
| Other specific office equipment set                    |                | -               |           |                       |                   |                   |
| Other specific equipment                               |                |                 |           |                       |                   |                   |
| <i>Other equipment for Animal Health*</i>              |                |                 |           |                       | 600               | 3 000             |
| <i>Other equipment for Animal Health*</i>              |                |                 |           |                       |                   |                   |
| <b>Sub-total Material investments</b>                  |                |                 |           |                       | <b>8 400</b>      | <b>3 000</b>      |
| <b>Non material investments</b>                        |                |                 |           |                       |                   |                   |
| Training   |                |                 |           |                       |                   |                   |
| <i>Specialised training (person-months/5 years)</i>    |                | -               | 6 500     |                       |                   |                   |
| <i>Continuing education (person-days/year)</i>         |                | 100,0           | 100       |                       | 10 000            |                   |
| National expertise (days/5 years)                      |                | -               |           |                       |                   |                   |
| International expertise (weeks/5 years)                |                | 4,0             | 9 000     |                       |                   | 36 000            |
| Special funds (/ 5 years) for ...                      |                |                 |           |                       |                   | 100 000           |
| <b>Sub-total non material expenditure</b>              |                |                 |           |                       | <b>10 000</b>     | <b>136 000</b>    |
| <b>Salaries</b>  |                |                 |           |                       |                   |                   |
| Veterinarians  |                | 1,0             | 100 000   |                       | 100 000           |                   |
| Other university degree                                |                | -               | 100 000   |                       |                   |                   |
| Veterinary para-professionals                          |                | -               | 20 000    |                       |                   |                   |
| Support staff  |                | -               | 15 000    |                       |                   |                   |
| <b>Sub-total Salaries</b>                              |                |                 |           |                       | <b>100 000</b>    |                   |
| <b>Consumable resources</b>                            |                |                 |           |                       |                   |                   |
| Administration   |                |                 | 20%       |                       | 20 000            |                   |
| Travel allowances                                      |                |                 |           |                       |                   |                   |
| <i>staff within the country (person-days) / year</i>   |                | 390             | 100       |                       | 39 000            |                   |
| <i>drivers within the country (person-days) / year</i> |                | -               |           |                       |                   |                   |
| <i>staff abroad (person-weeks) / year</i>              |                | -               | 3 600     |                       |                   |                   |
| Transport costs  |                |                 |           |                       |                   |                   |
| <i>Km or miles Motorbikes / year</i>                   |                |                 |           |                       |                   |                   |
| <i>Km or miles cars / year</i>                         |                |                 | 0,28      |                       |                   |                   |
| <i>Km or miles 4x4 vehicle / year</i>                  |                | 20 000          | 0,52      |                       | 10 400            |                   |
| <i>Other transport fees*</i>                           |                |                 |           |                       | 17 500            |                   |
| <i>Other transport fees*</i>                           |                |                 |           |                       |                   |                   |
| Specific costs   |                |                 |           |                       |                   |                   |
| <i>Targeted specific communication</i>                 |                | -               |           |                       |                   |                   |
| <i>Consultation (number of 1 day meetings)</i>         |                | -               |           |                       |                   |                   |
| <i>Kits / reagents / vaccines</i>                      |                |                 |           |                       |                   |                   |
| <i>Other costs for Animal Health*</i>                  |                |                 |           |                       | 5 000             |                   |
| <i>Other costs for Animal Health*</i>                  |                |                 |           |                       |                   |                   |
| <b>Sub-total Consumable resources</b>                  |                |                 |           |                       | <b>91 900</b>     |                   |
| <b>Delegated activities</b>                            |                |                 |           |                       |                   |                   |
|  |                |                 |           |                       |                   |                   |
| <b>Sub-total Delegated activities</b>                  |                |                 |           |                       |                   |                   |
| <b>Total in</b>  | <b>USD</b>     |                 |           |                       | <b>210 300</b>    | <b>139 000</b>    |
| <b>Total in</b>  | <b>VUV</b>     |                 |           |                       | <b>21 030 000</b> | <b>13 900 000</b> |



## **IV Strengthening competencies for veterinary laboratory diagnostic**

The purpose of this section is to explain the proposed activities in the field of veterinary laboratory diagnostics: Critical Competency Cards II.1 and II.2.

### ***IV.1 Strategy and activities***

Taking into account the context of Vanuatu (no disease of epizootic or major zoonotic importance, small size of the country, scattered animal production areas), the strategy is to secure agreement with reference laboratories and courier companies to be able to provide internationally recognised laboratory results whenever required. The financial and technical capacity of a comprehensive national veterinary laboratory would be totally impossible to justify and maintain.

Taking into account the frequency of parasitic diseases and the low cost of parasitology diagnostics, the VS will benefit of maintaining the current parasitology laboratory of the Livestock Department.

### ***IV.2 Human resources***

The laboratory technician, although under the Livestock Department, is incorporated in the budget of the VS, as work of the parasitology laboratory sub-section will be linked and important to the AH veterinarian to be recruited (and also proposed to be posted in Livestock department).

### ***IV.3 Physical resources***

The value of equipment of a parasitology laboratory sub-section is estimated at 15 000 USD with a 20% amortisation rate. The area of the sub-section to be maintained is estimated at 50 m<sup>2</sup>.

### ***IV.4 Financial resources***

The annual budget (estimated at 30 000 USD) includes the salary of the laboratory technician, the maintenance of the laboratory building and equipment and IATA-compliant shipment boxes. The budget necessary for laboratory analyses conducted abroad has already been earmarked for active surveillance in CC II.5.B in chapter III (5000 USD/year) and for residue testing (100 000 USD for 2 surveys over the next five years).

An exceptional budget is estimated for specialised training of staff.

Table n°6 - Sub-Total for strengthening competencies for veterinary laboratory

| SUB-TOTAL VETERINARY LABORATORIES               |                |                 |           |                       |                  |                  |  |
|---|----------------|-----------------|-----------|-----------------------|------------------|------------------|--|
| Resource and cost lines                         | Current Number | Required Number | Unit Cost | Years of amortisation | Annual cost      | Exceptional cost |  |
| <b>Material investments</b>                     |                |                 |           |                       |                  |                  |  |
| Buildings ( )                                   |                | 40              |           |                       |                  |                  |  |
| Maintenance cost per (m2)                       | 40             | 40              | 50        | 1                     | 2 000            |                  |  |
| Renovation cost per (m2)                        |                | -               | 250       | 20                    |                  |                  |  |
| Building cost per (m2)                          |                | -               | 1 000     | 20                    |                  |                  |  |
| Transport (Purchasing cost)                     |                |                 |           |                       |                  |                  |  |
| Motorbikes                                      |                | -               |           |                       |                  |                  |  |
| Cars  |                | -               | 24 000    | 5                     |                  |                  |  |
| 4x4 vehicles                                    |                | -               | 35 000    | 5                     |                  |                  |  |
| Other specific vehicles for Vet. Laboratories*  |                |                 |           |                       |                  |                  |  |
| Other specific vehicles for Vet. Laboratories*  |                |                 |           |                       |                  |                  |  |
| Staff office equipment set                      |                | -               | 2 400     | 3                     |                  |                  |  |
| Other specific office equipment set             |                | -               |           |                       |                  |                  |  |
| Other specific equipment                        |                |                 |           |                       |                  |                  |  |
| Other equipment for Vet. Laboratories*          |                |                 |           |                       | 3 000            |                  |  |
| Other equipment for Vet. Laboratories*          |                |                 |           |                       |                  |                  |  |
| <b>Sub-total Material investments</b>           |                |                 |           |                       | <b>5 000</b>     |                  |  |
| <b>Non material investments</b>                 |                |                 |           |                       |                  |                  |  |
| Training  |                |                 |           |                       |                  |                  |  |
| Specialised training (person-months/5 years)    |                | 1,2             | 6 500     |                       |                  | 7 800            |  |
| Continuing education (person-days/year)         |                | -               | 100       |                       |                  |                  |  |
| National expertise (days/5 years)               |                | -               |           |                       |                  |                  |  |
| International expertise (weeks/5 years)         |                | -               | 9 000     |                       |                  |                  |  |
| Special funds (/ 5 years) for ...               |                |                 |           |                       |                  |                  |  |
| <b>Sub-total non material expenditure</b>       |                |                 |           |                       |                  | <b>7 800</b>     |  |
| <b>Salaries</b>                                 |                |                 |           |                       |                  |                  |  |
| Veterinarians                                   |                | -               | 100 000   |                       |                  |                  |  |
| Other university degree                         |                | -               | 100 000   |                       |                  |                  |  |
| Veterinary para-professionals                   |                | 1,0             | 20 000    |                       | 20 000           |                  |  |
| Support staff                                   |                | -               | 15 000    |                       |                  |                  |  |
| <b>Sub-total Salaries</b>                       |                |                 |           |                       | <b>20 000</b>    |                  |  |
| <b>Consumable resources</b>                     |                |                 |           |                       |                  |                  |  |
| Administration                                  |                |                 | 20%       |                       | 4 000            |                  |  |
| Travel allowances                               |                |                 |           |                       |                  |                  |  |
| staff within the country (person-days) / year   |                | -               | 100       |                       |                  |                  |  |
| drivers within the country (person-days) / year |                | -               |           |                       |                  |                  |  |
| staff abroad (person-weeks) / year              |                | -               | 3 600     |                       |                  |                  |  |
| Transport costs                                 |                |                 |           |                       |                  |                  |  |
| Km or miles Motorbikes / year                   |                |                 |           |                       |                  |                  |  |
| Km or miles cars / year                         |                |                 | 0,28      |                       |                  |                  |  |
| Km or miles 4x4 vehicle / year                  |                |                 | 0,52      |                       |                  |                  |  |
| Other transport fees*                           |                |                 |           |                       |                  |                  |  |
| Other transport fees*                           |                |                 |           |                       |                  |                  |  |
| Specific costs                                  |                |                 |           |                       |                  |                  |  |
| Targeted specific communication                 |                | -               |           |                       |                  |                  |  |
| Consultation (number of 1 day meetings)         |                | -               |           |                       |                  |                  |  |
| Kits / reagents / vaccines                      |                | -               |           |                       |                  |                  |  |
| Other costs for Vet. Laboratories*              |                |                 |           |                       | 500              |                  |  |
| Other costs for Vet. Laboratories*              |                |                 |           |                       |                  |                  |  |
| <b>Sub-total Consumable resources</b>           |                |                 |           |                       | <b>4 500</b>     |                  |  |
| <b>Delegated activities</b>                     |                |                 |           |                       |                  |                  |  |
|   |                |                 |           |                       |                  |                  |  |
| <b>Sub-total Delegated activities</b>           |                |                 |           |                       |                  |                  |  |
| <b>Total in</b>                                 | <b>USD</b>     |                 |           |                       | <b>29 500</b>    | <b>7 800</b>     |  |
| <b>Total in</b>                                 | <b>VUV</b>     |                 |           |                       | <b>2 950 000</b> | <b>780 000</b>   |  |

## **V Strengthening competencies for general management and regulatory services**

In this section, reference should be made to the Critical Competency Cards I.2, I.3, I.4, I.5, I.6, I.11, II.3, III.1, III.2, III.3, III.4, III.5, III.6, IV.1, IV.2 and IV.3.

### **V.1 General organisation of the Veterinary Services**

#### **V.1.A Technical independence**

Technical independence of staff is a cornerstone of VS international credibility. In the context of Vanuatu, the competence and level of professionalism of the few official veterinarians is key and needs to be maintained. In order to attract suitably qualified professionals, their level of revenue (100 000 USD) is high compared to other directors of national administration.

This level could probably be lowered if official veterinarians were nationals rather than expatriates. However, to maintain their independence against any pressure, it is advisable to maintain the highest level of revenue. In addition, taking into account the small number of official veterinarians necessary for the country, it is advisable to maintain the policy of contracts limited in time, rather than permanent civil servant contracts. Their job description and contract should clearly protect their technical independence.

Technical independence of the overall system is maintained globally when legislation, procedures, reporting system, evaluations and continuing education are appropriate.

#### **V.1.B Coordination**

The chain of command of the VS is another key element of the international credibility of the VS.

In the context of Vanuatu, staff belonging to the Biosecurity Section and the Livestock Department will implement field regulatory activities defined by the Veterinary Section. It should be made quite clear that such staff, when implementing part-time VS regulatory activities, is under the authority of the VS. There should not be any interference by their respective line management superiors (Livestock Principal and Senior Officers) on the implementation of regulatory VS activities.

The VS will provide specific continuing education and reporting system.

In addition, to facilitate the coordination and delineation of functions, two modifications of the organisational structures are proposed:

- a position of veterinarian in charge of AH in the Department of Livestock, whose function is to (i) operationalise regulatory VS activities designed by the VS and (ii) develop non-regulatory veterinary service delivery in rural areas. The veterinarian will have authority over Livestock Officers for regulatory VS activities, will supervise them regularly (twice a year on site) and will organise their continuing education.
- a Plant Protection Section (headed with a Principal Plant Protection Officer) in the Biosecurity Department, at an equivalent level of the Veterinary Section and of the Biosecurity Section. This would better clarify functions of the plant protection section.

### ***V.1.C Veterinary practice organisation and policy***

Vanuatu should provide a clear legal definition of veterinarian and of veterinary medicine.

### ***V.1.D Official delegation***

Although not needed at the moment, the legislation should provide room for official delegation on an ad-hoc basis. This could be required in the near future for a specific purpose (e.g. poultry sector, rabies vaccinations for exports or health certificates for pets, etc.).

## ***V.2 Cross-cutting competencies of the VS***

### ***V.2.A Qualification of VS staff***

Vanuatu should accept only qualified veterinarians trained in internationally recognised veterinary faculties. Vanuatu nationals currently studying in Fiji or the Philippines should be facilitated to obtain degrees in internationally accredited faculties, even through complementary courses.

### ***V.2.B Management of operation and resources***

The overall documentation system should be reorganised in a systematic manner and allow analysis of its efficacy and efficiency.

### ***V.2.C Communication***

Communication is essential to maintain awareness on exotic animal disease detection (and maintain free status) and to explain the policy objective and reforms (e.g. veterinary medicines delivery).

### ***V.2.D Consultation with interested parties and joint programmes***

Consultation with stakeholders is progressively developed as a new policy from the government.

This is essential for topics such as animal identification, residues, veterinary medicines, and food safety,

### ***V.2.E Official representation***

The VS of Vanuatu should be able to participate in all OIE meetings and pay its annual contribution include arrears, in order to maintain its international recognition.

### ***V.2.F Legislation***

Some legislation reviews are necessary, and should be adapted to the context.

### **V.3 Human resources**

Human resources of the Veterinary Section consist in 3 official veterinarians (PVO, SVO north, SVO south), 10 meat inspectors and 5 administrative support staff.

A fourth veterinarian will be placed in the Livestock Department as coordinator of implementation of AH activities (both regulatory and non-regulatory). He is budgeted under the Animal Health Chapter.

For the purpose of external coordination with the Ministry of Health, it is proposed that one veterinarian should be recruited by the MoH in order to organise all activities relevant to food safety in the distribution sector (restaurants, shops, markets) and to facilitate coordination with the VS on foodborne diseases and zoonosis, as well as fighting development of non-communicable diseases. This veterinarian is not budgeted here.

### **V.4 Physical resources**

Physical resources for management of the VS consist in 260 m<sup>2</sup> of office building, 3 vehicles 4x4 pick-up, 8 comprehensive office equipment.

### **V.5 Financial resources**

In addition to human and physical resources, the annual budget includes mainly the internal flights and boat trips, and travel allowances of the staff.

The total annual budget for the management of the VS is estimated at 575 000 USD, of which more than half is represented by the salaries of the 3 veterinarians. This is necessary to attract highly qualified professionals and ensure their technical independence which is required to assure international recognition of the VS.

An exceptional budget is proposed for international veterinary expertise to develop an external coordination programme with the MoH on food safety, zoonosis and non communicable diseases.

Table n°7 - Sub-Total for strengthening general management and regulatory services

| SUB-TOTAL MANAGEMENT OF VETERINARY SERVICES     |                |                 |           |                       |                   |                  |
|---|----------------|-----------------|-----------|-----------------------|-------------------|------------------|
| Resource and cost lines                         | Current Number | Required Number | Unit Cost | Years of amortisation | Annual cost       | Exceptional cost |
| <b>Material investments</b>                     |                |                 |           |                       |                   |                  |
| Buildings ( )                                   |                | 260             |           |                       |                   |                  |
| Maintenance cost per (m2)                       | 200            | 200             | 50        | 1                     | 10 000            |                  |
| Renovation cost per (m2)                        |                | -               | 250       | 20                    |                   |                  |
| Building cost per (m2)                          |                | 60              | 1 000     | 20                    | 3 000             | 45 000           |
| Transport (Purchasing cost)                     |                |                 |           |                       |                   |                  |
| Motorbikes                                      |                | -               |           |                       |                   |                  |
| Cars  |                |                 | 24 000    | 5                     |                   |                  |
| 4x4 vehicles                                    | 2              | 3               | 35 000    | 5                     | 21 000            |                  |
| Other specific vehicles for management of VS*   |                |                 |           |                       |                   |                  |
| Other specific vehicles for management of VS*   |                |                 |           |                       |                   |                  |
| Staff office equipment set                      | 8              | 8               | 2 400     | 3                     | 6 400             |                  |
| Other specific office equipment set             |                | -               |           |                       |                   |                  |
| Other specific equipment                        |                |                 |           |                       |                   |                  |
| Other equipment for management of VS*           |                |                 |           |                       |                   |                  |
| Other equipment for management of VS*           |                |                 |           |                       |                   |                  |
| <b>Sub-total Material investments</b>           |                |                 |           |                       | <b>40 400</b>     | <b>45 000</b>    |
| <b>Non material investments</b>                 |                |                 |           |                       |                   |                  |
| Training  |                |                 |           |                       |                   |                  |
| Initial training                                |                |                 |           |                       |                   |                  |
| Specialised training (person-months/5 years)    |                | -               | 6 500     |                       |                   |                  |
| Continuing education (person-days/year)         |                | -               | 100       |                       |                   |                  |
| National expertise (days/5 years)               |                | -               |           |                       |                   |                  |
| International expertise (weeks/5 years)         |                | 2,0             | 9 000     |                       |                   | 18 000           |
| Special funds (/ 5 years) for ...               |                |                 |           |                       |                   |                  |
| <b>Sub-total non material expenditure</b>       |                |                 |           |                       |                   | <b>18 000</b>    |
| <b>Salaries</b>                                 |                |                 |           |                       |                   |                  |
| Veterinarians                                   | 3,0            | 3,0             | 100 000   |                       | 300 000           |                  |
| Other university degree                         |                | -               | 100 000   |                       |                   |                  |
| Veterinary para-professionals                   |                | -               | 20 000    |                       |                   |                  |
| Support staff                                   | 5,0            | 5,0             | 15 000    |                       | 75 000            |                  |
| <b>Sub-total Salaries</b>                       |                |                 |           |                       | <b>375 000</b>    |                  |
| <b>Consumable resources</b>                     |                |                 |           |                       |                   |                  |
| Administration                                  |                |                 | 20%       |                       | 75 000            |                  |
| Travel allowances                               |                |                 |           |                       |                   |                  |
| staff within the country (person-days) / year   |                | 60              | 100       |                       | 6 000             |                  |
| drivers within the country (person-days) / year |                | -               |           |                       |                   |                  |
| staff abroad (person-weeks) / year              |                | 5               | 3 600     |                       | 18 000            |                  |
| Transport costs                                 |                |                 |           |                       |                   |                  |
| Km or miles Motorbikes / year                   |                |                 |           |                       |                   |                  |
| Km or miles cars / year                         |                |                 | 0,28      |                       |                   |                  |
| Km or miles 4x4 vehicle / year                  |                | 60 000          | 0,52      |                       | 31 200            |                  |
| Other transport fees*                           |                |                 |           |                       | 10 500            |                  |
| Other transport fees*                           |                |                 |           |                       |                   |                  |
| Specific costs                                  |                |                 |           |                       |                   |                  |
| Targeted specific communication                 |                | 1               |           |                       | 5 000             |                  |
| Consultation (number of 1 day meetings)         |                | -               |           |                       |                   |                  |
| Kits / reagents / vaccines                      |                | -               |           |                       |                   |                  |
| Other costs for VS management*                  |                |                 |           |                       | 15 000            |                  |
| Other costs for VS management*                  |                |                 |           |                       |                   |                  |
| <b>Sub-total Consumable resources</b>           |                |                 |           |                       | <b>160 700</b>    |                  |
| <b>Delegated activities</b>                     |                |                 |           |                       |                   |                  |
|   |                |                 |           |                       |                   |                  |
| <b>Sub-total Delegated activities</b>           |                |                 |           |                       |                   |                  |
| <b>Total in</b>                                 | <b>USD</b>     |                 |           |                       | <b>576 100</b>    | <b>63 000</b>    |
| <b>Total in</b>                                 | <b>VUV</b>     |                 |           |                       | <b>57 610 000</b> | <b>6 300 000</b> |

## VI Resources analysis

The total annual budget is estimated around 1 150 000 USD/year to reach the relevant level of advancement, taking into account the national priorities.

In addition, an exceptional investment budget of an estimated 400 000 USD is required over the next five years. Its distribution is about 25% for physical resources, specialised trainings/international expertise, national residues surveys and for emergency disease simulation exercises, respectively.

**Table n°8 - Total budget**

| TOTAL COST                                      |                |                 |           |                       |                    |                   |                        |               |                          |
|---|----------------|-----------------|-----------|-----------------------|--------------------|-------------------|------------------------|---------------|--------------------------|
| Resource and cost lines                         | Current Number | Required Number | Unit Cost | Years of amortisation | Annual cost        | Exceptional cost  | Total cost for 5 years | % annual cost | % total cost for 5 years |
| <b>Material investments</b>                     |                |                 |           |                       |                    |                   |                        |               |                          |
| Buildings ( )                                   | 240            | 350             |           |                       |                    |                   |                        |               |                          |
| Maintenance cost per (m2)                       | 240            | 290             | 50        | 1                     | 14 500             |                   | 72 500                 | 1,3%          | 1,2%                     |
| Renovation cost per (m2)                        | -              | -               | 250       | 20                    |                    |                   |                        |               |                          |
| Building cost per (m2)                          | -              | 60              | 1 000     | 20                    | 3 000              | 45 000            | 60 000                 | 0,3%          | 1,0%                     |
| Transport (Purchasing cost)                     |                |                 |           |                       |                    |                   |                        |               |                          |
| Motorbikes                                      | -              | -               |           |                       |                    |                   |                        |               |                          |
| Cars  | -              | -               | 24 000    | 5                     |                    |                   |                        |               |                          |
| 4x4 vehicles                                    | 2              | 4               | 35 000    | 5                     | 28 000             |                   | 140 000                | 2,4%          | 2,3%                     |
| Other vehicles                                  |                | 1               | 75 000    | 10                    | 7 500              | 37 500            | 75 000                 | 0,7%          | 1,2%                     |
| Staff office equipment set                      | 8              | 9               | 2 400     | 3                     | 7 200              |                   | 36 000                 | 0,6%          | 0,6%                     |
| Other specific office equipment set             | -              | -               |           |                       |                    |                   |                        |               |                          |
| Other specific equipment                        |                |                 |           |                       |                    |                   |                        |               |                          |
| Other equipment                                 |                |                 |           |                       | 39 600             | 3 000             | 201 000                | 3,5%          | 3,3%                     |
| Other equipment                                 |                |                 |           |                       |                    |                   |                        |               |                          |
| <b>Sub-total Material investments</b>           |                |                 |           |                       | <b>99 800</b>      | <b>85 500</b>     | <b>584 500</b>         | <b>8,7%</b>   | <b>9,6%</b>              |
| <b>Non material investments</b>                 |                |                 |           |                       |                    |                   |                        |               |                          |
| Training  |                |                 |           |                       |                    |                   |                        |               |                          |
| Initial training                                |                |                 |           |                       |                    |                   |                        |               |                          |
| Specialised training (person-months/5 years)    | -              | 1,6             | 6 500     |                       |                    | 10 400            | 10 400                 | 0,2%          | 0,2%                     |
| Continuing education (person-days/year)         | -              | 270,0           | 100       |                       | 27 000             |                   | 135 000                | 2,4%          | 2,2%                     |
| National expertise (days/5 years)               |                |                 |           |                       |                    |                   |                        |               |                          |
| International expertise (weeks/5 years)         |                | 10,0            | 9 000     |                       |                    | 90 000            | 90 000                 | 1,5%          | 1,5%                     |
| Special funds                                   |                |                 |           |                       |                    | 200 000           | 200 000                | 3,3%          | 3,3%                     |
| <b>Sub-total non material expenditure</b>       |                |                 |           |                       | <b>27 000</b>      | <b>300 400</b>    | <b>435 400</b>         | <b>2,4%</b>   | <b>7,1%</b>              |
| <b>Salaries</b>                                 |                |                 |           |                       |                    |                   |                        |               |                          |
| Veterinarians                                   | 3,0            | 4,0             | 100 000   |                       | 400 000            |                   | 2 000 000              | 35,0%         | 32,8%                    |
| Other university degree                         | -              | -               | 100 000   |                       |                    |                   |                        |               |                          |
| Veterinary para-professionals                   | 10,0           | 11,0            | 20 000    |                       | 220 000            |                   | 1 100 000              | 19,2%         | 18,0%                    |
| Support staff                                   | 5,0            | 5,0             | 15 000    |                       | 75 000             |                   | 375 000                | 6,6%          | 6,1%                     |
| <b>Sub-total Salaries</b>                       |                |                 |           |                       | <b>695 000</b>     |                   | <b>3 475 000</b>       | <b>60,8%</b>  | <b>56,9%</b>             |
| <b>Consumable resources</b>                     |                |                 |           |                       |                    |                   |                        |               |                          |
| Administration                                  |                |                 | 20%       |                       | 139 000            |                   | 695 000                | 12,2%         | 11,4%                    |
| Travel allowances                               |                |                 |           |                       |                    |                   |                        |               |                          |
| staff within the country (person-days) / year   | -              | 500             | 100       |                       | 50 000             |                   | 250 000                | 4,4%          | 4,1%                     |
| drivers within the country (person-days) / year | -              | -               |           |                       |                    |                   |                        |               |                          |
| staff abroad (person-weeks) / year              | -              | 5               | 3 600     |                       | 18 000             |                   | 90 000                 | 1,6%          | 1,5%                     |
| Transport costs                                 |                |                 |           |                       |                    |                   |                        |               |                          |
| Km or miles Motorbikes / year                   |                |                 |           |                       |                    |                   |                        |               |                          |
| Km or miles cars / year                         |                |                 | 0,28      |                       |                    |                   |                        |               |                          |
| Km or miles 4x4 vehicle / year                  |                | 80 000          | 0,52      |                       | 41 600             |                   | 208 000                | 3,6%          | 3,4%                     |
| Other transport fees                            |                |                 |           |                       | 48 000             |                   | 240 000                | 4,2%          | 3,9%                     |
| Other transport fees                            |                |                 |           |                       |                    |                   |                        |               |                          |
| Specific costs                                  |                |                 |           |                       |                    |                   |                        |               |                          |
| Targeted specific communication                 | -              | 1               |           |                       | 5 000              |                   | 25 000                 | 0,4%          | 0,4%                     |
| Consultation (number of 1 day meetings)         | -              | -               |           |                       |                    |                   |                        |               |                          |
| Kits / reagents / vaccines                      | -              | -               |           |                       |                    |                   |                        |               |                          |
| Other costs                                     |                |                 |           |                       | 20 500             |                   | 102 500                | 1,8%          | 1,7%                     |
| Other costs                                     |                |                 |           |                       |                    |                   |                        |               |                          |
| <b>Sub-total Consumable resources</b>           |                |                 |           |                       | <b>322 100</b>     |                   | <b>1 610 500</b>       | <b>28,2%</b>  | <b>26,4%</b>             |
| <b>Delegated activities</b>                     |                |                 |           |                       |                    |                   |                        |               |                          |
| Specific delegated activities                   |                |                 |           |                       |                    |                   |                        |               |                          |
| Specific delegated activities                   |                |                 |           |                       |                    |                   |                        |               |                          |
| <b>Sub-total Delegated activities</b>           |                |                 |           |                       |                    |                   |                        |               |                          |
| <b>Total in</b>                                 | <b>USD</b>     |                 |           |                       | <b>1 143 900</b>   | <b>385 900</b>    | <b>6 105 400</b>       | <b>100%</b>   | <b>100%</b>              |
| <b>Total in</b>                                 | <b>VUV</b>     |                 |           |                       | <b>114 390 000</b> | <b>38 590 000</b> | <b>610 540 000</b>     |               |                          |

## VI.1 Human resources analysis

The human resources of the Veterinary Section of the Biosecurity Department will remain stable with 3 official veterinarians, 10 veterinary para-professionals (10 meat inspectors) and 5 support staff.

One additional veterinarian, responsible for AH programmes, posted in the Livestock Department, has been budgeted.

However, 60 veterinary para-professionals, 30 working part-time for border inspection (estimated 25% FTE) and 30 for animal health in the field (estimated 15% FTE), are not budgeted. They are paid by the Biosecurity Section and Livestock Department, respectively.

| Total estimation of the staffing required |         |          |                          |          |               |          |                         |          |                      |          |                                   |          |         |          |    |
|---|---------|----------|--------------------------|----------|---------------|----------|-------------------------|----------|----------------------|----------|-----------------------------------|----------|---------|----------|----|
|   | Trade   |          | Veterinary Public Health |          | Animal health |          | Veterinary laboratories |          | Delegated activities |          | Management of Veterinary Services |          | Total   |          |    |
|   | Current | Required | Current                  | Required | Current       | Required | Current                 | Required | Current              | Required | Current                           | Required | Current | Required |    |
| Veterinarians                             |         |          |                          |          |               | 1        |                         |          |                      |          |                                   | 3        | 3       | 3        | 4  |
| Other university degree                   |         |          |                          |          |               |          |                         | 1        |                      |          |                                   |          |         | 10       | 11 |
| Veterinary para-professionals             |         |          | 10                       | 10       |               |          |                         |          |                      |          |                                   |          |         | 5        | 5  |
| Support staff                             |         |          |                          |          |               |          |                         |          |                      |          |                                   |          |         | 5        | 5  |
| <b>TOTAL</b>                              |         |          | 10                       | 10       |               | 1        |                         | 1        |                      |          |                                   | 8        | 8       | 18       | 20 |

## VI.2 Physical resources analysis

Physical resources of the VS are reasonably increased mostly to support Biosecurity with 50 m<sup>2</sup> of office building rented on the wharf, 3 X-ray machines for the airports and one sealed lorry for transport of cargo/cruise ship wastage.

The Veterinary Section should maintain 300 m<sup>2</sup> of office building (60 m<sup>2</sup> to build), 3 vehicles 4x4 pick-up, 8 office equipment set, and laboratory equipment for parasitology.

In addition, the veterinarian responsible for AH in the Livestock Department will need one vehicle and an office equipment set.

| Total estimation of physical resources required    |         |          |                          |          |               |          |                         |          |                                   |          |         |          |
|--|---------|----------|--------------------------|----------|---------------|----------|-------------------------|----------|-----------------------------------|----------|---------|----------|
|  | Trade   |          | Veterinary Public Health |          | Animal health |          | Veterinary laboratories |          | Management of Veterinary Services |          | Total   |          |
|  | Current | Required | Current                  | Required | Current       | Required | Current                 | Required | Current                           | Required | Current | Required |
| <b>Buildings ()</b>                                |         | 50       |                          |          |               |          | 40                      | 40       | 200                               | 260      | 240     | 350      |
| Maintenance cost per (m <sup>2</sup> )             |         | 50       |                          |          |               |          | 40                      | 40       | 200                               | 200      | 240     | 290      |
| Renovation cost per (m <sup>2</sup> )              |         | -        |                          |          |               |          |                         |          |                                   |          |         |          |
| Building cost per (m <sup>2</sup> )                |         | -        |                          |          |               |          |                         |          |                                   | 60       |         | 60       |
| <b>Transport (Purchasing cost)</b>                 |         |          |                          |          |               |          |                         |          |                                   |          |         |          |
| Motorbikes   |         | -        |                          |          |               |          |                         |          |                                   |          |         |          |
| Cars   |         | -        |                          |          |               |          |                         |          |                                   |          |         |          |
| 4x4 vehicles                                       |         | -        |                          |          |               | 1        |                         |          | 2                                 | 3        | 2       | 4        |
| Other  |         | -        |                          |          |               |          |                         |          |                                   |          |         |          |
| Other  |         | -        |                          |          |               |          |                         |          |                                   |          |         |          |
| <b>Staff office equipment set</b>                  |         |          |                          |          |               | 1        |                         |          | 8                                 | 8        | 8       | 9        |
| <b>Other specific office equipment set</b>         |         |          |                          |          |               |          |                         |          |                                   |          |         |          |
| <b>Other specific equipment in (ref. currency)</b> |         | 36 000   |                          |          |               | 600      |                         | 3 000    |                                   |          |         | 39 600   |

### **VI.3 Financial resources analysis**

Annual budget of the VS should be **increased by about 20%** up to 11500 000 USD to enable them to improve their compliance with OIE international standards.

In addition, an exceptional budget of around 400 000 USD is needed for special long term investments that will pave the way forward for the international credibility of the VS, and of Vanuatu's livestock sub-sector (international expertise, specific equipment, office space, specialised training, national survey for residues and animal disease simulation exercises).

#### **VI.3.A Operational funding**

More than 90% of the annual budget is operational funding (1 040 000 USD), out of which 70% is for salaries and 30% for consumables (transport, administration, etc.).

#### **VI.3.B Emergency funding**

No specific funding is required for animal health emergencies in the annual budget, as any funding would come from the national budget according to government policy and the general crisis management plan. However, an exceptional budget of 100 000 USD is earmarked for 2 animal disease simulation exercises.

#### **VI.3.C Capital investment**

Capital investment is less than 10% of the annual budget (mainly building maintenance, vehicles and office set for the VS section). However, the required long-term investments are covered by the exceptional budget (new equipment, new office space, specialised training, and international expertise).

### **VI.4 Profitability and sustainability**

#### **VI.4.A. Analysis related to national economy and budget**

The required annual budget of the VS does represent:

- 1% of the national budget
- 4% of the livestock GDP
- 10% of value of imported animal products
- 20% of value of exported animal products
- 1% of the estimated value of the national herd or 5.75 USD / VLU\*

(\*VLU = veterinary livestock unit.= 1 cattle = 10 small ruminants = 3 pigs = 100 poultry).

In reality, several activities of the VS are implemented as part-time activities by the Biosecurity Section (border control of imported animals, animal products and veterinary medicines implemented by 30 staff for 25% of their working time) and by Livestock Department (field AH regulatory activities implemented by 30 Livestock Officers for 15% of their working time).

The part-time salaries could thus be estimated at  $(30 \times 0.25 + 30 \times 0.15) \times 15\,000 = 180\,000$  USD. With 20% administrative costs (36 000 USD), the overall equivalent cost is about 216 000 USD. This brings the overall budget of VS regulatory activities to around 1.4 million USD. This does not change the main economical ratios that give room for possible increases of sanitary inspection fees.

#### **VI.4.B. Analysis of distribution per pillar**

In the context of Vanuatu, where VS activities are scattered and shared between several sections and departments of the MALFFB, the analysis of distribution per pillar need to be detailed.

| Analysis of capital investment required (CC I-10) |               |               |                          |                |               |                |                         |              |                                   |               |                          |                |                |
|---|---------------|---------------|--------------------------|----------------|---------------|----------------|-------------------------|--------------|-----------------------------------|---------------|--------------------------|----------------|----------------|
|   | Trade         |               | Veterinary Public Health |                | Animal Health |                | Veterinary laboratories |              | Management of Veterinary Services |               | Total capital investment |                | % over 5 years |
|   | Annual        | Exceptional   | Annual                   | Exceptional    | Annual        | Exceptional    | Annual                  | Exceptional  | Annual                            | Exceptional   | Annual                   | Exceptional    |                |
| Buildings   | 2 500         |               |                          |                | 7 000         |                | 2 000                   |              | 13 000                            | 45 000        | 17 500                   | 45 000         | 14,97          |
| Transport   | 7 500         | 37 500        |                          |                |               |                |                         |              | 21 000                            |               | 35 500                   | 37 500         | 24,30          |
| Staff office equipment set                        |               |               |                          |                | 800           |                |                         |              | 6 400                             |               | 7 200                    |                | 4,07           |
| Other office equipment set                        |               |               |                          |                |               |                |                         |              |                                   |               |                          |                |                |
| Other specific equipment                          | 36 000        |               |                          |                | 600           | 3 000          | 3 000                   |              |                                   |               | 39 600                   | 3 000          | 22,71          |
| <b>Sub-total Material investment</b>              | <b>46 000</b> | <b>37 500</b> |                          |                | <b>8 400</b>  | <b>3 000</b>   | <b>5 000</b>            |              | <b>40 400</b>                     | <b>45 000</b> | <b>99 800</b>            | <b>85 500</b>  | <b>66,05</b>   |
| Initial training                                  |               |               |                          |                |               |                |                         |              |                                   |               |                          |                |                |
| Specialised training                              |               | 2 600         |                          |                |               |                |                         | 7 800        |                                   |               |                          | 10 400         | 1,18           |
| National expertise                                |               |               |                          |                |               |                |                         |              |                                   |               |                          |                |                |
| International expertise                           |               | 36 000        |                          |                |               | 36 000         |                         |              |                                   | 18 000        |                          | 90 000         | 10,17          |
| Special funds                                     |               |               |                          | 100 000        |               | 100 000        |                         |              |                                   |               |                          | 200 000        | 22,60          |
| <b>Sub-total Non-Material expenditure</b>         |               | <b>38 600</b> |                          |                |               | <b>136 000</b> |                         | <b>7 800</b> |                                   | <b>18 000</b> |                          | <b>300 400</b> | <b>33,95</b>   |
| <b>TOTAL CAPITAL INVESTMENT</b>                   | <b>46 000</b> | <b>76 100</b> |                          | <b>100 000</b> | <b>8 400</b>  | <b>139 000</b> | <b>5 000</b>            | <b>7 800</b> | <b>40 400</b>                     | <b>63 000</b> | <b>99 800</b>            | <b>385 900</b> | <b>100,00</b>  |

| Analysis of the annual operational cost (CC I-8) |               |                          |                |                         |                                   |                        |               |
|--|---------------|--------------------------|----------------|-------------------------|-----------------------------------|------------------------|---------------|
|  | Trade         | Veterinary Public Health | Animal Health  | Veterinary laboratories | Management of Veterinary Services | Total operational cost | %             |
| Salaries   |               |                          | 100 000        |                         | 300 000                           | 400 000                | 38,31         |
| <i>Veterinarians</i>                             |               |                          |                |                         |                                   |                        |               |
| <i>Other university degree</i>                   |               |                          |                |                         |                                   |                        |               |
| <i>Veterinary para-professionals</i>             |               | 200 000                  |                | 20 000                  |                                   | 220 000                | 21,07         |
| <i>Support staff</i>                             |               |                          |                |                         | 75 000                            | 75 000                 | 7,18          |
| Continuing education                             | 9 000         | 8 000                    | 10 000         |                         |                                   | 27 000                 | 2,59          |
| <b>Sub-total human resources</b>                 | <b>9 000</b>  | <b>208 000</b>           | <b>110 000</b> | <b>20 000</b>           | <b>375 000</b>                    | <b>722 000</b>         | <b>69,15</b>  |
| Administration                                   |               | 40 000                   | 20 000         | 4 000                   | 75 000                            | 139 000                | 13,31         |
| Travel allowances                                | 5 000         |                          | 39 000         |                         | 24 000                            | 68 000                 | 6,51          |
| Transport costs                                  | 20 000        |                          | 27 900         |                         | 41 700                            | 89 600                 | 8,58          |
| Specific costs                                   |               |                          |                |                         |                                   |                        |               |
| <i>Communication</i>                             |               |                          |                |                         | 5 000                             | 5 000                  | 0,48          |
| <i>Consultation</i>                              |               |                          |                |                         |                                   |                        |               |
| <i>Specific kits /reagents / vaccines</i>        |               |                          |                |                         |                                   |                        |               |
| <i>Other</i>                                     |               |                          | 5 000          | 500                     | 15 000                            | 20 500                 | 1,96          |
| <i>Other</i>                                     |               |                          |                |                         |                                   |                        |               |
| <b>Sub-total consumable resources</b>            | <b>25 000</b> | <b>40 000</b>            | <b>91 900</b>  | <b>4 500</b>            | <b>160 700</b>                    | <b>322 100</b>         | <b>30,85</b>  |
| <b>Sub-total delegated activities</b>            |               |                          |                |                         |                                   |                        |               |
| <b>TOTAL OPERATIONAL COST</b>                    | <b>34 000</b> | <b>248 000</b>           | <b>201 900</b> | <b>24 500</b>           | <b>535 700</b>                    | <b>1 044 100</b>       | <b>100,00</b> |

The annual budget of the **trade pillar** does not include the salaries of the border inspectors paid by the Biosecurity Section and working part-time (estimated 25%) for VS related inspection. Adding the cost of this part-time activity would raise the budget to **215 000 USD**. However, the exceptional budget will support mainly the Biosecurity Section to purchase X-ray machines, a sealed vehicle for waste transport and external auditing to gain international accreditation.

The annual budget of the **VPH pillar** is the main part of the VS activity with about **250 000 USD**. The exceptional budget (100 000 USD) is earmarked for the 2 national residue surveys. The objective of the VPH programme is to increase and promote the safety and quality of national production.

The annual budget for the **AH pillar** does not include the salaries of the livestock officers paid by the Livestock Department and working part-time (estimated 15%) for VS related AH regulatory programmes. Adding the cost of this part-time activity would bring the budget to **290 000 USD**. The exceptional budget (139 000 USD) is to support emergency preparedness and response.

The annual budget for the **laboratory pillar** may appear low (**30 000 USD**), but does reflect that there is rationale for only a parasitology laboratory in Vanuatu. However, official laboratory analyses have been budgeted in the VPH (residue testing) and AH (active surveillance) chapters.

The annual budget for the **management of the veterinary services pillar** is comprehensive, and represents **575 000 USD**. In the context of Vanuatu, with a very small staff being required, this represents the heart of the credibility of the VS, with high qualified staff able to maintain a high degree of technical independence to ensure sustainable credibility of the VS at the international level.

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## CONCLUSION

Increasing the relevant level of advancement will be to ensure that the VS are able to maintain the disease free status of Vanuatu, as well as its low level of veterinary medicine use, and low prevalence of foodborne and zoonotic diseases.

This is the way forward to gain international recognition for high value export markets (including niche markets for high value products such as organic or origin certified) and to develop a uniform national food safety standard, avoiding a double standard between export/tourist sector and national consumers.

This is also the only way forward (i) to increase food security and income generation for the 15 000 smallholder livestock farmers and (ii) to ensure national consumers a healthy and wholesome diet to reduce the incidence of non-communicable diseases, by supporting national production of healthy and wholesome animal products and implementing stringer import control on low quality food.

The main challenge is, thus, to organise an effective chain of command and reporting system for regulatory VS activities between the VS head office in Port Vila, Efate and field staff throughout the 83 islands belonging to different sections or departments, without negotiation or interference from other hierarchies and competing activities..

Another important challenge will be to maintain the high level of qualification, technical independence, and commitment of the very small team of official veterinarians (4 to 5), in the long term.

These changes will not be possible without a strong political commitment and the corresponding financial resources. Financial support may be obtained for the exceptional budget within international donors and institutions. However, the annual budget should be sustainably provided by the national budget as part of the requirements of international standards for good governance. This resource could be partially covered by increase of Biosecurity inspection fees, which provide an important income to the national treasury.



## **APPENDICES**

### **Appendix 1: Critical Competency Cards & corresponding Cost Estimation Cards**

#### **A. Critical Competencies for International Trade**

## Trade 1 – II-4. Quarantine and border security

|   |   |   |
|---|---|---|
| <b>1. Definition of this PVS Critical Competency</b>  |   |   |
| <i>The authority and capability of the VS to prevent the entry and spread of diseases and other hazards of animals and animal products.</i>   |   |   |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |   |
| 1. The VS cannot apply any type of quarantine or border security procedures for animals or animal products with their neighbouring countries or trading partners.   |   |   |
| 2. The VS can establish and apply quarantine and border security procedures; however, these are generally based neither on international standards nor on a risk analysis.  |   |   |
| 3. The VS can establish and apply quarantine and border security procedures based on international standards, but the procedures do not systematically address illegal activities <sup>2</sup> relating to the import of animals and animal products.   |   |   |
| 4. The VS can establish and apply quarantine and border security procedures which systematically address legal pathways and illegal activities.   |   |   |
| <b>5. The VS work with their neighbouring countries and trading partners to establish, apply and audit quarantine and border security procedures which systematically address all risks identified.</b>   |   |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |   |
| Border control is essential to maintain the animal disease free status of Vanuatu, which is a condition for export. The border security will be submitted to external auditing in order to gain in credibility.<br><b>NOTE: Human resources and their office equipment are not costed here since they are part of the budget of the Biosecurity Section of the Department and working both in plant and animal/animal products inspection (estimated 25% only).</b> |   |   |
| <b>4. Activities to implement (chronological)</b>   |   |   |
| Specific activities   | - finance external auditing (estimated 1 week of international expert twice during the next five years)<br>- ensure that biosecurity has enough budget to fly staff to relevant islands whenever there is a cargo or ship arriving (in Northern or Southern Islands such as Mystery Island), estimated 50 times / year with flight cost @ 400 USD and 1 overnight per diem<br>- purchase the 3 X-ray machine for airports of Port Vila (2) and Luganville (estimated 60 000 USD each), one sealed vehicle for waste transport to incinerator and 50 m <sup>2</sup> of office space rent at Port Vila wharf. |   |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |   |
|   | IV.1, 2, 3. Legislation   |   |
|   | I.3. Continuing Education   | - 1 - 2 days/year for the 30 staff in charge of border control and possibility to go abroad (e.g. New Zealand offer) for some on-task trainings. The total equivalent for budgeting is estimated 3 days/year/staff. |
|   | III.1 Communication   |   |
|   | I.11. Management of resources and operations  | - ensure a comprehensive management of the documentation system (including SOPs for control), allowing to target control and to analyse non-compliance  |
|   | III.3. Official representation  |   |
| <b>5. Objectively verifiable indicators</b>   |   |   |
| Reports and analyses made   |   |   |

<sup>2</sup> Illegal activities include attempts to gain entry for animals or animal products other than through legal entry points and/or using certification and/or other procedures not meeting the country's requirements.

| <b>TRADE - 1</b>                                       |                 |           |                       |                  |                  |
|--|-----------------|-----------|-----------------------|------------------|------------------|
| <b>CC: II-4. Quarantine and border security</b>        |                 |           |                       |                  |                  |
| Resource and cost lines                                | Required Number | Unit Cost | Years of amortisation | Annual cost      | Exceptional cost |
| <b>Material investments</b>                            |                 |           |                       |                  |                  |
| Buildings ( )  | 50              |           |                       |                  |                  |
| <i>Maintenance cost per (m2)</i>                       | 50              | 50        | 1                     | 2 500            |                  |
| <i>Renovation cost per (m2)</i>                        |                 | 250       | 20                    |                  |                  |
| <i>Building cost per (m2)</i>                          |                 | 1 000     | 20                    |                  |                  |
| Transport (Purchasing cost)                            |                 |           |                       |                  |                  |
| <i>Motorbikes</i>                                      |                 |           |                       |                  |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |                  |                  |
| <i>4x4 vehicles</i>                                    |                 | 35 000    | 5                     |                  |                  |
| <i>Lorry sealed vehicle for waste transport</i>        | 1               | 75 000    | 10                    | 7 500            | 37 500           |
| Staff office equipment set                             |                 | 2 400     | 3                     |                  |                  |
| Other specific office equipment set                    |                 |           |                       |                  |                  |
| Other specific equipment                               |                 |           |                       |                  |                  |
| <i>Xray machines for airports</i>                      | 3               | 60 000    | 5                     | 36 000           |                  |
| <b>Sub-total Material investments</b>                  |                 |           |                       | <b>46 000</b>    | <b>37 500</b>    |
| <b>Non material investments</b>                        |                 |           |                       |                  |                  |
| Training   |                 |           |                       |                  |                  |
| <i>Specialised training (person-months/5 years)</i>    |                 | 6 500     |                       |                  |                  |
| <i>Continuing education (person-days/year)</i>         | 90,0            | 100       |                       | 9 000            |                  |
| National expertise (days/5 years)                      |                 |           |                       |                  |                  |
| International expertise (weeks/5 years)                |                 | 9 000     |                       |                  |                  |
| Special funds (/ 5 years) for study tour               |                 |           |                       |                  |                  |
| <b>Sub-total non material expenditure</b>              |                 |           |                       | <b>9 000</b>     |                  |
| <b>Salaries</b>  |                 |           |                       |                  |                  |
| Veterinarians  |                 | 100 000   |                       |                  |                  |
| Other university degree                                |                 | 100 000   |                       |                  |                  |
| Veterinary para-professionals                          |                 | 20 000    |                       |                  |                  |
| Support staff  |                 | 15 000    |                       |                  |                  |
| <b>Sub-total Salaries</b>                              |                 |           |                       |                  |                  |
| <b>Consumable resources</b>                            |                 |           |                       |                  |                  |
| Administration   |                 | 20%       |                       |                  |                  |
| Travel allowances                                      |                 |           |                       |                  |                  |
| <i>staff within the country (person-days) / year</i>   | 50              | 100       |                       | 5 000            |                  |
| <i>drivers within the country (person-days) / year</i> |                 |           |                       |                  |                  |
| <i>staff abroad (person-weeks) / year</i>              |                 | 3 600     |                       |                  |                  |
| Transport costs  |                 |           |                       |                  |                  |
| <i>Km or miles Motorbikes / year</i>                   |                 |           |                       |                  |                  |
| <i>Km or miles cars / year</i>                         |                 | 0,28      |                       |                  |                  |
| <i>Km or miles 4x4 vehicle / year</i>                  |                 | 0,52      |                       |                  |                  |
| <i>Internal flights</i>                                | 50              | 400,00    |                       | 20 000           |                  |
| Specific costs   |                 |           |                       |                  |                  |
| <i>Targeted specific communication</i>                 |                 |           |                       |                  |                  |
| <i>Consultation (number of 1 day meetings)</i>         |                 |           |                       |                  |                  |
| <i>Kits / reagents / vaccines</i>                      |                 |           |                       |                  |                  |
| <b>Sub-total Consumable resources</b>                  |                 |           |                       | <b>25 000</b>    |                  |
| <b>Delegated activities</b>                            |                 |           |                       |                  |                  |
|  |                 |           |                       |                  |                  |
| <b>Sub-total Delegated activities</b>                  |                 |           |                       |                  |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       | <b>80 000</b>    | <b>37 500</b>    |
| <b>Total in</b>  | <b>VUV</b>      |           |                       | <b>8 000 000</b> | <b>3 750 000</b> |

## Trade 2 – II-12. Identification and traceability

### A. Animal identification and movement control

| 1. Definition of this PVS Critical Competency   |   |  |
|---|---|--|
| <p>The authority and capability of the VS, normally in coordination with producers and other interested parties, to identify animals under their mandate and trace their history, location and distribution for the purpose of animals disease control, food safety, or trade or any other legal requirements under the VS/OIE mandate.</p>   |   |  |
| 2. Desired Level of Advancement (DLA)   |   |  |
| 1. The VS do not have the authority or the capability to identify animals or control their movements.   |   |  |
| 2. The VS can identify some animals and control some movements, using traditional methods and/or actions designed and implemented to deal with a specific problem (e.g. to prevent robbery).  |   |  |
| 3. The VS implement procedures for animal identification and movement control for specific animal subpopulations as required for disease control, in accordance with relevant international standards.  |   |  |
| 4. The VS implement all relevant animal identification and movement control procedures, in accordance with relevant international standards.  |   |  |
| 5. The VS carry out periodic audits of the effectiveness of their identification and movement control systems.  |   |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |   |  |
| <p>Animal identification is a requirement of some importing countries (farm of origin or active surveillance), and it will be useful also for niche-market or specific product development (organic or origin certification, etc.). It will be limited to those concerned animal sub-population and paid by exporters (farmers). It should also be accessible and facilitate smallholder livestock farmers willing to enter the export or niche markets. The epidemiological, geographical and economical context of Vanuatu does not require investing in a general national animal identification system at the moment.</p> |   |  |
| 4. Activities to implement (chronological)  |   |  |
| Specific activities   | <ul style="list-style-type: none"> <li>- provide international expertise (estimated one week) to analyse needs (exact requirement of importers on farm of origin should be detailed, It could be limited to some months prior to slaughtering or life-long) and proposals made by the Biosecurity and Livestock Departments and other stakeholders in Vanuatu</li> <li>- ensure that staff has benefited from one week training abroad to understand the system.</li> </ul> |  |
| Activities linked to cross-cutting competencies   | III.2 Consultation  | Consultation with exporters and importers will be required to choose one reliable animal identification system, that will also be useful for farmers' internal production management, but compatible with other database requirements of the VS in the future. |
|   | IV.1, 2, 3. Legislation   | Provide room for animal identification in the legislation, in order to develop relevant regulations for exported animals or other relevant sub-populations.  |
|   | I.3. Continuing Education   | Ensure that at least one veterinarian and one compliance officer have the adequate training/competence to be able to control the management of the animal identification process   |
|   | III.1 Communication   |  |
|   | I.11. Management of resources and operations  | The overall database or documentation system should be reliable and at low cost, taking into account the small size of the concerned sub-population  |
|   | III.3. Official representation  |  |
| 5. Objectively verifiable indicators  |   |  |
| - specific sub-populations of animals are identified, with a reliable and coherent system, meeting the requirement of importing countries and the needs of farmers and the VS.  |   |  |

| <b>TRADE - 2</b>                                       |                 |           |                       |             |                  |
|--|-----------------|-----------|-----------------------|-------------|------------------|
| <b>CC: II-12. Identification and traceability</b>      |                 |           |                       |             |                  |
| <b>A. Animal identification and movement control</b>   |                 |           |                       |             |                  |
| Resource and cost lines                                | Required Number | Unit Cost | Years of amortisation | Annual cost | Exceptional cost |
| <b>Material investments</b>                            |                 |           |                       |             |                  |
| Buildings ( )  |                 |           |                       |             |                  |
| <i>Maintenance cost per (m2)</i>                       |                 | 50        | 1                     |             |                  |
| <i>Renovation cost per (m2)</i>                        |                 | 250       | 20                    |             |                  |
| <i>Building cost per (m2)</i>                          |                 | 1 000     | 20                    |             |                  |
| Transport (Purchasing cost)                            |                 |           |                       |             |                  |
| <i>Motorbikes</i>                                      |                 |           |                       |             |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |             |                  |
| <i>4x4 vehicles</i>                                    |                 | 35 000    | 5                     |             |                  |
| Staff office equipment set                             |                 | 2 400     | 3                     |             |                  |
| Other specific office equipment set                    |                 |           |                       |             |                  |
| Other specific equipment                               |                 |           |                       |             |                  |
| <b>Sub-total Material investments</b>                  |                 |           |                       |             |                  |
| <b>Non material investments</b>                        |                 |           |                       |             |                  |
| Training   |                 |           |                       |             |                  |
| <i>Specialised training (person-months/5 years)</i>    | 0,2             | 6 500     |                       |             | 1 300            |
| <i>Continuing education (person-days/year)</i>         |                 | 100       |                       |             |                  |
| National expertise (days/5 years)                      |                 |           |                       |             |                  |
| International expertise (weeks/5 years)                | 1,0             | 9 000     |                       |             | 9 000            |
| Special funds (/ 5 years) for ...                      |                 |           |                       |             |                  |
| <b>Sub-total non material expenditure</b>              |                 |           |                       |             | <b>10 300</b>    |
| <b>Salaries</b>  |                 |           |                       |             |                  |
| Veterinarians  |                 | 100 000   |                       |             |                  |
| Other university degree                                |                 | 100 000   |                       |             |                  |
| Veterinary para-professionals                          |                 | 20 000    |                       |             |                  |
| Support staff  |                 | 15 000    |                       |             |                  |
| <b>Sub-total Salaries</b>                              |                 |           |                       |             |                  |
| <b>Consumable resources</b>                            |                 |           |                       |             |                  |
| Administration   |                 | 20%       |                       |             |                  |
| Travel allowances                                      |                 |           |                       |             |                  |
| <i>staff within the country (person-days) / year</i>   |                 | 100       |                       |             |                  |
| <i>drivers within the country (person-days) / year</i> |                 |           |                       |             |                  |
| <i>staff abroad (person-weeks) / year</i>              |                 | 3 600     |                       |             |                  |
| Transport costs  |                 |           |                       |             |                  |
| <i>Km or miles Motorbikes / year</i>                   |                 |           |                       |             |                  |
| <i>Km or miles cars / year</i>                         |                 | 0,28      |                       |             |                  |
| <i>Km or miles 4x4 vehicle / year</i>                  |                 | 0,52      |                       |             |                  |
| Specific costs   |                 |           |                       |             |                  |
| <i>Targeted specific communication</i>                 |                 |           |                       |             |                  |
| <i>Consultation (number of 1 day meetings)</i>         |                 |           |                       |             |                  |
| <i>Kits / reagents / vaccines</i>                      |                 |           |                       |             |                  |
| <b>Sub-total Consumable resources</b>                  |                 |           |                       |             |                  |
| <b>Delegated activities</b>                            |                 |           |                       |             |                  |
| <b>Sub-total Delegated activities</b>                  |                 |           |                       |             |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       |             | <b>10 300</b>    |
| <b>Total in</b>  | <b>VUV</b>      |           |                       |             | <b>1 030 000</b> |

## Trade 3 – II-12. Identification and traceability

### B. Identification and traceability of products of animal origin

|  |  |  |
|--|--|--|
| <b>1. Definition of this PVS Critical Competency</b>   |  |  |
| <i>The authority and capability of the VS, normally in coordination with producers and other interested parties, to identify and trace products of animal origin for the purpose of food safety, animal health or trade.</i>   |  |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |  |  |
| 1. The VS do not have the authority or the capability to identify or trace products of animal origin.  |  |  |
| 2. The VS can identify and trace some products of animal origin to deal with a specific problem (e.g. products originating from farms affected by a disease outbreak).   |  |  |
| <b>3. The VS have implemented procedures to identify and trace some products of animal origin for food safety, animal health and trade purposes, in accordance with relevant international standards.</b>  |  |  |
| 4. The VS have implemented national programmes enabling them the identification and tracing of all products of animal origin, in accordance with relevant international standards.   |  |  |
| 5. The VS periodically audit the effectiveness of their identification and traceability procedures.  |  |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |  |  |
| Some importing countries or specific animal production system (e.g. organic) require traceability of products up to the farm of origin. The system will be developed and financed by the private sector, but should be authorised, controlled and certified by the VS. |  |  |
| <b>4. Activities to implement (chronological)</b>  |  |  |
| Specific activities  | Provide international expertise (estimated one week) to analyse the coherence and reliability of the system.<br>Ensure that staff has completed one week abroad on-site training |  |
| Activities linked to cross-cutting competencies  | III.2 Consultation   |  |
|  | IV.1, 2, 3. Legislation  |  |
|  | I.3. Continuing Education  | Ensure that at least one veterinarian and one compliance officer have the adequate training/competence to be able to control the traceability process. |
|  | III.1 Communication  |  |
|  | I.11. Management of resources and operations   |  |
|  | III.3. Official representation   |  |
| <b>5. Objectively verifiable indicators</b>  |  |  |
| Some products are traced, meeting the requirements of importers or specific market requirements.   |  |  |

| <b>TRADE - 3</b>   |                 |           |                       |             |                  |
|--|-----------------|-----------|-----------------------|-------------|------------------|
| <b>CC: II-12. Identification and traceability</b>                      |                 |           |                       |             |                  |
| <b>B. Identification and traceability of products of animal origin</b> |                 |           |                       |             |                  |
| Resource and cost lines  | Required Number | Unit Cost | Years of amortisation | Annual cost | Exceptional cost |
| <b>Material investments</b>  |                 |           |                       |             |                  |
| Buildings ( )  |                 |           |                       |             |                  |
| <i>Maintenance cost per (m2)</i>                                       |                 | 50        | 1                     |             |                  |
| <i>Renovation cost per (m2)</i>  |                 | 250       | 20                    |             |                  |
| <i>Building cost per (m2)</i>  |                 | 1 000     | 20                    |             |                  |
| Transport (Purchasing cost)  |                 |           |                       |             |                  |
| <i>Motorbikes</i>  |                 |           |                       |             |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |             |                  |
| <i>4x4 vehicles</i>  |                 | 35 000    | 5                     |             |                  |
| Staff office equipment set   |                 | 2 400     | 3                     |             |                  |
| Other specific office equipment set                                    |                 |           |                       |             |                  |
| Other specific equipment   |                 |           |                       |             |                  |
| <b>Sub-total Material investments</b>                                  |                 |           |                       |             |                  |
| <b>Non material investments</b>  |                 |           |                       |             |                  |
| Training   |                 |           |                       |             |                  |
| <i>Specialised training (person-months/5 years)</i>                    | 0,2             | 6 500     |                       |             | 1 300            |
| <i>Continuing education (person-days/year)</i>                         |                 | 100       |                       |             |                  |
| National expertise (days/5 years)                                      |                 |           |                       |             |                  |
| International expertise (weeks/5 years)                                | 1,0             | 9 000     |                       |             | 9 000            |
| Special funds (/ 5 years) for ...                                      |                 |           |                       |             |                  |
| <b>Sub-total non material expenditure</b>                              |                 |           |                       |             | <b>10 300</b>    |
| <b>Salaries</b>  |                 |           |                       |             |                  |
| Veterinarians  |                 | 100 000   |                       |             |                  |
| Other university degree  |                 | 100 000   |                       |             |                  |
| Veterinary para-professionals  |                 | 20 000    |                       |             |                  |
| Support staff  |                 | 15 000    |                       |             |                  |
| <b>Sub-total Salaries</b>  |                 |           |                       |             |                  |
| <b>Consumable resources</b>  |                 |           |                       |             |                  |
| Administration   |                 | 20%       |                       |             |                  |
| Travel allowances  |                 |           |                       |             |                  |
| <i>staff within the country (person-days) / year</i>                   |                 | 100       |                       |             |                  |
| <i>drivers within the country (person-days) / year</i>                 |                 |           |                       |             |                  |
| <i>staff abroad (person-weeks) / year</i>                              |                 | 3 600     |                       |             |                  |
| Transport costs  |                 |           |                       |             |                  |
| <i>Km or miles Motorbikes / year</i>                                   |                 |           |                       |             |                  |
| <i>Km or miles cars / year</i>   |                 | 0,28      |                       |             |                  |
| <i>Km or miles 4x4 vehicle / year</i>                                  |                 | 0,52      |                       |             |                  |
| Specific costs   |                 |           |                       |             |                  |
| <i>Targeted specific communication</i>                                 |                 |           |                       |             |                  |
| <i>Consultation (number of 1 day meetings)</i>                         |                 |           |                       |             |                  |
| <i>Kits / reagents / vaccines</i>                                      |                 |           |                       |             |                  |
| <b>Sub-total Consumable resources</b>                                  |                 |           |                       |             |                  |
| <b>Delegated activities</b>  |                 |           |                       |             |                  |
| <b>Sub-total Delegated activities</b>                                  |                 |           |                       |             |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       |             | <b>10 300</b>    |
| <b>Total in</b>  | <b>VUV</b>      |           |                       |             | <b>1 030 000</b> |

## Trade 4 – IV-4. International certification<sup>3</sup>

|  |  |
|--|--|
| <b>1. Definition of this PVS Critical Competency</b>   |  |
| <i>The authority and capability of the VS to certify animals, animal products, services and processes under their mandate, in accordance with the national legislation and regulations, and international standards.</i> |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |  |
| 1. The VS have neither the authority nor the capability to certify animals, animal products, services or processes.  |  |
| 2. The VS have the authority to certify certain animals, animal products, services and processes, but are not always in compliance with the national legislation and regulations and international standards.            |  |
| 3. The VS develop and carry out certification programmes for certain animals, animal products, services and processes under their mandate in compliance with international standards.                                    |  |
| 4. The VS develop and carry out all relevant certification programmes for any animals, animal products, services and processes under their mandate in compliance with international standards.                           |  |
| <b>5. The VS carry out audits of their certification programmes, in order to maintain national and international confidence in their system.</b>   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |  |
| The international certification process will be submitted to regular external auditing, in order to maintain credibility in the certification system and in the VS in general.   |  |
| <b>4. Activities to implement (chronological)</b>  |  |
| Specific activities  | - call for external auditing of the international certification process (international expertise estimated one week, twice during the next five years) |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>  |
|  | <i>IV.1, 2, 3. Legislation</i>   |
|  | <i>I.3. Continuing Education</i>   |
|  | <i>III.1 Communication</i>   |
|  | <i>I.11. Management of resources and operations</i>  |
|  | <i>III.3. Official representation</i>  |
| <b>5. Objectively verifiable indicators</b>  |  |
| Audit report   |  |

<sup>3</sup> Certification procedures should be based on relevant OIE and Codex Alimentarius standards.

| <b>TRADE - 4</b>                                       |                 |           |                       |             |                  |
|--|-----------------|-----------|-----------------------|-------------|------------------|
| <b>CC: IV-4. International certification</b>           |                 |           |                       |             |                  |
| Resource and cost lines                                | Required Number | Unit Cost | Years of amortisation | Annual cost | Exceptional cost |
| <b>Material investments</b>                            |                 |           |                       |             |                  |
| Buildings ( )  |                 |           |                       |             |                  |
| <i>Maintenance cost per (m2)</i>                       |                 | 50        | 1                     |             |                  |
| <i>Renovation cost per (m2)</i>                        |                 | 250       | 20                    |             |                  |
| <i>Building cost per (m2)</i>                          |                 | 1 000     | 20                    |             |                  |
| Transport (Purchasing cost)                            |                 |           |                       |             |                  |
| <i>Motorbikes</i>                                      |                 |           |                       |             |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |             |                  |
| <i>4x4 vehicles</i>                                    |                 | 35 000    | 5                     |             |                  |
| Staff office equipment set                             |                 | 2 400     | 3                     |             |                  |
| Other specific office equipment set                    |                 |           |                       |             |                  |
| Other specific equipment                               |                 |           |                       |             |                  |
| <b>Sub-total Material investments</b>                  |                 |           |                       |             |                  |
| <b>Non material investments</b>                        |                 |           |                       |             |                  |
| Training   |                 |           |                       |             |                  |
| <i>Specialised training (person-months/5 years)</i>    |                 | 6 500     |                       |             |                  |
| <i>Continuing education (person-days/year)</i>         |                 | 100       |                       |             |                  |
| National expertise (days/5 years)                      |                 |           |                       |             |                  |
| International expertise (weeks/5 years)                | 2,0             | 9 000     |                       |             | 18 000           |
| Special funds (/ 5 years) for ...                      |                 |           |                       |             |                  |
| <b>Sub-total non material expenditure</b>              |                 |           |                       |             | <b>18 000</b>    |
| <b>Salaries</b>  |                 |           |                       |             |                  |
| Veterinarians  |                 | 100 000   |                       |             |                  |
| Other university degree                                |                 | 100 000   |                       |             |                  |
| Veterinary para-professionals                          |                 | 20 000    |                       |             |                  |
| Support staff  |                 | 15 000    |                       |             |                  |
| <b>Sub-total Salaries</b>                              |                 |           |                       |             |                  |
| <b>Consumable resources</b>                            |                 |           |                       |             |                  |
| Administration   |                 | 20%       |                       |             |                  |
| Travel allowances                                      |                 |           |                       |             |                  |
| <i>staff within the country (person-days) / year</i>   |                 | 100       |                       |             |                  |
| <i>drivers within the country (person-days) / year</i> |                 |           |                       |             |                  |
| <i>staff abroad (person-weeks) / year</i>              |                 | 3 600     |                       |             |                  |
| Transport costs  |                 |           |                       |             |                  |
| <i>Km or miles Motorbikes / year</i>                   |                 |           |                       |             |                  |
| <i>Km or miles cars / year</i>                         |                 | 0,28      |                       |             |                  |
| <i>Km or miles 4x4 vehicle / year</i>                  |                 | 0,52      |                       |             |                  |
| Specific costs   |                 |           |                       |             |                  |
| <i>Targeted specific communication</i>                 |                 |           |                       |             |                  |
| <i>Consultation (number of 1 day meetings)</i>         |                 |           |                       |             |                  |
| <i>Kits / reagents / vaccines</i>                      |                 |           |                       |             |                  |
| <b>Sub-total Consumable resources</b>                  |                 |           |                       |             |                  |
| <b>Delegated activities</b>                            |                 |           |                       |             |                  |
| <b>Sub-total Delegated activities</b>                  |                 |           |                       |             |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       |             | <b>18 000</b>    |
| <b>Total in</b>  | <b>VUV</b>      |           |                       |             | <b>1 800 000</b> |

## Trade 5 – IV-5. Equivalence and other types of sanitary agreements

|  |   |  |
|--|---|--|
| <b>1. Definition of this PVS Critical Competency</b>   |   |  |
| <i>The authority and capability of the VS to negotiate, implement and maintain equivalence and other types of sanitary agreements with trading partners.</i>   |   |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |  |
| 1. The VS have neither the authority nor the capability to negotiate or approve equivalence or other types of sanitary agreements with other countries.  |   |  |
| 2. The VS have the authority to negotiate and approve equivalence and other types of sanitary agreements with trading partners, but no such agreements have been implemented.  |   |  |
| <b>3. The VS have implemented equivalence and other types of sanitary agreements with trading partners on selected animals, animal products and processes.</b>   |   |  |
| 4. The VS actively pursue the development, implementation and maintenance of equivalence and other types of sanitary agreements with trading partners on all matters relevant to animals, animal products and processes under their mandate. |   |  |
| 5. The VS actively work with interested parties and take account of developments in international standards, in pursuing equivalence and other types of sanitary agreements with trading partners.   |   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |  |
| Vanuatu is to actively seek new export agreements  |   |  |
| <b>4. Activities to implement (chronological)</b>  |   |  |
| Specific activities  | <p>Agreements for exports are targeted as such at the moment:</p> <ul style="list-style-type: none"> <li>- Beef for Solomon Islands, Australia, Papua New Guinea, Japan including personal consignments for New Caledonia and Fiji. Personal consignments range from 5 to 20kg.</li> <li>- Cattle hides for Australia and Korea.</li> <li>- Pork (retort pouches) for Australia</li> <li>- ornamental marine finfish (live) for Australia and Europe.</li> <li>- prawns to New Zealand</li> <li>- fresh water prawn for breeding in Tahiti.</li> <li>- Imports requested: poultry from Brazil. Genetics – small ruminants, poultry</li> </ul> |  |
| Activities linked to cross-cutting competencies  | III.2 Consultation  |  |
|  | IV.1, 2, 3. Legislation   |  |
|  | I.3. Continuing Education   |  |
|  | III.1 Communication   |  |
|  | I.11. Management of resources and operations  |  |
|  | III.3. Official representation  |  |
| <b>5. Objectively verifiable indicators</b>  |   |  |
| New agreements made in the next five years   |   |  |

## Trade 6 – IV-6. Transparency

|   |   |
|---|---|
| <b>1. Definition of this PVS Critical Competency</b>  |   |
| <i>The authority and capability of the VS to notify the OIE of its sanitary status and other relevant matters (and to notify the WTO SPS Committee where applicable), in accordance with established procedures.</i>                            |   |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |
| 1. The VS do not notify.  |   |
| 2. The VS occasionally notify.  |   |
| <b>3. The VS notify in compliance with the procedures established by these organisations.</b>   |   |
| 4. The VS regularly inform interested parties of changes in their regulations and decisions on the control of relevant diseases and of the country's sanitary status, and of changes in the regulations and sanitary status of other countries. |   |
| 5. The VS, in cooperation with their interested parties, carry out audits of their transparency procedures.   |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |
| The reorganisation of a fluid reporting system and passive surveillance in animal health, chapter III of the report, should enable the VS to provide reliable notification to OIE.  |   |
| <b>4. Activities to implement (chronological)</b>   |   |
| Specific activities   | Reorganise the animal health reporting system according to chapter III of the report. |
| Activities linked to cross-cutting competencies   | <i>III.2 Consultation</i>   |
|   | <i>IV.1, 2, 3. Legislation</i>  |
|   | <i>I.3. Continuing Education</i>  |
|   | <i>III.1 Communication</i>  |
|   | <i>I.11. Management of resources and operations</i>                                   |
|   | <i>III.3. Official representation</i>   |
| <b>5. Objectively verifiable indicators</b>   |   |
| OIE Notification reports (immediate notifications, weekly follow-up reports, six-monthly reports and annual reports).   |   |

## Trade 7 – IV-7. Zoning

|  |   |
|--|---|
| <b>1. Definition of this PVS Critical Competency</b>   |   |
| <i>The authority and capability of the VS to establish and maintain disease free zones, as necessary and in accordance with the criteria established by the OIE (and by the WTO SPS Agreement where applicable).</i>                 |   |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |
| 1. The VS cannot establish disease free zones.   |   |
| 2. As necessary, the VS can identify animal sub-populations with distinct health status suitable for zoning.   |   |
| 3. The VS have implemented biosecurity measures that enable it to establish and maintain disease free zones for selected animals and animal products, as necessary.  |   |
| 4. The VS collaborate with producers and other interested parties to define responsibilities and execute actions that enable it to establish and maintain disease free zones for selected animals and animal products, as necessary. |   |
| 5. The VS can demonstrate the scientific basis for any disease free zones and can gain recognition by trading partners that they meet the criteria established by the OIE (and by the WTO SPS Agreement where applicable).           |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |
| Not applicable and needed in Vanuatu   |   |
| <b>4. Activities to implement (chronological)</b>  |   |
|  | Specific activities                                 |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>                           |
|  | <i>IV.1, 2, 3. Legislation</i>                      |
|  | <i>I.3. Continuing Education</i>                    |
|  | <i>III.1 Communication</i>                          |
|  | <i>I.11. Management of resources and operations</i> |
|  | <i>III.3. Official representation</i>               |
| <b>5. Objectively verifiable indicators</b>  |   |
|  |   |

## Trade 8 – IV-8. Compartmentalisation

### 1. Definition of this PVS Critical Competency

*The authority and capability of the VS to establish and maintain disease free compartments as necessary and in accordance with the criteria established by the OIE (and by the WTO SPS Agreement where applicable).*

### 2. Desired Level of Advancement (DLA)

1. The VS cannot establish disease free compartments.
2. As necessary, the VS can identify animal sub-populations with a distinct health status suitable for compartmentalisation.
3. The VS ensure that biosecurity measures to be implemented enable it to establish and maintain disease free compartments for selected animals and animal products, as necessary.
4. The VS collaborate with producers and other interested parties to define responsibilities and execute actions that enable it to establish and maintain disease free compartments for selected animals and animal products, as necessary.
5. The VS can demonstrate the scientific basis for any disease free compartments and can gain recognition by other countries that they meet the criteria established by the OIE (and by the WTO SPS Agreement where applicable).

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

Not applicable and needed in Vanuatu

### 4. Activities to implement (chronological)

| Specific activities                             |   |
|---|---|
| Activities linked to cross-cutting competencies | <i>III.2 Consultation</i>                           |
|   | <i>IV.1, 2, 3. Legislation</i>                      |
|   | <i>I.3. Continuing Education</i>                    |
|   | <i>III.1 Communication</i>                          |
|   | <i>I.11. Management of resources and operations</i> |
|   | <i>III.3. Official representation</i>               |

### 5. Objectively verifiable indicators

## **B. Critical Competencies for Veterinary Public Health**

## VPH 1 – II-8. Food safety

### A. Regulation, authorisation and inspection of establishments for production, processing and distribution of food of animal origin

|  |   |   |
|--|---|---|
| <b>1. Definition of this PVS Critical Competency</b>   |   |   |
| <i>The authority and capability of the VS to establish and enforce sanitary standards for establishments that produce, process and distribute food of animal origin.</i>   |   |   |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |   |
| 1. Regulation, authorisation and inspection of relevant establishments are generally not undertaken in conformity with international standards.  |   |   |
| 2. Regulation, authorisation and inspection of relevant establishments are undertaken in conformity with international standards in some of the major or selected premises (e.g. only at export premises).   |   |   |
| 3. Regulation, authorisation and inspection of relevant establishments are undertaken in conformity with international standards in all premises supplying throughout the national market.   |   |   |
| <b>4. Regulation, authorisation and inspection of relevant establishments (and coordination, as required) are undertaken in conformity with international standards for premises supplying the national and local markets.</b>   |   |   |
| 5. Regulation, authorisation and inspection of relevant establishments (and coordination, as required) are undertaken in conformity with international standards at all premises (including on-farm establishments).   |   |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |   |
| Taking into account the small number of registered establishments (around 25), the strategy is to reach progressively a satisfactory level of hygiene and sanitation in all of them, including the rural slaughter points, in order to end the current <i>de facto</i> double standard of hygiene and sanitation. This will need a national VS regulation to be implemented without interference of political decentralised authorities. |   |   |
| <b>4. Activities to implement (chronological)</b>  |   |   |
|  | Specific activities   |   |
|  | - develop progressive hygiene and sanitation requirements for small rural establishments. |   |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>   | Consultation with the small rural establishment stakeholders should be organised in order to explain the strategy and the need to improve hygiene and sanitation, and gain easier compliance by a progressive implementation.                       |
|  | <i>IV.1, 2, 3. Legislation</i>  | The VS is the competent authority nationally for authorisation, sanitation, hygiene and animal welfare in slaughter plants, processing plants and butcheries. There should be no interference of local authorities (provincial, municipality, etc). |
|  | <i>I.3. Continuing Education</i>  |   |
|  | <i>III.1 Communication</i>  |   |
|  | <i>I.11 .Management of resources and operations</i>                                       |   |
|  | <i>III.3. Official representation</i>   |   |
| <b>5. Objectively verifiable indicators</b>  |   |   |
| Registration of rural establishments denoting that an adequate level of hygiene and sanitation has been attained.  |   |   |

## VPH 2 – II-8. Food safety

### B. Ante and post mortem inspection at abattoirs and associated premises (e.g. meat boning / cutting establishments and rendering plants)

| 1. Definition of this PVS Critical Competency  |   |  |
|--|---|--|
| The authority and capability of the VS to implement and manage the inspection of animals destined for slaughter at abattoirs and associated premises, including for assuring meat hygiene and for the collection of information relevant to livestock diseases and zoonoses.   |   |  |
| 2. Desired Level of Advancement (DLA)  |   |  |
| 1. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are generally not undertaken in conformity with international standards.   |   |  |
| 2. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards only at export premises.   |   |  |
| 3. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards for export premises and for major abattoirs producing meat for distribution throughout the national market.  |   |  |
| <b>4. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards for export premises and for all abattoirs producing meat for distribution in the national and local markets.</b>  |   |  |
| 5. Ante- and post mortem inspection and collection of disease information (and coordination, as required) are undertaken in conformity with international standards at all premises (including family and on farm slaughtering) and are subject to periodic audit of effectiveness.  |   |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)  |   |  |
| The strategy is to provide a satisfactory level of ante and post-mortem inspection in all slaughtering points, taking into account the reality of the food safety risk. This will require to train, equip and supervise the livestock officers currently in charge of meat inspection in remote places or at farm level, in addition to meat inspectors working in slaughterhouse under the authority of the VS. |   |  |
| 4. Activities to implement (chronological)   |   |  |
| Specific activities  | - develop clear SOPs to put livestock officers under the supervision, reporting and authority of the Veterinary Section whenever they are in charge of meat inspection in rural areas.<br>(LOs will be equipped with stun guns for emergency slaughter and depopulation (see CC II.6)<br>- ensure daily supervision of meat inspectors by veterinarians in main slaughterhouses |  |
| Activities linked to cross-cutting competencies  | III.2 Consultation  |  |
|  | IV.1, 2, 3. Legislation   | Develop regulations defining clearly what is "self-consumption" and kastom slaughtering (species, number per year, etc.) without ante and post mortem inspection.<br>Define clear regulations for rural slaughter or "on-farm" slaughter where meat could be distributed locally, and the role of the livestock officer. |
|  | I.3. Continuing Education   | All meat inspectors (10) and livestock officers (30) in charge of meat inspection should have 2 days/year  |
|  | III.1 Communication   |  |
|  | I.11 .Management of resources and operations  | All staff in charge of meat inspection at any place should be included in the reporting system of the meat inspection surveillance.<br>SOPs for sharing findings with MoH (eg cystercercosis)  |
|  | III.3. Official representation  |  |
| 5. Objectively verifiable indicators   |   |  |
| List of staff, location and qualifications (including continuing education)<br>Reporting system about disease surveillance at slaughter points   |   |  |

| <b>VETERINARY PUBLIC HEALTH - 2</b>  |                 |           |                       |                   |                  |
|--|-----------------|-----------|-----------------------|-------------------|------------------|
| <b>CC: II-8. Food safety</b>   |                 |           |                       |                   |                  |
| <b>B. Ante and post mortem inspection at abattoirs and associated premises</b> |                 |           |                       |                   |                  |
| Resource and cost lines  | Required Number | Unit Cost | Years of amortisation | Annual cost       | Exceptional cost |
| <b>Material investments</b>  |                 |           |                       |                   |                  |
| Buildings ( )  |                 |           |                       |                   |                  |
| <i>Maintenance cost per (m2)</i>   |                 | 50        | 1                     |                   |                  |
| <i>Renovation cost per (m2)</i>  |                 | 250       | 20                    |                   |                  |
| <i>Building cost per (m2)</i>  |                 | 1 000     | 20                    |                   |                  |
| Transport (Purchasing cost)  |                 |           |                       |                   |                  |
| <i>Motorbikes</i>  |                 |           |                       |                   |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |                   |                  |
| <i>4x4 vehicles</i>  |                 | 35 000    | 5                     |                   |                  |
| Staff office equipment set   |                 | 2 400     | 3                     |                   |                  |
| Other specific office equipment set  |                 |           |                       |                   |                  |
| Other specific equipment   |                 |           |                       |                   |                  |
| <b>Sub-total Material investments</b>  |                 |           |                       |                   |                  |
| <b>Non material investments</b>  |                 |           |                       |                   |                  |
| Training   |                 |           |                       |                   |                  |
| <i>Specialised training (person-months/5 years)</i>                            |                 | 6 500     |                       |                   |                  |
| <i>Continuing education (person-days/year)</i>                                 | 80,0            | 100       |                       | 8 000             |                  |
| National expertise (days/5 years)  |                 |           |                       |                   |                  |
| International expertise (weeks/5 years)  |                 | 9 000     |                       |                   |                  |
| Special funds (/ 5 years) for ...  |                 |           |                       |                   |                  |
| <b>Sub-total non material expenditure</b>                                      |                 |           |                       | <b>8 000</b>      |                  |
| <b>Salaries</b>  |                 |           |                       |                   |                  |
| Veterinarians  |                 | 100 000   |                       |                   |                  |
| Other university degree  |                 | 100 000   |                       |                   |                  |
| Veterinary para-professionals  | 10,0            | 20 000    |                       | 200 000           |                  |
| Support staff  |                 | 15 000    |                       |                   |                  |
| <b>Sub-total Salaries</b>  |                 |           |                       | <b>200 000</b>    |                  |
| <b>Consumable resources</b>  |                 |           |                       |                   |                  |
| Administration   |                 | 20%       |                       | 40 000            |                  |
| Travel allowances  |                 |           |                       |                   |                  |
| <i>staff within the country (person-days) / year</i>                           |                 | 100       |                       |                   |                  |
| <i>drivers within the country (person-days) / year</i>                         |                 |           |                       |                   |                  |
| <i>staff abroad (person-weeks) / year</i>                                      |                 | 3 600     |                       |                   |                  |
| Transport costs  |                 |           |                       |                   |                  |
| <i>Km or miles Motorbikes / year</i>   |                 |           |                       |                   |                  |
| <i>Km or miles cars / year</i>   |                 | 0,28      |                       |                   |                  |
| <i>Km or miles 4x4 vehicle / year</i>  |                 | 0,52      |                       |                   |                  |
| Specific costs   |                 |           |                       |                   |                  |
| <i>Targeted specific communication</i>   |                 |           |                       |                   |                  |
| <i>Consultation (number of 1 day meetings)</i>                                 |                 |           |                       |                   |                  |
| <i>Kits / reagents / vaccines</i>  |                 |           |                       |                   |                  |
| <b>Sub-total Consumable resources</b>  |                 |           |                       | <b>40 000</b>     |                  |
| <b>Delegated activities</b>  |                 |           |                       |                   |                  |
| <b>Sub-total Delegated activities</b>  |                 |           |                       |                   |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       | <b>248 000</b>    |                  |
| <b>Total in</b>  | <b>VUV</b>      |           |                       | <b>24 800 000</b> |                  |

## VPH 3 – II-8. Food safety

### C. Inspection of collection, processing distribution of products of animal origin

|   |   |  |
|---|---|--|
| <b>1. Definition of this PVS Critical Competency</b>  |   |  |
| <i>The authority and capability of the VS to implement manage and coordinate food safety measures on collection, processing and distribution of products of animals, including programmes for the prevention of specific food-borne zoonoses and general food safety programmes.</i>  |   |  |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |  |
| 1. Implementation, management and coordination (as appropriate) are generally not undertaken in conformity with international standards.  |   |  |
| 2. Implementation, management and coordination (as appropriate) are generally undertaken in conformity with international standards only for export purposes.   |   |  |
| 3. Implementation, management and coordination (as appropriate) are generally undertaken in conformity with international standards only for export purposes and for products that are distributed throughout the national market.  |   |  |
| 4. Implementation, management and coordination (as appropriate) are generally undertaken in conformity with international standards only for export purposes and for products that are distributed throughout the national and local markets.   |   |  |
| 5. Implementation, management and coordination (as appropriate) are undertaken in full conformity with international standards for products at all levels of distribution (including on farm establishments)  |   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |  |
| There is currently only some processing establishment, and the distribution sector (markets, restaurants, etc) is under authority of the MoH. The strategy is to ensure that there is formal external coordination between MoH and VS to deal with any foodborne or zoonotic disease. In addition, it is advisable that the MoH consider recruitment of a veterinarian to develop regulations and SOPs for an effective inspection of the distribution sector, especially restaurants, and avoid the current de facto double standard between the national sector and international sector (tourism/exports). Finally it is key for national consumers health that the VS have strong external coordination with MoH to flight against non communicable diseases, by establishing safety and quality standards that would avoid distribution of low quality food. |   |  |
| <b>4. Activities to implement (chronological)</b>   |   |  |
| Specific activities   | <ul style="list-style-type: none"> <li>- develop an MoU for systematic external coordination between VS and MoH about foodborne and zoonotic diseases, as well as fight against distribution of low quality food linked with development of non communicable diseases;</li> <li>- ensure that MoH get the appropriate competence to develop regulations and SOPs for authorisation and inspection of the distribution sector (markets, shops, restaurants)</li> </ul> |  |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |  |
|   | IV.1, 2, 3. Legislation   | Provide room for regulations of the processing establishments and for distribution sector (MoH)  |
|   | I.3. Continuing Education   |  |
|   | III.1 Communication   |  |
|   | I.11. Management of resources and operations  | Develop SOPs and reporting system for inspection of processing establishments and for external coordination between MoH and VS about foodborne and zoonotic diseases |
|   | III.3. Official representation  |  |
| <b>5. Objectively verifiable indicators</b>   |   |  |
| Regulations, inspections reports of the MoH on the distribution sector<br>SOPs and reporting system for external coordination between MoH and VS about foodborn and zoonotic disease, MOU MoH-BV.   |   |  |

## VPH 4 – II-9. Veterinary medicines and biologicals

### 1. Definition of this PVS Critical Competency

*The authority and capability of the VS to regulate veterinary medicines and veterinary biological, in order to ensure their responsible and prudent use, i.e. the marketing authorisation, registration, import, manufacture, quality control, export, labelling, advertising, distribution, sale (includes dispensing) and use (includes prescribing) of these products.*

### 2. Desired Level of Advancement (DLA)

1. The VS cannot regulate veterinary medicines and veterinary biologicals.

2. The VS have some capability to exercise regulatory and administrative control over veterinary medicines and veterinary biological in order to ensure their responsible and prudent use.

**3. The VS exercise effective regulatory and administrative control for most aspects related to the control over veterinary medicines and veterinary biological in order to ensure their responsible and prudent use.**

4. The VS exercise comprehensive and effective regulatory and administrative control of veterinary medicines and veterinary biologicals.

5. The control systems are regularly audited, tested and updated when necessary.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The strategy is to focus on regulating a sustainable and flexible distribution network and the prudent use of veterinary medicines, in order to reach export requirements, protect national consumers and farmers from negative consequences (resistance, residues, environmental issues) and ensure farmers have access to quality medicines.

It is also recognised that cost-recovery of veterinary medicines is the only rational and sustainable solution (as long as there is no threat of disease of epizootic or zoonotic importance): worldwide experience shows that free access to veterinary medicines inevitably leads to budget difficulties, shortages, mismanagement, misuse, corruption and frustrations of farmers.

In addition the public administration has no interest and capacity to manage veterinary medicines supply and cost recovery.

### 4. Activities to implement (chronological)

|   |  |   |
|---|--|---|
|   | Specific activities                          | <ul style="list-style-type: none"> <li>- authorise only import for veterinary medicines registered in developed countries (e.g Australia,EU, etc)</li> <li>- the VS authorise the importation of veterinary drugs by the private sector for private veterinarian or private pharmacist only. The importation of specific veterinary medicines (e.g. external parasiticides) could be allowed to some companies as a derogatory measure on an ad-hoc basis, under control of VS.</li> <li>- only veterinarians are authorised to retail veterinary drugs, with due prescriptions for farmers.</li> <li>- prescription should include the name of the farmer, animal species and numbers, and have a maximum validity duration of one year for mass preventative treatments.</li> <li>- as a derogatory measure, the livestock officers of the Livestock Department, will be authorised to retail (buy and sell) veterinary medicines to farmers under the following conditions:               <ul style="list-style-type: none"> <li>➤ Have adequate qualification of SPC veterinary paraprofessionals, and receive regular continuing education on AH and use of veterinary medicines,</li> <li>➤ Retail only to farmers located in their area of responsibility, if there is no veterinarian available</li> <li>➤ Purchase veterinary drugs only from authorised importers, with effective reporting system, authorisation and supervision of the official veterinarian in charge of AH in the MALFFB. In order to avoid price abuse, the official veterinarian can request quotations from several Veterinary drug manufacturers/exporters and the contract should prohibit kit-back margins. Sell veterinary drugs to farmers with a commercial profit margin defined by the VS (between 10 and 30%).</li> </ul> </li> </ul> |
| Activities linked to cross-cutting competencies | III.2 Consultation                           |   |
|   | IV.1, 2, 3. Legislation                      | Develop regulations on distribution and use of veterinary medicines   |
|   | I.3. Continuing Education                    |   |
|   | III.1 Communication                          | A communication campaign will be planned to explain the distribution system, and the prudent use of veterinary medicines.   |
|   | I.11. Management of resources and operations | Compile data about imports and distribution of veterinary medicines   |
|   | III.3. Official representation               |   |

### 5. Objectively verifiable indicators

Regulations in place, reports on drug imports, distribution and usage

## VPH 5 – II-10. Residue testing

### 1. Definition of this PVS Critical Competency

The capability of the VS to undertake residue testing programmes for veterinary medicines (e.g. antimicrobials and hormones), chemicals, pesticides, radionuclides, metals, etc.

### 2. Desired Level of Advancement (DLA)

1. No residue testing programme for animal products exists in the country.

2. Some residue testing programme is performed but only for selected animal products for export.

3. A comprehensive residue testing programme is performed for all animal products for export and some for domestic consumption.

4. A comprehensive residue testing programme is performed for all animal products for export and domestic consumption.

5. The residue testing programme is subject to routine quality assurance and regular evaluation.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The strategy is focused (i) on requirements of importing countries by testing for residues at the expense of exporters, and (ii) on survey of the situation in the country (taking into account the low level of animal disease and use of veterinary drugs)

### 4. Activities to implement (chronological)

|   |  |  |
|---|--|--|
|   | Specific activities                          | <ul style="list-style-type: none"> <li>- select an official reference laboratory abroad for residue testing, in agreement with importers.</li> <li>- organise the sampling for export and the random sampling for national survey of all production sectors</li> <li>- secure a budget for residue testing abroad for two national surveys (year 1 and year 3) to screen the situation (estimated 100 samples/year for 10 substances @ 50 USD/substance = 50 000 USD/each survey as exceptional budget)</li> </ul> |
| Activities linked to cross-cutting competencies | III.2 Consultation                           |  |
|   | IV.1, 2, 3. Legislation                      | Provide room for regulation prohibiting residues in animal products  |
|   | I.3. Continuing Education                    |  |
|   | III.1 Communication                          |  |
|   | I.11. Management of resources and operations |  |
|   | III.3. Official representation               |  |

### 5. Objectively verifiable indicators

Reference laboratory results and sampling method and survey

| <b>VETERINARY PUBLIC HEALTH - 5</b>                    |                        |                  |                              |                    |                         |
|--|------------------------|------------------|------------------------------|--------------------|-------------------------|
| <b>CC: II-10. Residue testing</b>                      |                        |                  |                              |                    |                         |
| <b>Resource and cost lines</b>                         | <b>Required Number</b> | <b>Unit Cost</b> | <b>Years of amortisation</b> | <b>Annual cost</b> | <b>Exceptional cost</b> |
| <b>Material investments</b>                            |                        |                  |                              |                    |                         |
| Buildings ( )  |                        |                  |                              |                    |                         |
| <i>Maintenance cost per (m2)</i>                       |                        | 50               | 1                            |                    |                         |
| <i>Renovation cost per (m2)</i>                        |                        | 250              | 20                           |                    |                         |
| <i>Building cost per (m2)</i>                          |                        | 1 000            | 20                           |                    |                         |
| Transport (Purchasing cost)                            |                        |                  |                              |                    |                         |
| <i>Motorbikes</i>                                      |                        |                  |                              |                    |                         |
| <i>Cars</i>  |                        | 24 000           | 5                            |                    |                         |
| <i>4x4 vehicles</i>                                    |                        | 35 000           | 5                            |                    |                         |
| Staff office equipment set                             |                        | 2 400            | 3                            |                    |                         |
| Other specific office equipment set                    |                        |                  |                              |                    |                         |
| Other specific equipment                               |                        |                  |                              |                    |                         |
| <b>Sub-total Material investments</b>                  |                        |                  |                              |                    |                         |
| <b>Non material investments</b>                        |                        |                  |                              |                    |                         |
| Training   |                        |                  |                              |                    |                         |
| <i>Specialised training (person-months/5 years)</i>    |                        | 6 500            |                              |                    |                         |
| <i>Continuing education (person-days/year)</i>         |                        | 100              |                              |                    |                         |
| National expertise (days/5 years)                      |                        |                  |                              |                    |                         |
| International expertise (weeks/5 years)                |                        | 9 000            |                              |                    |                         |
| Special funds (/ 5 years) for residue survey           | 2                      | 50 000           |                              |                    | 100 000                 |
| <b>Sub-total non material expenditure</b>              |                        |                  |                              |                    | <b>100 000</b>          |
| <b>Salaries</b>  |                        |                  |                              |                    |                         |
| Veterinarians  |                        | 100 000          |                              |                    |                         |
| Other university degree                                |                        | 100 000          |                              |                    |                         |
| Veterinary para-professionals                          |                        | 20 000           |                              |                    |                         |
| Support staff  |                        | 15 000           |                              |                    |                         |
| <b>Sub-total Salaries</b>                              |                        |                  |                              |                    |                         |
| <b>Consumable resources</b>                            |                        |                  |                              |                    |                         |
| Administration   |                        | 20%              |                              |                    |                         |
| Travel allowances                                      |                        |                  |                              |                    |                         |
| <i>staff within the country (person-days) / year</i>   |                        | 100              |                              |                    |                         |
| <i>drivers within the country (person-days) / year</i> |                        |                  |                              |                    |                         |
| <i>staff abroad (person-weeks) / year</i>              |                        | 3 600            |                              |                    |                         |
| Transport costs  |                        |                  |                              |                    |                         |
| <i>Km or miles Motorbikes / year</i>                   |                        |                  |                              |                    |                         |
| <i>Km or miles cars / year</i>                         |                        | 0,28             |                              |                    |                         |
| <i>Km or miles 4x4 vehicle / year</i>                  |                        | 0,52             |                              |                    |                         |
| Specific costs   |                        |                  |                              |                    |                         |
| <i>Targeted specific communication</i>                 |                        |                  |                              |                    |                         |
| <i>Consultation (number of 1 day meetings)</i>         |                        |                  |                              |                    |                         |
| <i>Kits / reagents / vaccines</i>                      |                        |                  |                              |                    |                         |
| <b>Sub-total Consumable resources</b>                  |                        |                  |                              |                    |                         |
| <b>Delegated activities</b>                            |                        |                  |                              |                    |                         |
| <b>Sub-total Delegated activities</b>                  |                        |                  |                              |                    |                         |
| <b>Total in</b>  | <b>USD</b>             |                  |                              |                    | <b>100 000</b>          |
| <b>Total in</b>  | <b>VUV</b>             |                  |                              |                    | <b>10 000 000</b>       |

## VPH 6 – II-11. Animal feed safety

### 1. Definition of this PVS Critical Competency

*The authority and capability of the VS to regulate animal feed safety e.g. processing, handling, storage, distribution and use of both commercial and on-farm produced animal feed and feed ingredients.*

### 2. Desired Level of Advancement (DLA)

1. The VS cannot regulate animal feed safety.

2. The VS have some capability to exercise regulatory and administrative control over animal feed safety.

3. The VS exercise regulatory and administrative control for most aspects of animal feed safety.

4. The VS exercise comprehensive and effective regulatory and administrative control of animal feed safety.

5. The control systems are regularly audited, tested and updated when necessary.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The strategy is to ensure feed safety of the imported feed.

### 4. Activities to implement (chronological)

| Specific activities                             |   |  |
|---|---|--|
| Activities linked to cross-cutting competencies | <i>III.2 Consultation</i>                           |  |
|   | <i>IV.1, 2, 3. Legislation</i>                      | Provide room for feed safety control and inspection related regulations by the VS in the legislation |
|   | <i>I.3. Continuing Education</i>                    |  |
|   | <i>III.1 Communication</i>                          |  |
|   | <i>I.11. Management of resources and operations</i> | Develop import requirements for feed safety  |
|   | <i>III.3. Official representation</i>               |  |

### 5. Objectively verifiable indicators

Legislation includes mandate for feed safety and feed safety regulations developed.  
Import requirements for feed safety developed.

## **C. Critical Competencies for Animal Health**

## AH 1 – II-5. Epidemiological surveillance and early detection

### A. Passive epidemiological surveillance

#### 1. Definition of this PVS Critical Competency

*The authority and capability of the VS to determine, verify and report on the sanitary status of the animal populations, including wildlife, under their mandate.*

#### 2. Desired Level of Advancement (DLA)

1. The VS have no passive surveillance programme.

2. The VS conduct passive surveillance for some relevant diseases and have the capacity to produce national reports on some diseases.

3. The VS conduct passive surveillance in compliance with OIE standards for some relevant diseases at the national level through appropriate networks in the field, whereby samples from suspect cases are collected and sent for laboratory diagnosis with evidence of correct results obtained. The VS have a basic national disease reporting system.

**4. The VS conduct passive surveillance and report at the national level in compliance with OIE standards for most relevant diseases. Producers and other interested parties are aware of and comply with their obligation to report the suspicion and occurrence of notifiable diseases to the VS.**

5. The VS regularly report to producers and other interested parties and the international community (where applicable) on the findings of passive surveillance programmes.

#### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The strategy is to define a clear passive surveillance system using relevant staff of the different entities of the Ministry through a clear reporting system and an effective chain of command.

It will impose that the Veterinary Section has authority on Border Control staff of the Biosecurity Section and on the Livestock Officers of the Livestock Department, when it comes to regulatory veterinary work related to epidemiological surveillance.

#### 4. Activities to implement (chronological)

|   |  |   |
|---|--|---|
| Specific activities                             | <ul style="list-style-type: none"> <li>- an official passive surveillance of cysticercosis, hydatidosis and tuberculosis is implemented by all staff in charge of slaughter inspection (meat inspectors of the Veterinary Section and Livestock Officers in charge of rural remote areas and on-farm slaughter inspection).</li> <li>- an official passive surveillance programme of vesicular disease is implemented by Livestock Officers of the f Livestock Department under the authority the Veterinary Section.</li> <li>- The VS should have the budget available for specific requests made to LOs to conduct farm visits or AH investigation. This is estimated at 10 days per staff/year.</li> </ul> |   |
| Activities linked to cross-cutting competencies | III.2 Consultation   |   |
|   | IV.1, 2, 3. Legislation  |   |
|   | I.3. Continuing Education  | All relevant staff (10 meat inspectors, 30 livestock officers) are submitted to one day/year continuing education on passive surveillance                                     |
|   | III.1 Communication  | Leaflets or adequate communication support to create awareness of the farmers about protecting the free animal disease status of Vanuatu and detecting any vesicular disease. |
|   | I.11. Management of resources and operations   | A unique reporting system is built for passive surveillance of slaughter inspection and animal health disease surveillance.   |
|   | III.3. Official representation   |   |

#### 5. Objectively verifiable indicators

- reporting system

| <b>ANIMAL HEALTH - 1</b>  |                 |           |                       |                  |                  |
|---|-----------------|-----------|-----------------------|------------------|------------------|
| <b>CC: II-5. Epidemiological surveillance and early detection</b> |                 |           |                       |                  |                  |
| <b>A. Passive epidemiological surveillance</b>                    |                 |           |                       |                  |                  |
| Resource and cost lines   | Required Number | Unit Cost | Years of amortisation | Annual cost      | Exceptional cost |
| <b>Material investments</b>                                       |                 |           |                       |                  |                  |
| Buildings ( )   |                 |           |                       |                  |                  |
| <i>Maintenance cost per (m2)</i>                                  |                 | 50        | 1                     |                  |                  |
| <i>Renovation cost per (m2)</i>                                   |                 | 250       | 20                    |                  |                  |
| <i>Building cost per (m2)</i>                                     |                 | 1 000     | 20                    |                  |                  |
| Transport (Purchasing cost)                                       |                 |           |                       |                  |                  |
| <i>Motorbikes</i>   |                 |           |                       |                  |                  |
| <i>Cars</i>   |                 | 24 000    | 5                     |                  |                  |
| <i>4x4 vehicles</i>   |                 | 35 000    | 5                     |                  |                  |
| Staff office equipment set  |                 | 2 400     | 3                     |                  |                  |
| Other specific office equipment set                               |                 |           |                       |                  |                  |
| Other specific equipment  |                 |           |                       |                  |                  |
| <b>Sub-total Material investments</b>                             |                 |           |                       |                  |                  |
| <b>Non material investments</b>                                   |                 |           |                       |                  |                  |
| Training  |                 |           |                       |                  |                  |
| <i>Specialised training (person-months/5 years)</i>               |                 | 6 500     |                       |                  |                  |
| <i>Continuing education (person-days/year)</i>                    | 40,0            | 100       |                       | 4 000            |                  |
| National expertise (days/5 years)                                 |                 |           |                       |                  |                  |
| International expertise (weeks/5 years)                           |                 | 9 000     |                       |                  |                  |
| Special funds (/ 5 years) for ...                                 |                 |           |                       |                  |                  |
| <b>Sub-total non material expenditure</b>                         |                 |           |                       | <b>4 000</b>     |                  |
| <b>Salaries</b>   |                 |           |                       |                  |                  |
| Veterinarians   |                 | 100 000   |                       |                  |                  |
| Other university degree   |                 | 100 000   |                       |                  |                  |
| Veterinary para-professionals                                     |                 | 20 000    |                       |                  |                  |
| Support staff   |                 | 15 000    |                       |                  |                  |
| <b>Sub-total Salaries</b>   |                 |           |                       |                  |                  |
| <b>Consumable resources</b>                                       |                 |           |                       |                  |                  |
| Administration  |                 | 20%       |                       |                  |                  |
| Travel allowances   |                 |           |                       |                  |                  |
| <i>staff within the country (person-days) / year</i>              | 300             | 100       |                       | 30 000           |                  |
| <i>drivers within the country (person-days) / year</i>            |                 |           |                       |                  |                  |
| <i>staff abroad (person-weeks) / year</i>                         |                 | 3 600     |                       |                  |                  |
| Transport costs   |                 |           |                       |                  |                  |
| <i>Km or miles Motorbikes / year</i>                              |                 |           |                       |                  |                  |
| <i>Km or miles cars / year</i>                                    |                 | 0,28      |                       |                  |                  |
| <i>Km or miles 4x4 vehicle / year</i>                             |                 | 0,52      |                       |                  |                  |
| Specific costs  |                 |           |                       |                  |                  |
| <i>Targeted specific communication</i>                            |                 |           |                       |                  |                  |
| <i>Consultation (number of 1 day meetings)</i>                    |                 |           |                       |                  |                  |
| <i>Kits / reagents / vaccines</i>                                 |                 |           |                       |                  |                  |
| <b>Sub-total Consumable resources</b>                             |                 |           |                       | <b>30 000</b>    |                  |
| <b>Delegated activities</b>                                       |                 |           |                       |                  |                  |
| <b>Sub-total Delegated activities</b>                             |                 |           |                       |                  |                  |
| <b>Total in</b>   | <b>USD</b>      |           |                       | <b>34 000</b>    |                  |
| <b>Total in</b>   | <b>VUV</b>      |           |                       | <b>3 400 000</b> |                  |

## AH 2 – II-5. Epidemiological surveillance and early detection

### B. Active epidemiological surveillance

|   |   |   |
|---|---|---|
| <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 the animal populations, including wildlife, under their mandate.</i>  |   |   |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |   |
| 1. The VS have no active surveillance programme.  |   |   |
| 2. The VS conduct active surveillance for some relevant diseases (of economic and zoonotic importance) but apply it only in a part of susceptible populations and/or do not update it regularly.  |   |   |
| 3. The VS conduct active surveillance in compliance with scientific principles and OIE standards for some relevant diseases and apply it to all susceptible populations but do not update it regularly.                                 |   |   |
| <b>4. The VS conduct active surveillance in compliance with scientific principles and OIE standards for some relevant diseases, apply it to all susceptible populations, update it regularly and report the results systematically.</b> |   |   |
| 5. The VS conduct active surveillance for most or all relevant diseases and apply it to all susceptible populations. The surveillance programmes are evaluated and meet the country's OIE obligations.                                  |   |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |   |
| The strategy is to justify disease free status for export requirements of some countries about several diseases (FMD, CSF, porcine brucellosis, PRRS, Trichinella, Aujesky, etc).   |   |   |
| <b>4. Activities to implement (chronological)</b>   |   |   |
| Specific activities   | <ul style="list-style-type: none"> <li>- agree on the sampling method, assays and accredited laboratory with importing partners.</li> <li>- implement the sampling directly by one of the official veterinarians (not veterinary para-professionals).</li> <li>- send the samples to the accredited laboratory.</li> <li>- secure a budget for around 500 ear tags, sampling kits, courier service and serological tests (ELISA) per year (estimated 10 USD each = 5000 USD)</li> </ul> |   |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |   |
|   | IV.1, 2, 3. Legislation   |   |
|   | I.3. Continuing Education   |   |
|   | III.1 Communication   | Communication in Vanuatu and abroad about official disease free status and results. |
|   | I.11. Management of resources and operations  |   |
|   | III.3. Official representation  |   |
| <b>5. Objectively verifiable indicators</b>   |   |   |
| Free animal status recognised internationally or by trading partners.<br>Laboratory results.  |   |   |

| <b>ANIMAL HEALTH - 2</b>  |                 |           |                       |                |                  |
|---|-----------------|-----------|-----------------------|----------------|------------------|
| <b>CC: II-5. Epidemiological surveillance and early detection</b> |                 |           |                       |                |                  |
| <b>B. Active epidemiological surveillance</b>                     |                 |           |                       |                |                  |
| Resource and cost lines   | Required Number | Unit Cost | Years of amortisation | Annual cost    | Exceptional cost |
| <b>Material investments</b>                                       |                 |           |                       |                |                  |
| Buildings ( )   |                 |           |                       |                |                  |
| <i>Maintenance cost per (m2)</i>                                  |                 | 50        | 1                     |                |                  |
| <i>Renovation cost per (m2)</i>                                   |                 | 250       | 20                    |                |                  |
| <i>Building cost per (m2)</i>                                     |                 | 1 000     | 20                    |                |                  |
| Transport (Purchasing cost)                                       |                 |           |                       |                |                  |
| <i>Motorbikes</i>   |                 |           |                       |                |                  |
| <i>Cars</i>   |                 | 24 000    | 5                     |                |                  |
| <i>4x4 vehicles</i>   |                 | 35 000    | 5                     |                |                  |
| Staff office equipment set  |                 | 2 400     | 3                     |                |                  |
| Other specific office equipment set                               |                 |           |                       |                |                  |
| Other specific equipment  |                 |           |                       |                |                  |
| <b>Sub-total Material investments</b>                             |                 |           |                       |                |                  |
| <b>Non material investments</b>                                   |                 |           |                       |                |                  |
| Training  |                 |           |                       |                |                  |
| <i>Specialised training (person-months/5 years)</i>               |                 | 6 500     |                       |                |                  |
| <i>Continuing education (person-days/year)</i>                    |                 | 100       |                       |                |                  |
| National expertise (days/5 years)                                 |                 |           |                       |                |                  |
| International expertise (weeks/5 years)                           |                 | 9 000     |                       |                |                  |
| Special funds (/ 5 years) for ...                                 |                 |           |                       |                |                  |
| <b>Sub-total non material expenditure</b>                         |                 |           |                       |                |                  |
| <b>Salaries</b>   |                 |           |                       |                |                  |
| Veterinarians   |                 | 100 000   |                       |                |                  |
| Other university degree   |                 | 100 000   |                       |                |                  |
| Veterinary para-professionals                                     |                 | 20 000    |                       |                |                  |
| Support staff   |                 | 15 000    |                       |                |                  |
| <b>Sub-total Salaries</b>   |                 |           |                       |                |                  |
| <b>Consumable resources</b>                                       |                 |           |                       |                |                  |
| Administration  |                 | 20%       |                       |                |                  |
| Travel allowances   |                 |           |                       |                |                  |
| <i>staff within the country (person-days) / year</i>              |                 | 100       |                       |                |                  |
| <i>drivers within the country (person-days) / year</i>            |                 |           |                       |                |                  |
| <i>staff abroad (person-weeks) / year</i>                         |                 | 3 600     |                       |                |                  |
| Transport costs   |                 |           |                       |                |                  |
| <i>Km or miles Motorbikes / year</i>                              |                 |           |                       |                |                  |
| <i>Km or miles cars / year</i>                                    |                 | 0,28      |                       |                |                  |
| <i>Km or miles 4x4 vehicle / year</i>                             |                 | 0,52      |                       |                |                  |
| Specific costs  |                 |           |                       |                |                  |
| <i>Targeted specific communication</i>                            |                 |           |                       |                |                  |
| <i>Consultation (number of 1 day meetings)</i>                    |                 |           |                       |                |                  |
| <i>Kits / reagents / vaccines</i>                                 |                 |           |                       |                |                  |
| <i>ELISA tests abroad / kits / ear tags / delivery</i>            | 500             | 10,00     |                       | 5 000          |                  |
| <b>Sub-total Consumable resources</b>                             |                 |           |                       | <b>5 000</b>   |                  |
| <b>Delegated activities</b>                                       |                 |           |                       |                |                  |
| <b>Sub-total Delegated activities</b>                             |                 |           |                       |                |                  |
| <b>Total in</b>   | <b>USD</b>      |           |                       | <b>5 000</b>   |                  |
| <b>Total in</b>   | <b>VUV</b>      |           |                       | <b>500 000</b> |                  |

## AH 3 – II-6. Emergency response

### 1. Definition of this PVS Critical Competency

The authority and capability of the VS to respond rapidly to a sanitary emergency (such as a significant disease outbreak or food safety emergency).

### 2. Desired Level of Advancement (DLA)

1. The VS have no field network or established procedure to determine whether a sanitary emergency exists or the authority to declare such an emergency and respond appropriately.

2. The VS have a field network and an established procedure to determine whether or not a sanitary emergency exists, but lack the necessary legal and financial support to respond appropriately.

3. The VS have the legal framework and financial support to respond rapidly to sanitary emergencies, but the response is not coordinated through a chain of command. They may have national contingency plans for some exotic diseases but they are not updated / tested.

**4. The VS have an established procedure to make timely decisions on whether or not a sanitary emergency exists. The VS have the legal framework and financial support to respond rapidly to sanitary emergencies through a chain of command. They have national contingency plans for some exotic diseases that are regularly updated / tested.**

5. The VS have national contingency plans for all diseases of concern; including coordinated actions with relevant Competent Authorities, all producers and other interested parties through a chain of command. These are regularly updated, tested and audited.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

In 2017, Biosecurity Vanuatu with the assistance of SPC developed a generic Incident Management Plan. The national budget provides room for compensation in case of an animal health emergency up to 1,5% of the national budget. The strategy is to ensure that BV through the VS is able to manage such an incident on AH or VPH.

### 4. Activities to implement (chronological)

|   |  |   |
|---|--|---|
| Specific activities                             | <ul style="list-style-type: none"> <li>- organise animal disease simulation exercises for FMD outbreak, HPAI outbreak and/or a food-poisoning outbreak (estimated at 5 days for 100 staff for each simulation, in an exceptional budget)</li> <li>- provide 2 weeks international expertise for each of the 2 field simulation exercises</li> <li>- Provide 30 stun guns for LOs for depopulation (will also be used as well for emergency slaughter or rural slaughter).</li> </ul> |   |
| Activities linked to cross-cutting competencies | III.2 Consultation   |   |
|   | IV.1, 2, 3. Legislation  |   |
|   | I.3. Continuing Education  | Simulation exercises are part of continuing education of all staff (Biosecurity, VS, Livestock, Police, Customs, Finances, Provincial and Municipal authorities, etc),    |
|   | III.1 Communication  | Communication plays an important role in a simulation exercise, both to sensitise public opinion to the risk and to avoid that the population thinks it is a real threat. |
|   | I.11. Management of resources and operations   | Detailed SOPs for outbreaks should be defined in advance to ensure that all staff of all section knows what he has to do  |
|   | III.3. Official representation   |   |

### 5. Objectively verifiable indicators

Standards operating procedures for FMD  
Reports on simulation exercises

| <b>ANIMAL HEALTH - 3</b>                               |                 |           |                       |               |                   |
|--|-----------------|-----------|-----------------------|---------------|-------------------|
| <b>CC: II-6. Emergency response</b>                    |                 |           |                       |               |                   |
| Resource and cost lines                                | Required Number | Unit Cost | Years of amortisation | Annual cost   | Exceptional cost  |
| <b>Material investments</b>                            |                 |           |                       |               |                   |
| Buildings ( )  |                 |           |                       |               |                   |
| <i>Maintenance cost per (m2)</i>                       |                 | 50        | 1                     |               |                   |
| <i>Renovation cost per (m2)</i>                        |                 | 250       | 20                    |               |                   |
| <i>Building cost per (m2)</i>                          |                 | 1 000     | 20                    |               |                   |
| Transport (Purchasing cost)                            |                 |           |                       |               |                   |
| <i>Motorbikes</i>                                      |                 |           |                       |               |                   |
| <i>Cars</i>  |                 | 24 000    | 5                     |               |                   |
| <i>4x4 vehicles</i>                                    |                 | 35 000    | 5                     |               |                   |
| Staff office equipment set                             |                 | 2 400     | 3                     |               |                   |
| Other specific office equipment set                    |                 |           |                       |               |                   |
| Other specific equipment                               |                 |           |                       |               |                   |
| <i>Stun guns for depopulation</i>                      | 30              | 200       | 10                    | 600           | 3 000             |
| <b>Sub-total Material investments</b>                  |                 |           |                       | <b>600</b>    | <b>3 000</b>      |
| <b>Non material investments</b>                        |                 |           |                       |               |                   |
| Training   |                 |           |                       |               |                   |
| <i>Specialised training (person-months/5 years)</i>    |                 | 6 500     |                       |               |                   |
| <i>Continuing education (person-days/year)</i>         |                 | 100       |                       |               |                   |
| National expertise (days/5 years)                      |                 |           |                       |               |                   |
| International expertise (weeks/5 years)                | 4,0             | 9 000     |                       |               | 36 000            |
| Special funds (/ 5 years) for simulation exercises     | 2               | 50 000    |                       |               | 100 000           |
| <b>Sub-total non material expenditure</b>              |                 |           |                       |               | <b>136 000</b>    |
| <b>Salaries</b>  |                 |           |                       |               |                   |
| Veterinarians  |                 | 100 000   |                       |               |                   |
| Other university degree                                |                 | 100 000   |                       |               |                   |
| Veterinary para-professionals                          |                 | 20 000    |                       |               |                   |
| Support staff  |                 | 15 000    |                       |               |                   |
| <b>Sub-total Salaries</b>                              |                 |           |                       |               |                   |
| <b>Consumable resources</b>                            |                 |           |                       |               |                   |
| Administration   |                 | 20%       |                       |               |                   |
| Travel allowances                                      |                 |           |                       |               |                   |
| <i>staff within the country (person-days) / year</i>   |                 | 100       |                       |               |                   |
| <i>drivers within the country (person-days) / year</i> |                 |           |                       |               |                   |
| <i>staff abroad (person-weeks) / year</i>              |                 | 3 600     |                       |               |                   |
| Transport costs  |                 |           |                       |               |                   |
| <i>Km or miles Motorbikes / year</i>                   |                 |           |                       |               |                   |
| <i>Km or miles cars / year</i>                         |                 | 0,28      |                       |               |                   |
| <i>Km or miles 4x4 vehicle / year</i>                  |                 | 0,52      |                       |               |                   |
| Specific costs   |                 |           |                       |               |                   |
| <i>Targeted specific communication</i>                 |                 |           |                       |               |                   |
| <i>Consultation (number of 1 day meetings)</i>         |                 |           |                       |               |                   |
| <i>Kits / reagents / vaccines</i>                      |                 |           |                       |               |                   |
| <b>Sub-total Consumable resources</b>                  |                 |           |                       |               |                   |
| <b>Delegated activities</b>                            |                 |           |                       |               |                   |
| <b>Sub-total Delegated activities</b>                  |                 |           |                       |               |                   |
| <b>Total in</b>  | <b>USD</b>      |           |                       | <b>600</b>    | <b>139 000</b>    |
| <b>Total in</b>  | <b>VUV</b>      |           |                       | <b>60 000</b> | <b>13 900 000</b> |

## AH 4 – II-7. Disease prevention, control and eradication

### 1. Definition of this PVS Critical Competency

*The authority and capability of the VS to actively perform actions to prevent, control or eradicate OIE listed diseases and/or to demonstrate that the country or a zone are free of relevant diseases.*

### 2. Desired Level of Advancement (DLA)

1. The VS have no authority or capability to prevent, control or eradicate animal diseases.

2. The VS implement prevention, control or eradication programmes for some diseases and/or in some areas with little or no scientific evaluation of their efficacy and efficiency.

**3. The VS implement prevention, control or eradication programmes for some diseases and/or in some areas with scientific evaluation of their efficacy and efficiency.**

4. The VS implement prevention, control or eradication programmes for all relevant diseases but with scientific evaluation of their efficacy and efficiency of some programmes.

5. The VS implement prevention, control or eradication programmes for all relevant diseases with scientific evaluation of their efficacy and efficiency consistent with relevant OIE international standards.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

As there is no disease of epizootic importance or of a major zoonosis in Vanuatu, the strategy is rather to develop progressive and voluntary control of parasitic diseases especially in rural areas and for the majority of animals and producers. This will be developed as a joint programme (see chapter V, CC III.6) with the Livestock Department, under the supervision of a coordinator (designated veterinarian) and with evaluation of efficacy and efficiency.

**NOTE: Human resources and their office equipment are not budgeted here since they are part of the budget of the Livestock Department and working both on animal husbandry and animal health (estimated only 10-15%).**

### 4. Activities to implement (chronological)

|                     |   |
|---------------------|---|
| Specific activities | <ul style="list-style-type: none"> <li>- recruit a veterinarian specifically designated to develop the AH prevention and control network and programmes, that will be implemented by Livestock Officers.</li> <li>- the veterinarian in charge should effectively supervise directly and on-site the 30 livestock officers twice a year (60 days supervision, including air transport @ 200 USD each) to check on their performance and to organise meeting with farmers.</li> <li>- in addition, the veterinarian should be available on an on-call basis to give advice to livestock officers, and be able to go to the field for specific investigations (estimated budget for 30 days/year, including air/boat transport)</li> <li>- the veterinarian will be in charge of authorising and monitoring the retail of veterinary drugs by Livestock Officers</li> </ul> |
|---------------------|---|

|   |   |  |
|---|---|--|
| Activities linked to cross-cutting competencies | <i>III.2 Consultation</i>                           |  |
|   | <i>IV.1, 2, 3. Legislation</i>                      |  |
|   | <i>I.3. Continuing Education</i>                    | The veterinarian will be in charge to organise 2 days continuing education for all Livestock Officers per year with 2 groups of 15 participants) |
|   | <i>III.1 Communication</i>                          |  |
|   | <i>I.11. Management of resources and operations</i> |  |
|   | <i>III.3. Official representation</i>               |  |

### 5. Objectively verifiable indicators

- veterinarian designated for AH programmes and network
- reporting system on activities and veterinary medicines distribution and use.

| <b>ANIMAL HEALTH - 4</b>                                     |                 |           |                       |                   |                  |
|--|-----------------|-----------|-----------------------|-------------------|------------------|
| <b>CC: II-7. Disease prevention, control and eradication</b> |                 |           |                       |                   |                  |
| Resource and cost lines                                      | Required Number | Unit Cost | Years of amortisation | Annual cost       | Exceptional cost |
| <b>Material investments</b>                                  |                 |           |                       |                   |                  |
| Buildings ( )  |                 |           |                       |                   |                  |
| <i>Maintenance cost per (m2)</i>                             |                 | 50        | 1                     |                   |                  |
| <i>Renovation cost per (m2)</i>                              |                 | 250       | 20                    |                   |                  |
| <i>Building cost per (m2)</i>                                |                 | 1 000     | 20                    |                   |                  |
| Transport (Purchasing cost)                                  |                 |           |                       |                   |                  |
| <i>Motorbikes</i>  |                 |           |                       |                   |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |                   |                  |
| <i>4x4 vehicles</i>  | 1               | 35 000    | 5                     | 7 000             |                  |
| Staff office equipment set                                   | 1               | 2 400     | 3                     | 800               |                  |
| Other specific office equipment set                          |                 |           |                       |                   |                  |
| Other specific equipment                                     |                 |           |                       |                   |                  |
| <b>Sub-total Material investments</b>                        |                 |           |                       | <b>7 800</b>      |                  |
| <b>Non material investments</b>                              |                 |           |                       |                   |                  |
| Training   |                 |           |                       |                   |                  |
| <i>Specialised training (person-months/5 years)</i>          |                 | 6 500     |                       |                   |                  |
| <i>Continuing education (person-days/year)</i>               | 60,0            | 100       |                       | 6 000             |                  |
| National expertise (days/5 years)                            |                 |           |                       |                   |                  |
| International expertise (weeks/5 years)                      |                 | 9 000     |                       |                   |                  |
| Special funds (/ 5 years) for ...                            |                 |           |                       |                   |                  |
| <b>Sub-total non material expenditure</b>                    |                 |           |                       | <b>6 000</b>      |                  |
| <b>Salaries</b>  |                 |           |                       |                   |                  |
| Veterinarians  | 1,0             | 100 000   |                       | 100 000           |                  |
| Other university degree                                      |                 | 100 000   |                       |                   |                  |
| Veterinary para-professionals                                |                 | 20 000    |                       |                   |                  |
| Support staff  |                 | 15 000    |                       |                   |                  |
| <b>Sub-total Salaries</b>                                    |                 |           |                       | <b>100 000</b>    |                  |
| <b>Consumable resources</b>                                  |                 |           |                       |                   |                  |
| Administration   |                 | 20%       |                       | 20 000            |                  |
| Travel allowances  |                 |           |                       |                   |                  |
| <i>staff within the country (person-days) / year</i>         | 90              | 100       |                       | 9 000             |                  |
| <i>drivers within the country (person-days) / year</i>       |                 |           |                       |                   |                  |
| <i>staff abroad (person-weeks) / year</i>                    |                 | 3 600     |                       |                   |                  |
| Transport costs  |                 |           |                       |                   |                  |
| <i>Km or miles Motorbikes / year</i>                         |                 |           |                       |                   |                  |
| <i>Km or miles cars / year</i>                               |                 | 0,28      |                       |                   |                  |
| <i>Km or miles 4x4 vehicle / year</i>                        | 20 000          | 0,52      |                       | 10 400            |                  |
| <i>Internal flights</i>                                      | 50              | 350,00    |                       | 17 500            |                  |
| Specific costs   |                 |           |                       |                   |                  |
| <i>Targeted specific communication</i>                       |                 |           |                       |                   |                  |
| <i>Consultation (number of 1 day meetings)</i>               |                 |           |                       |                   |                  |
| <i>Kits / reagents / vaccines</i>                            |                 |           |                       |                   |                  |
| <b>Sub-total Consumable resources</b>                        |                 |           |                       | <b>56 900</b>     |                  |
| <b>Delegated activities</b>                                  |                 |           |                       |                   |                  |
| <b>Sub-total Delegated activities</b>                        |                 |           |                       |                   |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       | <b>170 700</b>    |                  |
| <b>Total in</b>  | <b>VUV</b>      |           |                       | <b>17 070 000</b> |                  |

## AH 5 – II-13. Animal welfare

|  |  |  |
|--|--|--|
| <b>1. Definition of this PVS Critical Competency</b>   |  |  |
| <i>The authority and capability of the VS to implement the animal welfare standards of the OIE as published in the Terrestrial Code.</i>   |  |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |  |  |
| 1. There is no national legislation on animal welfare.   |  |  |
| 2. There is national animal welfare legislation for some sectors.  |  |  |
| <b>3. In conformity with OIE standards, animal welfare is implemented for some sectors (e.g. for the export sector).</b>   |  |  |
| 4. Animal welfare is implemented in conformity with all relevant OIE standards.  |  |  |
| 5. Animal welfare is implemented in conformity with all relevant OIE standards and programmes are subjected to regular audits.   |  |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |  |  |
| The strategy is to attain international standards for export market requirements, and to make progress on national issues related to animal welfare (movement of animals between islands, movement to slaughter, etc). |  |  |
| <b>4. Activities to implement (chronological)</b>  |  |  |
| Specific activities  | - get support of SPC to develop animal welfare programmes<br>- solve the animal welfare issue of the slaughter house in Tanna. |  |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>  |  |
|  | <i>IV.1, 2, 3. Legislation</i>   |  |
|  | <i>I.3. Continuing Education</i>   | Organise continuing education trainings for all relevant staff of MALFFB |
|  | <i>III.1 Communication</i>   | Develop regular communication on animal welfare.                         |
|  | <i>I.11. Management of resources and operations</i>  | Develop SOPs for transport of animals.                                   |
|  | <i>III.3. Official representation</i>  |  |
| <b>5. Objectively verifiable indicators</b>  |  |  |
| Reports of the VS about animal welfare activities<br>Recognition of importing partners about animal welfare requirements met by BV and Vanuatu exporters.  |  |  |

## **D. Critical Competencies for Veterinary Laboratories**

## LAB 1 – II-1. Veterinary laboratory diagnosis

### A. Access to veterinary laboratory diagnosis

| 1. Definition of this PVS Critical Competency   |   |  |
|---|---|--|
| <p><i>The authority and capability of the VS to have access to laboratory diagnosis in order to identify and record pathogenic agents, including those relevant for public health, that can adversely affect animals and animal products.</i></p> |   |  |
| 2. Desired Level of Advancement (DLA)   |   |  |
| 1. Disease diagnosis is almost always conducted by clinical means only, with no access to and use of a laboratory to obtain a correct diagnosis.  |   |  |
| 2. For major zoonoses and diseases of national economic importance, the VS have access to and use a laboratory to obtain a correct diagnosis.   |   |  |
| 3. For other zoonoses and diseases present in the country, the VS have access to and use a laboratory to obtain a correct diagnosis.  |   |  |
| 4. For diseases of zoonotic or economic importance not present in the country, but known to exist in the region and/or that could enter the country, the VS have access to and use a laboratory to obtain a correct diagnosis.                    |   |  |
| 5. In the case of new and emerging diseases in the region or world, the VS have access to and use a network of national or international reference laboratories (e.g. an OIE Reference Laboratory) to obtain a correct diagnosis.                 |   |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |   |  |
| Use of accredited international diagnostic reference laboratories<br>Serological surveys and epidemiological investigations of suspect animal disease cases   |   |  |
| 4. Activities to implement (chronological)  |   |  |
| Specific activities   | <p>Ensure that any samples for any test has a memorandum of understanding with a reference laboratory and a courier company</p> <ul style="list-style-type: none"> <li>- ensure budget for sampling kit, packaging, transportation and cost of laboratory analyses for the active surveillance programmes (estimated 500 ELISA / year, budgeted in CC II.5.B active surveillance).</li> <li>- allocate potential remaining budget for laboratory investigation in AH or VPH.</li> <li>- ensure specific training of 2 staff on IATA certification for sending diagnostic samples.</li> <li>- purchase safety boxes for sampling shipment IATA certified (estimated 5/year @ 100 USD)</li> </ul> |  |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |  |
|   | IV.1, 2, 3. Legislation   |  |
|   | I.3. Continuing Education   |  |
|   | III.1 Communication   |  |
|   | I.11. Management of resources and operations  |  |
|   | III.3. Official representation  |  |
| 5. Objectively verifiable indicators  |   |  |
| <ul style="list-style-type: none"> <li>- agreements with laboratories and courier companies</li> <li>- budget for laboratory analyses abroad and results</li> </ul>   |   |  |

| <b>VETERINARY LABORATORIES - 1</b>                          |                 |           |                       |               |                  |
|---|-----------------|-----------|-----------------------|---------------|------------------|
| <b>CC: II-1.A Access to veterinary laboratory diagnosis</b> |                 |           |                       |               |                  |
| Resource and cost lines                                     | Required Number | Unit Cost | Years of amortisation | Annual cost   | Exceptional cost |
| <b>Material investments</b>                                 |                 |           |                       |               |                  |
| Buildings ( )   |                 |           |                       |               |                  |
| <i>Maintenance cost per (m2)</i>                            |                 | 50        | 1                     |               |                  |
| <i>Renovation cost per (m2)</i>                             |                 | 250       | 20                    |               |                  |
| <i>Building cost per (m2)</i>                               |                 | 1 000     | 20                    |               |                  |
| Transport (Purchasing cost)                                 |                 |           |                       |               |                  |
| <i>Motorbikes</i>   |                 |           |                       |               |                  |
| Cars  |                 | 24 000    | 5                     |               |                  |
| 4x4 vehicles  |                 | 35 000    | 5                     |               |                  |
| Staff office equipment set                                  |                 | 2 400     | 3                     |               |                  |
| Other specific office equipment set                         |                 |           |                       |               |                  |
| Other specific equipment                                    |                 |           |                       |               |                  |
| <b>Sub-total Material investments</b>                       |                 |           |                       |               |                  |
| <b>Non material investments</b>                             |                 |           |                       |               |                  |
| Training  |                 |           |                       |               |                  |
| <i>Specialised training (person-months/5 years)</i>         | 0,2             | 6 500     |                       |               | 1 300            |
| <i>Continuing education (person-days/year)</i>              |                 | 100       |                       |               |                  |
| National expertise (days/5 years)                           |                 |           |                       |               |                  |
| International expertise (weeks/5 years)                     |                 | 9 000     |                       |               |                  |
| Special funds (/ 5 years) for ...                           |                 |           |                       |               |                  |
| <b>Sub-total non material expenditure</b>                   |                 |           |                       |               | <b>1 300</b>     |
| <b>Salaries</b>   |                 |           |                       |               |                  |
| Veterinarians   |                 | 100 000   |                       |               |                  |
| Other university degree                                     |                 | 100 000   |                       |               |                  |
| Veterinary para-professionals                               |                 | 20 000    |                       |               |                  |
| Support staff   |                 | 15 000    |                       |               |                  |
| <b>Sub-total Salaries</b>                                   |                 |           |                       |               |                  |
| <b>Consumable resources</b>                                 |                 |           |                       |               |                  |
| Administration  |                 | 20%       |                       |               |                  |
| Travel allowances   |                 |           |                       |               |                  |
| <i>staff within the country (person-days) / year</i>        |                 | 100       |                       |               |                  |
| <i>drivers within the country (person-days) / year</i>      |                 |           |                       |               |                  |
| <i>staff abroad (person-weeks) / year</i>                   |                 | 3 600     |                       |               |                  |
| Transport costs   |                 |           |                       |               |                  |
| <i>Km or miles Motorbikes / year</i>                        |                 |           |                       |               |                  |
| <i>Km or miles cars / year</i>                              |                 | 0,28      |                       |               |                  |
| <i>Km or miles 4x4 vehicle / year</i>                       |                 | 0,52      |                       |               |                  |
| Specific costs  |                 |           |                       |               |                  |
| <i>Targeted specific communication</i>                      |                 |           |                       |               |                  |
| <i>Consultation (number of 1 day meetings)</i>              |                 |           |                       |               |                  |
| <i>Kits / reagents / vaccines</i>                           |                 |           |                       |               |                  |
| <i>Sample boxes IATA compliant</i>                          | 5               | 100,00    |                       | 500           |                  |
| <b>Sub-total Consumable resources</b>                       |                 |           |                       | <b>500</b>    |                  |
| <b>Delegated activities</b>                                 |                 |           |                       |               |                  |
| <b>Sub-total Delegated activities</b>                       |                 |           |                       |               |                  |
| <b>Total in</b>   | <b>USD</b>      |           |                       | <b>500</b>    | <b>1 300</b>     |
| <b>Total in</b>   | <b>VUV</b>      |           |                       | <b>50 000</b> | <b>130 000</b>   |

## LAB 2 – II-1. Veterinary laboratory diagnosis

### B. Suitability of national laboratory infrastructures

| 1. Definition of this PVS Critical Competency  |   |  |
|--|---|--|
| The sustainability, effectiveness and efficiency of the national (public and private) laboratory infrastructures to service the needs of the VS.   |   |  |
| 2. Desired Level of Advancement (DLA)  |   |  |
| 1. The national laboratory infrastructure does not meet the need of the VS.  |   |  |
| 2. The national laboratory infrastructure meets partially the needs of the VS, but is not entirely sustainable, as organisational deficiencies with regard to the effective and efficient management of resources and infrastructure (including maintenance) are apparent.   |   |  |
| 3. The national laboratory infrastructure generally meets the needs of the VS. Resources and organisation appear to be managed effectively and efficiently, but their regular funding is inadequate to support a sustainable and regularly maintained infrastructure.  |   |  |
| <b>4. The national laboratory infrastructure generally meets the needs of the VS and is subject to timely maintenance programmes but needs new investments in certain aspects (e.g. accessibility to laboratories, number or type of analyses).</b>  |   |  |
| 5. The national laboratory infrastructure meets the needs of the VS, and is sustainable and regularly audited.   |   |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)  |   |  |
| The number of animals and the absence of major animal diseases does not allow sustainability and reliability of most laboratory functions in the country. This is why the VS will rely mainly on external access to foreign laboratories. Additionally, an MoU could be developed with the MoH national laboratory (e.g. for bacteriology or ELISA). The VS will only support maintenance of the clinical laboratory with a parasitology section and use of rapid tests for relevant diseases, in the Livestock Department, as a key element to support non regulatory AH programs developed by the AH veterinarian (also posted in the same department see II.7). |   |  |
| 4. Activities to implement (chronological)   |   |  |
| Specific activities  | <ul style="list-style-type: none"> <li>- ensure maintenance of the parasitology laboratory (equipment, including fridge, centrifuge, etc) estimated 15 000 USD value, and amortisation on 5 years</li> <li>- the laboratory technician should receive specialised training during the next 5 years (estimated equivalent of 1 month abroad).</li> </ul> |  |
| Activities linked to cross-cutting competencies  | III.2 Consultation  |  |
|  | IV.1, 2, 3. Legislation   |  |
|  | I.3. Continuing Education   |  |
|  | III.1 Communication   |  |
|  | I.11. Management of resources and operations  |  |
|  | III.3. Official representation  |  |
| 5. Objectively verifiable indicators   |   |  |
| <ul style="list-style-type: none"> <li>- parasitology laboratory equipped and functioning</li> <li>- activity report of the laboratory and visit on site, trainings of the laboratory technician</li> </ul>  |   |  |

| <b>VETERINARY LABORATORIES - 2</b>                               |                 |           |                       |                  |                  |
|--|-----------------|-----------|-----------------------|------------------|------------------|
| <b>CC: II-1.B Suitability of the national veterinary network</b> |                 |           |                       |                  |                  |
| Resource and cost lines  | Required Number | Unit Cost | Years of amortisation | Annual cost      | Exceptional cost |
| <b>Material investments</b>                                      |                 |           |                       |                  |                  |
| Buildings ( )  | 40              |           |                       |                  |                  |
| <i>Maintenance cost per (m2)</i>                                 | 40              | 50        | 1                     | 2 000            |                  |
| <i>Renovation cost per (m2)</i>                                  |                 | 250       | 20                    |                  |                  |
| <i>Building cost per (m2)</i>                                    |                 | 1 000     | 20                    |                  |                  |
| Transport (Purchasing cost)                                      |                 |           |                       |                  |                  |
| <i>Motorbikes</i>  |                 |           |                       |                  |                  |
| <i>Cars</i>  |                 | 24 000    | 5                     |                  |                  |
| <i>4x4 vehicles</i>  |                 | 35 000    | 5                     |                  |                  |
| Staff office equipment set                                       |                 | 2 400     | 3                     |                  |                  |
| Other specific office equipment set                              |                 |           |                       |                  |                  |
| Other specific equipment   |                 |           |                       |                  |                  |
| <i>Parasitology laboratory equipment - complete</i>              | 1               | 15 000    | 5                     | 3 000            |                  |
| <b>Sub-total Material investments</b>                            |                 |           |                       | <b>5 000</b>     |                  |
| <b>Non material investments</b>                                  |                 |           |                       |                  |                  |
| Training   |                 |           |                       |                  |                  |
| <i>Specialised training (person-months/5 years)</i>              | 1,0             | 6 500     |                       |                  | 6 500            |
| <i>Continuing education (person-days/year)</i>                   |                 | 100       |                       |                  |                  |
| National expertise (days/5 years)                                |                 |           |                       |                  |                  |
| International expertise (weeks/5 years)                          |                 | 9 000     |                       |                  |                  |
| Special funds (/ 5 years) for ...                                |                 |           |                       |                  |                  |
| <b>Sub-total non material expenditure</b>                        |                 |           |                       |                  | <b>6 500</b>     |
| <b>Salaries</b>  |                 |           |                       |                  |                  |
| Veterinarians  |                 | 100 000   |                       |                  |                  |
| Other university degree  |                 | 100 000   |                       |                  |                  |
| Veterinary para-professionals                                    | 1,0             | 20 000    |                       | 20 000           |                  |
| Support staff  |                 | 15 000    |                       |                  |                  |
| <b>Sub-total Salaries</b>  |                 |           |                       | <b>20 000</b>    |                  |
| <b>Consumable resources</b>                                      |                 |           |                       |                  |                  |
| Administration   |                 | 20%       |                       | 4 000            |                  |
| Travel allowances  |                 |           |                       |                  |                  |
| <i>staff within the country (person-days) / year</i>             |                 | 100       |                       |                  |                  |
| <i>drivers within the country (person-days) / year</i>           |                 |           |                       |                  |                  |
| <i>staff abroad (person-weeks) / year</i>                        |                 | 3 600     |                       |                  |                  |
| Transport costs  |                 |           |                       |                  |                  |
| <i>Km or miles Motorbikes / year</i>                             |                 |           |                       |                  |                  |
| <i>Km or miles cars / year</i>                                   |                 | 0,28      |                       |                  |                  |
| <i>Km or miles 4x4 vehicle / year</i>                            |                 | 0,52      |                       |                  |                  |
| Specific costs   |                 |           |                       |                  |                  |
| <i>Targeted specific communication</i>                           |                 |           |                       |                  |                  |
| <i>Consultation (number of 1 day meetings)</i>                   |                 |           |                       |                  |                  |
| <i>Kits / reagents / vaccines</i>                                |                 |           |                       |                  |                  |
| <b>Sub-total Consumable resources</b>                            |                 |           |                       | <b>4 000</b>     |                  |
| <b>Delegated activities</b>                                      |                 |           |                       |                  |                  |
| <b>Sub-total Delegated activities</b>                            |                 |           |                       |                  |                  |
| <b>Total in</b>  | <b>USD</b>      |           |                       | <b>29 000</b>    | <b>6 500</b>     |
| <b>Total in</b>  | <b>VUV</b>      |           |                       | <b>2 900 000</b> | <b>650 000</b>   |

## LAB 3 – II-2. Laboratory quality assurance

### 1. Definition of this PVS Critical Competency

*The quality of laboratories (that conduct diagnosis testing or analysis for chemical residues, antimicrobial residues, toxins, or tests for biological efficacy, etc.) as measured by the use of formal QA systems including, but not limited to, participation in relevant proficiency testing programmes.*

### 2. Desired Level of Advancement (DLA)

1. No laboratories used by the public sector VS are using formal QA systems.

2. Some laboratories used by the public sector VS are using formal QA systems.

**3. All laboratories used by the public sector VS are using formal QA systems.**

4. All the laboratories used by the public sector VS and most or all private laboratories are using formal QA systems.

5. All the laboratories used by the public sector VS and most or all private laboratories are using formal QA programmes that meet OIE, ISO 17025, or equivalent QA standard guidelines.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

All laboratories used by the VS for official programmes, contracted abroad, should have a certified quality assurance system as reference laboratory.

### 4. Activities to implement (chronological)

|   |   |
|---|---|
| Specific activities                             | Use only reference laboratories for samples of official programmes (active surveillance, residue testing, etc)<br>Ensure that all local laboratories used by BV get formal quality assurance in the next 5 years (especially, water quality laboratories; microbiology laboratories). |
| Activities linked to cross-cutting competencies | III.2 Consultation  |
|   | IV.1, 2, 3. Legislation   |
|   | I.3. Continuing Education   |
|   | III.1 Communication   |
|   | I.11. Management of resources and operations  |
|   | III.3. Official representation  |

### 5. Objectively verifiable indicators

List of reference laboratories used for official programmes.  
Reports from local laboratories on QA.

**E. Critical Competencies for Management of Veterinary Services**  
**General Competencies**

## MVS – I-4. Technical independence

| 1. Definition of this PVS Critical Competency  |   |   |
|--|---|---|
| <i>The capability of the VS to carry out their duties with autonomy and free from commercial, financial, hierarchical and political influences that may affect technical decisions in a manner contrary to the provisions of the OIE (and of the WTO SPS Agreement where applicable).</i>  |   |   |
| 2. Desired Level of Advancement (DLA)  |   |   |
| 1. The technical decisions made by the VS are generally not based on scientific considerations.  |   |   |
| 2. The technical decisions take into account the scientific evidence, but are routinely modified to conform to non-scientific considerations.  |   |   |
| 3. The technical decisions are based on scientific evidence but are subject to review and possible modification based on non-scientific considerations.  |   |   |
| <b>4. The technical decisions are made and implemented in general accordance with the country's OIE obligations (and with the country's WTO SPS Agreement obligations where applicable).</b>   |   |   |
| 5. The technical decisions are based only on scientific evidence and are not changed to meet non-scientific considerations.  |   |   |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)  |   |   |
| Taking into account the importance of technical independence for trust and credibility of the VS the overall system will define detailed job descriptions, including authority and responsibilities, to show that all staff, at all levels, are protected from undue pressures and arbitrages by regulations, SOPs and reporting systems.. It is, particularly, the case for livestock officers dealing with AH and VPH activities. Although they are hierarchically under Principal and Senior Livestock Officers the Livestock Department, when it comes to AH and VPH official activities, there should not be arbitrage, delay or constraints on implementation and reporting. |   |   |
| 4. Activities to implement (chronological)   |   |   |
|  | Ensure that provincial and municipal authorities do not interfere with VS activities (eg meat inspection) |   |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>   |   |
|  | <i>IV.1, 2, 3. Legislation</i>  | Developing relevant legislation is an essential support for technical independence                                    |
|  | <i>I.3. Continuing Education</i>  | Need to explain technical independence during continuing education – its definition, importance and provide examples. |
|  | <i>III.1 Communication</i>  | Communicate about technical independence related to Provincial and Municipal pressures, for instance.                 |
|  | <i>I.11. Management of resources and operations</i>   | SOPs and reporting system are key for the development and probation of technical independence                         |
|  | <i>III.3. Official representation</i>   |   |
| 5. Objectively verifiable indicators   |   |   |
| Reporting system, legislation, continuing education, compliance, etc   |   |   |

## MVS – I-5. Stability of structures and sustainability of policies

|   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
|---|---|---------------------------|--|--------------------------------|--|----------------------------------|--|----------------------------|--|---|--|---------------------------------------|--|
| <b>1. Definition of this PVS Critical Competency</b>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <i>The capability of the VS structure and/or leadership to implement and sustain policies over time.</i>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| 1. Substantial changes to the organisational structure and/or leadership of the public sector of the VS frequently occur (e.g. annually) resulting in lack of sustainability of policies.                             |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| 2. Sustainability of policies is affected by changes in the political leadership and/or the structure and leadership of the VS.   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| 3. Sustainability of policies is not affected or slightly affected by changes in the political leadership and/or the structure and leadership of the VS.  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <b>4. Policies are sustained over time through national strategic plans and frameworks and are not affected by changes in the political leadership and/or the structure and leadership of VS.</b>                     |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| 5. Policies are sustained over time and the structure and leadership of the VS are stable. Modifications are based on an evaluation process, with positive effects on the sustainability of policies.                 |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| Although the VS are not responsible for the instability of the VS structure and job positions, the Government should strongly be made aware that this hampers the credibility of the VS, and affects export capacity. |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <b>4. Activities to implement (chronological)</b>   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| Specific activities   | <p>The recent structural organisational stability should be encouraged and prolonged., As such, the mission team does not advise re-integrating the Veterinary Section under the Livestock Department, as the Biosecurity Department has been welcomed as a good initiative for the technical independence of the VS.</p> <p>Taking into consideration the need of the Livestock Department (and the wish of the Minister of MALFFB) to improve on animal health services delivery to rural areas, it is proposed to recruit a dedicated veterinarian in the Livestock Department, who would be primarily in charge of AH service delivery development (see CC AH II.7. Prevention, Control and Eradication of Diseases and CC MSV III.6. Joint programs), but would also have the responsibility to operationalise the official AH programmes developed by the Veterinary Section, and supervise the Livestock Officers in charge of implementation.</p> |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| Activities linked to cross-cutting competencies   | <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;"><i>III.2 Consultation</i></td> <td></td> </tr> <tr> <td><i>IV.1, 2, 3. Legislation</i></td> <td></td> </tr> <tr> <td><i>I.3. Continuing Education</i></td> <td></td> </tr> <tr> <td><i>III.1 Communication</i></td> <td></td> </tr> <tr> <td><i>I.11. Management of resources and operations</i></td> <td></td> </tr> <tr> <td><i>III.3. Official representation</i></td> <td></td> </tr> </table>  | <i>III.2 Consultation</i> |  | <i>IV.1, 2, 3. Legislation</i> |  | <i>I.3. Continuing Education</i> |  | <i>III.1 Communication</i> |  | <i>I.11. Management of resources and operations</i> |  | <i>III.3. Official representation</i> |  |
| <i>III.2 Consultation</i>   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <i>IV.1, 2, 3. Legislation</i>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <i>I.3. Continuing Education</i>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <i>III.1 Communication</i>  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <i>I.11. Management of resources and operations</i>   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <i>III.3. Official representation</i>   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| <b>5. Objectively verifiable indicators</b>   |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |
| Organisational charts and appointments over time  |   |                           |  |                                |  |                                  |  |                            |  |   |  |                                       |  |

## MVS – I-6. Coordination capability of the Veterinary Services

### A. Internal coordination (chain of command)

|   |   |   |
|---|---|---|
| <b>1. Definition of this PVS Critical Competency</b>  |   |   |
| <i>The capability of the VS to coordinate its resources and activities (public and private sectors) with a clear chain of command, from the central level (the Chief Veterinary Officer) to the field level of the VS in order to implement all national activities relevant for the Codes (i.e. surveillance, disease control and eradication, food safety and early detection and rapid response programmes).</i> |   |   |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |   |
| 1. There is no formal internal coordination and the chain of command is not clear.  |   |   |
| 2. There are internal coordination mechanisms for some activities but the chain of command is not clear.  |   |   |
| 3. There are internal coordination mechanisms and a clear and effective chain of command for some activities.   |   |   |
| <b>4. There are internal coordination mechanisms and a clear and effective chain of command at the national level for most activities.</b>  |   |   |
| 5. There are internal coordination mechanisms and a clear and effective chain of command for all activities and these are periodically reviewed / audited and updated.  |   |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |   |
| Currently, the Veterinary Section has only a direct chain of command on the meat inspectors. It is of great importance, for the credibility of the VS, to create a direct chain of command for official regulatory programmes related to AH and VPH, including border inspection.   |   |   |
| <b>4. Activities to implement (chronological)</b>   |   |   |
| Specific activities   | <p>- in order to facilitate the coordination of AH programmes, the Livestock Department will recruit a veterinarian responsible for the effective supervision of livestock officers and with the following job description:</p> <ul style="list-style-type: none"> <li>➤ Operational planning and direct supervision of livestock officers implementing any AH or VPH official regulatory programme established by the Veterinary Section of the Biosecurity Department, without arbitrage and delay, under the sole authority of the Principal Veterinary Officer</li> <li>➤ Development and supervision of AH services delivery for non-regulatory programmes (animal health management, prevention and control, joint programmes, veterinary medicines distribution, extension tools, etc.) under the authority of the Director of the Livestock Department.</li> </ul> <p>- Note: to be more coherent on the role of biosecurity, and the differentiation from other functions, it would be advisable to have 3 sections: Veterinary Section (with VPO), Plant Protection Section (with a Plant Protection Principal Officer) and a Biosecurity Section (with a Biosecurity Principal Officer)</p> <p>- the PVO and 2 SVO should each have one 4x4 pick-up, one office set, and 20 days supervision with 10 national flights budget, buildings are estimated 200 m<sup>2</sup>, 5 support staff with office equipment</p> <p>- There is a need to expand building space for the VS as staff are currently packed in the office (60 m<sup>2</sup>)</p> |   |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |   |
|   | IV.1, 2, 3. Legislation   |   |
|   | I.3. Continuing Education   |   |
|   | III.1 Communication   |   |
|   | I.11. Management of resources and operations  | <p>- job descriptions of the veterinary para-professionals working at border posts (border control officers under the Biosecurity Section) and in rural areas (livestock officers of the Livestock Department) should mention that they should implement and report all established official activities related to AH or VPH under the sole authority of the VS, without interference from their respective managers and supervisors..</p> <p>- job description of the Principal Veterinary Officer should mention that he has authority over the AH veterinarian of the Livestock Department when it comes to implementation of regulatory functions related to AH and VPH, particularly surveillance and emergency preparedness and response.</p> <p>- SOPs and reporting system should be detailed for all AH and VPH activities</p> |
| III.3. Official representation  |   |   |
| <b>5. Objectively verifiable indicators</b>   |   |   |
| Organisational chart, and job descriptions  |   |   |

| <b>MANAGEMENT OF VETERINARY SERVICES - General competencies</b>  |                        |                  |                              |                    |                         |
|--|------------------------|------------------|------------------------------|--------------------|-------------------------|
| <b>CC: I-6.A. Coordination capability of the Veterinary Services: Internal coordination (chain of command)</b> |                        |                  |                              |                    |                         |
| <b>Resource and cost lines</b>   | <b>Required Number</b> | <b>Unit Cost</b> | <b>Years of amortisation</b> | <b>Annual cost</b> | <b>Exceptional cost</b> |
| <b>Material investments</b>  |                        |                  |                              |                    |                         |
| Buildings ( )  | 260                    |                  |                              |                    |                         |
| <i>Maintenance cost per (m2)</i>   | 200                    | 50               | 1                            | 10 000             |                         |
| <i>Renovation cost per (m2)</i>  |                        | 250              | 20                           |                    |                         |
| <i>Building cost per (m2)</i>  | 60                     | 1 000            | 20                           | 3 000              | 45 000                  |
| Transport (Purchasing cost)  |                        |                  |                              |                    |                         |
| <i>Motorbikes</i>  |                        |                  |                              |                    |                         |
| <i>Cars</i>  |                        | 24 000           | 5                            |                    |                         |
| <i>4x4 vehicles</i>  | 3                      | 35 000           | 5                            | 21 000             |                         |
| Staff office equipment set   | 8                      | 2 400            | 3                            | 6 400              |                         |
| Other specific office equipment set  |                        |                  |                              |                    |                         |
| Other specific equipment   |                        |                  |                              |                    |                         |
| <b>Sub-total Material investments</b>  |                        |                  |                              | <b>40 400</b>      | <b>45 000</b>           |
| <b>Non material investments</b>  |                        |                  |                              |                    |                         |
| Training   |                        |                  |                              |                    |                         |
| <i>Specialised training (person-months/5 years)</i>  |                        | 6 500            |                              |                    |                         |
| <i>Continuing education (person-days/year)</i>   |                        | 100              |                              |                    |                         |
| National expertise (days/5 years)  |                        |                  |                              |                    |                         |
| International expertise (weeks/5 years)  |                        | 9 000            |                              |                    |                         |
| Special funds (/ 5 years) for ...  |                        |                  |                              |                    |                         |
| <b>Sub-total non material expenditure</b>  |                        |                  |                              |                    |                         |
| <b>Salaries</b>  |                        |                  |                              |                    |                         |
| Veterinarians  | 3,0                    | 100 000          |                              | 300 000            |                         |
| Other university degree  |                        | 100 000          |                              |                    |                         |
| Veterinary para-professionals  |                        | 20 000           |                              |                    |                         |
| Support staff  | 5,0                    | 15 000           |                              | 75 000             |                         |
| <b>Sub-total Salaries</b>  |                        |                  |                              | <b>375 000</b>     |                         |
| <b>Consumable resources</b>  |                        |                  |                              |                    |                         |
| Administration   |                        | 20%              |                              | 75 000             |                         |
| Travel allowances  |                        |                  |                              |                    |                         |
| <i>staff within the country (person-days) / year</i>   | 60                     | 100              |                              | 6 000              |                         |
| <i>drivers within the country (person-days) / year</i>   |                        |                  |                              |                    |                         |
| <i>staff abroad (person-weeks) / year</i>  |                        | 3 600            |                              |                    |                         |
| Transport costs  |                        |                  |                              |                    |                         |
| <i>Km or miles Motorbikes / year</i>   |                        |                  |                              |                    |                         |
| <i>Km or miles cars / year</i>   |                        | 0,28             |                              |                    |                         |
| <i>Km or miles 4x4 vehicle / year</i>  | 60 000                 | 0,52             |                              | 31 200             |                         |
| <i>Internal flights</i>  | 30                     | 350,00           |                              | 10 500             |                         |
| Specific costs   |                        |                  |                              |                    |                         |
| <i>Targeted specific communication</i>   |                        |                  |                              |                    |                         |
| <i>Consultation (number of 1 day meetings)</i>   |                        |                  |                              |                    |                         |
| <i>Kits / reagents / vaccines</i>  |                        |                  |                              |                    |                         |
| <b>Sub-total Consumable resources</b>  |                        |                  |                              | <b>122 700</b>     |                         |
| <b>Delegated activities</b>  |                        |                  |                              |                    |                         |
| <b>Sub-total Delegated activities</b>  |                        |                  |                              |                    |                         |
| <b>Total in</b>  | <b>USD</b>             |                  |                              | <b>538 100</b>     | <b>45 000</b>           |
| <b>Total in</b>  | <b>VUV</b>             |                  |                              | <b>53 810 000</b>  | <b>4 500 000</b>        |

## MVS – I-6. Coordination capability of the Veterinary Services

### B. External coordination

| 1. Definition of this PVS Critical Competency   |  |  |
|---|--|--|
| <p><i>The capability of the VS to coordinate its resources and activities (public and private sectors) at all levels with other relevant authorities as appropriate, in order to implement all national activities relevant for OIE Codes (i.e. surveillance, disease control and eradication, food safety and early detection and rapid response programmes).</i></p> <p><i>Relevant authorities include other ministries and competent authorities, national agencies and decentralised institutions.</i></p> |  |  |
| 2. Desired Level of Advancement (DLA)   |  |  |
| 1. There is no external coordination.   |  |  |
| 2. There are informal external coordination mechanisms for some activities, but the procedures are not clear and/or external coordination occurs irregularly.   |  |  |
| 3. There are formal external coordination mechanisms with clearly described procedures or agreements for some activities and/or sectors   |  |  |
| 4. There are formal external coordination mechanisms with clearly described procedures or agreements at the national level for most activities, and these are uniformly implemented throughout the country.   |  |  |
| 5. There are national external coordination mechanisms for all activities and these are periodically reviewed and updated.  |  |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |  |  |
| External coordination should be formally established with the MoH for zoonoses and foodborne diseases   |  |  |
| 4. Activities to implement (chronological)  |  |  |
| Specific activities   | <ul style="list-style-type: none"> <li>- develop MoU with MoH to take appropriate action when relevant (e.g. in case of detection of parasites at slaughter, in case of food poisoning, etc).</li> <li>- propose to the MoH an international veterinary expertise on food inspection in the distribution sector (markets, shops, and restaurants, including social) to avoid <i>de facto</i> double standard situation between the tourism/export sector and the national sector; and development of SOPs for zoonoses and food borne disease surveillance (estimated 2 weeks)</li> <li>- In collaboration with the MoH, develop an awareness campaign for internal parasite control in the dog population to prevent helminthiasis in humans (visceral larval migrans, hookworms)</li> <li>- develop strong collaboration with MoH to fight against non communicable diseases by stringer control of safety and quality of imported food and food distribution</li> </ul> |  |
| Activities linked to cross-cutting competencies   | III.2 Consultation   |  |
|   | IV.1, 2, 3. Legislation  |  |
|   | I.3. Continuing Education  |  |
|   | III.1 Communication  |  |
|   | I.11. Management of resources and operations   | Develop reporting system, SOPs and forms for zoonotic and food borne disease detection and investigation by VS or MoH. |
|   | III.3. Official representation   |  |
| 5. Objectively verifiable indicators  |  |  |
| <ul style="list-style-type: none"> <li>- reporting system and MoU between MoH and BV about zoonotic and foodborne diseases</li> <li>- veterinary expertise in food safety for the MoH and improvement of standards of the food distribution sector</li> </ul>   |  |  |

| <b>MANAGEMENT OF VETERINARY SERVICES - General competencies</b>                             |                 |           |                       |             |                  |
|---|-----------------|-----------|-----------------------|-------------|------------------|
| <b>CC: I-6.B. Coordination capability of the Veterinary Services: External coordination</b> |                 |           |                       |             |                  |
| Resource and cost lines   | Required Number | Unit Cost | Years of amortisation | Annual cost | Exceptional cost |
| <b>Material investments</b>   |                 |           |                       |             |                  |
| Buildings ( )   |                 |           |                       |             |                  |
| <i>Maintenance cost per (m2)</i>  |                 | 50        | 1                     |             |                  |
| <i>Renovation cost per (m2)</i>   |                 | 250       | 20                    |             |                  |
| <i>Building cost per (m2)</i>   |                 | 1 000     | 20                    |             |                  |
| Transport (Purchasing cost)   |                 |           |                       |             |                  |
| <i>Motorbikes</i>   |                 |           |                       |             |                  |
| <i>Cars</i>   |                 | 24 000    | 5                     |             |                  |
| <i>4x4 vehicles</i>   |                 | 35 000    | 5                     |             |                  |
| Staff office equipment set  |                 | 2 400     | 3                     |             |                  |
| Other specific office equipment set   |                 |           |                       |             |                  |
| Other specific equipment  |                 |           |                       |             |                  |
| <b>Sub-total Material investments</b>   |                 |           |                       |             |                  |
| <b>Non material investments</b>   |                 |           |                       |             |                  |
| Training  |                 |           |                       |             |                  |
| <i>Specialised training (person-months/5 years)</i>   |                 | 6 500     |                       |             |                  |
| <i>Continuing education (person-days/year)</i>  |                 | 100       |                       |             |                  |
| National expertise (days/5 years)   |                 |           |                       |             |                  |
| International expertise (weeks/5 years)   | 2,0             | 9 000     |                       |             | 18 000           |
| Special funds (/ 5 years) for ...   |                 |           |                       |             |                  |
| <b>Sub-total non material expenditure</b>   |                 |           |                       |             | <b>18 000</b>    |
| <b>Salaries</b>   |                 |           |                       |             |                  |
| Veterinarians   |                 | 100 000   |                       |             |                  |
| Other university degree   |                 | 100 000   |                       |             |                  |
| Veterinary para-professionals   |                 | 20 000    |                       |             |                  |
| Support staff   |                 | 15 000    |                       |             |                  |
| <b>Sub-total Salaries</b>   |                 |           |                       |             |                  |
| <b>Consumable resources</b>   |                 |           |                       |             |                  |
| Administration  |                 | 20%       |                       |             |                  |
| Travel allowances   |                 |           |                       |             |                  |
| <i>staff within the country (person-days) / year</i>  |                 | 100       |                       |             |                  |
| <i>drivers within the country (person-days) / year</i>                                      |                 |           |                       |             |                  |
| <i>staff abroad (person-weeks) / year</i>   |                 | 3 600     |                       |             |                  |
| Transport costs   |                 |           |                       |             |                  |
| <i>Km or miles Motorbikes / year</i>  |                 |           |                       |             |                  |
| <i>Km or miles cars / year</i>  |                 | 0,28      |                       |             |                  |
| <i>Km or miles 4x4 vehicle / year</i>   |                 | 0,52      |                       |             |                  |
| Specific costs  |                 |           |                       |             |                  |
| <i>Targeted specific communication</i>  |                 |           |                       |             |                  |
| <i>Consultation (number of 1 day meetings)</i>  |                 |           |                       |             |                  |
| <i>Kits / reagents / vaccines</i>   |                 |           |                       |             |                  |
| <b>Sub-total Consumable resources</b>   |                 |           |                       |             |                  |
| <b>Delegated activities</b>   |                 |           |                       |             |                  |
| <b>Sub-total Delegated activities</b>   |                 |           |                       |             |                  |
| <b>Total in</b>   | <b>USD</b>      |           |                       |             | <b>18 000</b>    |
| <b>Total in</b>   | <b>VUV</b>      |           |                       |             | <b>1 800 000</b> |

## MVS – II-3. Risk analysis

|  |  |   |
|--|--|---|
| <b>1. Definition of this PVS Critical Competency</b>   |  |   |
| <i>The authority and capability of the VS to base its risk management measures on risk assessment.</i>   |  |   |
| <b>2. Desired Level of Advancement (DLA)</b>   |  |   |
| 1. Risk management measures are not usually supported by risk assessment.  |  |   |
| 2. The VS compile and maintain data but do not have the capability to carry out risk analysis. Some risk management measures are based on risk assessment.   |  |   |
| <b>3. The VS compile and maintain data and have the capability to carry out risk analysis. The majority of risk management measures are based on risk assessment.</b>  |  |   |
| 4. The VS conduct risk analysis in compliance with relevant OIE standards, and base their risk management measures on the outcomes of risk assessment.   |  |   |
| 5. The VS are consistent in basing sanitary measures on risk assessment, and in communicating their procedures and outcomes internationally, meeting all their OIE obligations (including WTO SPS Agreement obligations where applicable). |  |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |  |   |
| Although risk analysis is done for imports, it is not completely formalised. The VS wants to formalise all risk analyses.  |  |   |
| <b>4. Activities to implement (chronological)</b>  |  |   |
| Specific activities  | The VS will formalise and document risk analyses; for import and export process, for animal disease threats. |   |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>  |   |
|  | <i>IV.1, 2, 3. Legislation</i>   |   |
|  | <i>I.3. Continuing Education</i>   |   |
|  | <i>III.1 Communication</i>   |   |
|  | <i>I.11. Management of resources and operations</i>  | Data management and reporting systems are key to document risk analysis for importers |
|  | <i>III.3. Official representation</i>  |   |
| <b>5. Objectively verifiable indicators</b>  |  |   |
| Risk analysis reports and validation   |  |   |

## MVS – III-4. Accreditation / authorisation / delegation

|  |  |   |
|--|--|---|
| <b>1. Definition of this PVS Critical Competency</b>   |  |   |
| <i>The authority and capability of the public sector of the VS to accredit / authorise / delegate the private sector (e.g. private veterinarians and laboratories), to carry out official tasks on its behalf.</i> |  |   |
| <b>2. Desired Level of Advancement (DLA)</b>   |  |   |
| 1. The public sector of the VS has neither the authority nor the capability to accredit / authorise / delegate the private sector to carry out official tasks.   |  |   |
| <b>2. The public sector of the VS has the authority and capability to accredit / authorise / delegate to the private sector, but there are no current accreditation / authorisation / delegation activities.</b>   |  |   |
| 3. The public sector of the VS develops accreditation / authorisation / delegation programmes for certain tasks, but these are not routinely reviewed.   |  |   |
| 4. The public sector of the VS develops and implements accreditation / authorisation / delegation programmes, and these are routinely reviewed.  |  |   |
| 5. The public sector of the VS carries out audits of its accreditation / authorisation / delegation programmes, in order to maintain the trust of their trading partners and stakeholders.                         |  |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |  |   |
| There is no delegation of authority by the VS. However, it may be needed on an ad-hoc basis in some cases (it was done in the past with a private veterinarian, but without relevant legal support)                |  |   |
| <b>4. Activities to implement (chronological)</b>  |  |   |
| Specific activities  | Official delegation could be necessary on an ad-hoc basis for some activities (e.g. in poultry sector, rabies vaccinations or international health certificates for pets, etc.). |   |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>  |   |
|  | <i>IV.1, 2, 3. Legislation</i>   | The revised legislation should provide room for official delegation by the VS, on an ad-hoc basis, and according to OIE international standards |
|  | <i>I.3. Continuing Education</i>   |   |
|  | <i>III.1 Communication</i>   |   |
|  | <i>I.11. Management of resources and operations</i>  |   |
|  | <i>III.3. Official representation</i>  |   |
| <b>5. Objectively verifiable indicators</b>  |  |   |
| Veterinary legislation   |  |   |

## MVS – III-5. Veterinary Statutory Body (VSB)

### A. VSB authority

|  |   |  |
|--|---|--|
| <b>1. Definition of this PVS Critical Competency</b>   |   |  |
| <i>The VSB is an autonomous regulatory body for veterinarians and veterinary para-professionals. Its role is defined in the Terrestrial Code.</i>  |   |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |  |
| <b>1. There is no legislation establishing a VSB.</b>  |   |  |
| 2. The VSB regulates veterinarians only within certain sectors of the veterinary profession and/or does not systematically apply disciplinary measures.  |   |  |
| 3. The VSB regulates veterinarians in all relevant sectors of the veterinary profession and applies disciplinary measures.   |   |  |
| 4. The VSB regulates functions and competencies of veterinarians in all relevant sectors and veterinary para-professionals according to needs  |   |  |
| 5. The VSB regulates and applies disciplinary measures to veterinarians and veterinary para-professionals in all sectors throughout the country.   |   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |  |
| Taking into account the small number of veterinarians (3 – 5), it is not feasible to establish a VSB. However, there is need to have a legal definition of a veterinarian and veterinary medicine, and criteria of recognition of qualifications, according to international standards (day 1 competencies of the OIE, for example). |   |  |
| <b>4. Activities to implement (chronological)</b>  |   |  |
| Specific activities  | <ul style="list-style-type: none"> <li>- define veterinarian at least as a graduate with a university degree of 5 years, from an internationally recognised university and veterinary school..</li> <li>- define veterinarian as the only competent professional in charge of AH and VPH</li> </ul> |  |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>   |  |
|  | <i>IV.1, 2, 3. Legislation</i>  |  |
|  | <i>I.3. Continuing Education</i>  |  |
|  | <i>III.1 Communication</i>  |  |
|  | <i>I.11. Management of resources and operations</i>   |  |
|  | <i>III.3. Official representation</i>   |  |
| <b>5. Objectively verifiable indicators</b>  |   |  |
| Veterinary legislation   |   |  |

## MVS – III-5. Veterinary Statutory Body (VSB)

### B. VSB capacity

#### 1. Definition of this PVS Critical Competency

*The capacity of the VSB to implement its functions and objectives in conformity with OIE standards.*

#### 2. Desired Level of Advancement (DLA)

1. The VSB has no capacity to implement its functions and objectives.
2. The VSB has the functional capacity to implement its main objectives.
3. The VSB is an independent representative organisation with the functional capacity to implement all of its objectives.
4. The VSB has a transparent process of decision making and conforms to OIE standards.
5. The financial and institutional management of the VSB is submitted to external auditing.

#### 3. Strategy to reach the Desired Level of Advancement (if relevant)

#### 4. Activities to implement (chronological)

| Specific activities                             |   | Not applicable |
|---|---|----------------|
| Activities linked to cross-cutting competencies | <i>III.2 Consultation</i>                           |                |
|   | <i>IV.1, 2, 3. Legislation</i>                      |                |
|   | <i>I.3. Continuing Education</i>                    |                |
|   | <i>III.1 Communication</i>                          |                |
|   | <i>I.11. Management of resources and operations</i> |                |
|   | <i>III.3. Official representation</i>               |                |

#### 5. Objectively verifiable indicators

## MVS – III-6. Participation of producers and other interested parties in joint programmes

| <b>1. Definition of this PVS Critical Competency</b>   |   |  |
|--|---|--|
| <p><i>The capability of the VS and producers and interested parties to formulate and implement joint programmes in regard to animal health and food safety.</i></p> <p><i>This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.</i></p>   |   |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |  |
| 1. Producers and other interested parties only comply and do not actively participate in programmes.   |   |  |
| <b>2. Producers and other interested parties are informed of programmes and assist the VS to deliver the programmes in the field.</b>  |   |  |
| 3. Producers and other interested parties are trained to participate in programmes and advise of needed improvements, and participate in early detection of diseases.  |   |  |
| 4. Representatives of producers and other interested parties negotiate with the VS on the organisation and delivery of programmes.   |   |  |
| 5. Producers and other interested parties are formally organised to participate in developing programmes in close collaboration with the VS.   |   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |  |
| <p>The current policy of the Livestock Department is to improve relevant AH services delivery for smallholder livestock producers, especially those in rural areas..</p> <p>The Livestock Department will recruit a veterinarian with responsibility for the development of service delivery (including availability of and accessibility to veterinary medicines with cost recovery (see VPH II.9).</p> <p>However, in absence of major epizootic diseases, it is recognised that the important losses in animal production, aside from feed and shelter deficiencies, are linked to parasitism, both internal and external parasites. In the absence of adequate control, animals are weakened, stunted and die easily, especially young animals during adverse weather conditions (droughts, floods, natural disaster)</p> <p>During the mission, it was clearly established that the general annual free treatment for parasitism is not financially viable: it would cost between 50 000 and 500 000 USD depending on the active ingredient of the veterinary pesticide (e.g.,levamisole versus ivermectin). In addition, it could lead to adverse effects such as resistance of parasites, decrease of natural hard immunity and growing residues and environmental effects. Targeted free treatments (e.g. young animals or only acute syndromes) has been analysed. Unfortunately, experience shows that it is not possible to implement without distortions, pressures and frustrations, thus, creating more conflicts than wellbeing among the population.</p> <p>The conclusion is that the focus for the veterinary medicines, particularly anti-parasitic, should be: (i) to make it known as a solution for specific diseases, specifically, internal and external parasites, and (ii) make it available and accessible under cost recovery in a controlled and professional distribution system (to avoid misuse, overconsumption, bad quality, etc.)</p> |   |  |
| <b>4. Activities to implement (chronological)</b>  |   |  |
| Specific activities  | <ul style="list-style-type: none"> <li>- develop extension leaflets for internal and external parasitic diseases including treatments</li> <li>- organise training of the 200 extension officers, using veterinarians or livestock officers as trainers, about these diseases and their control (on average one day/year for each veterinarian or livestock officer training 15 extension officers)</li> <li>- Develop an awareness campaign for internal parasite control in the dog population to prevent helminthiasis in humans (visceral larval migrans, hookworms)</li> </ul> |  |
| Activities linked to cross-cutting competencies  | III.2 Consultation  |  |
|  | IV.1, 2, 3. Legislation   |  |
|  | I.3. Continuing Education   |  |
|  | III.1 Communication   | Leaflets for parasitic diseases and treatments, information about availability and price of treatments |
|  | I.11. Management of resources and operations  |  |
|  | III.3. Official representation  |  |
| <b>5. Objectively verifiable indicators</b>  |   |  |
| Activity reports   |   |  |

**E. Critical Competencies for Management of Veterinary Services**  
**Cross-cutting issues**

## MVS – I-2. Competencies of veterinarians and veterinary para-professionals

### A. Professional competencies of veterinarians including the OIE Day 1 competencies

|   |  |  |
|---|--|--|
| <b>1. Definition of this PVS Critical Competency</b>  |  |  |
| <i>The capability of the VS to efficiently carry out their veterinary and technical functions; measured by the qualifications of their personnel in veterinary and technical positions.</i>   |  |  |
| <b>2. Desired Level of Advancement (DLA)</b>  |  |  |
| 1. The veterinarians' practices, knowledge and attitudes are of a variable standard that usually allow for elementary clinical and administrative activities of the VS.   |  |  |
| 2. The veterinarians' practices, knowledge and attitudes are of a uniform standard that usually allow for accurate and appropriate clinical and administrative activities of the VS.  |  |  |
| 3. The veterinarians' practices, knowledge and attitudes usually allow undertaking all professional/technical activities of the VS (e.g. epidemiological surveillance, early warning, public health, etc.).   |  |  |
| <b>4. The veterinarians' practices, knowledge and attitudes usually allow undertaking specialized activities as may be needed by the VS.</b>  |  |  |
| 5. The veterinarians' practices, knowledge and attitudes are subject to regular updating, or international harmonisation, or evaluation.  |  |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |  |  |
| Vanuatu currently has 3 students training in veterinary medicine in Fiji, and 3 – 5 in the Philippines. However, these veterinary schools do not have international accreditation. This would hamper the credibility of the VS if such veterinarians with a lower level of competence are employed in the future, especially impacting the trust of importing countries in the inspection, approval and certification system.<br>Moreover, having the same group of young veterinarians on the job, potentially for the next 40 years, especially if they enter the service without field experience may hamper the credibility and quality of the VS |  |  |
| <b>4. Activities to implement (chronological)</b>   |  |  |
| Specific activities   | <ul style="list-style-type: none"> <li>- Ensure that the national veterinarians trained in Fiji and the Philippines obtain the appropriate qualifications, recognised internationally. This may be through the Veterinary School of Fiji obtaining accreditation with international recognition, or by sending them abroad for complementary training at accredited schools to obtain the appropriate level of recognition.</li> <li>- Not provide permanent contracts to national veterinarians. A 5 year renewable contract is preferable. There should also be a strong legal protection of their technical independence.</li> <li>- have contractual rather than permanent employment status.</li> </ul> |  |
| Activities linked to cross-cutting competencies   | III.2 Consultation   |  |
|   | IV.1, 2, 3. Legislation  |  |
|   | I.3. Continuing Education  |  |
|   | III.1 Communication  |  |
|   | I.11. Management of resources and operations   |  |
|   | III.3. Official representation   |  |
| <b>5. Objectively verifiable indicators</b>   |  |  |
| Qualification of veterinarians in the future, knowledge, attitude and practice  |  |  |

## MVS – I-2. Competencies of veterinarians and veterinary para-professionals

### B. Competencies of veterinary para-professionals

|   |   |  |
|---|---|--|
| <b>1. Definition of this PVS Critical Competency</b>  |   |  |
| <i>The capability of the VS to efficiently carry out their veterinary and technical functions; measured by the qualifications of their personnel in veterinary and technical positions.</i>   |   |  |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |  |
| 1. The majority of veterinary para-professionals have no formal entry-level training.   |   |  |
| 2. The training of veterinary para-professionals is of a very variable standard and allows the development of only basic competencies.  |   |  |
| 3. The training of veterinary para-professionals is of a uniform standard that allows the development of only basic specific competencies.  |   |  |
| <b>4. The training of veterinary para-professionals is of a uniform standard that allows the development of some advanced competencies (e.g. meat inspection).</b>  |   |  |
| 5. The training of veterinary para-professionals is of a uniform standard and is subject to regular evaluation and/or updating.   |   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |  |
| The aim of the continuing education programme will be that all veterinary para-professionals (meat inspectors, border control officers and livestock officers) responsible for AH or VPH activities attain a uniform and good level of qualification for their specific function. It is noticed their current initial training level (certificate, diploma) is satisfactory for the required functions. |   |  |
| <b>4. Activities to implement (chronological)</b>   |   |  |
|   | Specific activities                                 |  |
| Activities linked to cross-cutting competencies   | <i>III.2 Consultation</i>                           |  |
|   | <i>IV.1, 2, 3. Legislation</i>                      |  |
|   | <i>I.3. Continuing Education</i>                    | -provide adequate continuing education programmes for all veterinary para-professionals. |
|   | <i>III.1 Communication</i>                          |  |
|   | <i>I.11. Management of resources and operations</i> |  |
|   | <i>III.3. Official representation</i>               |  |
| <b>5. Objectively verifiable indicators</b>   |   |  |
| Knowledge, attitude and practice of all veterinary para-professionals   |   |  |

## MVS – I-3. Continuing education

### 1. Definition of this PVS Critical Competency

*The capability of the VS to maintain and improve the competence of their personnel in terms of relevant information and understanding; measured in terms of the implementation of a relevant training programme.*

### 2. Desired Level of Advancement (DLA)

1. The VS have no access to continuing veterinary, professional or technical CE.

2. The VS have access to CE (internal and/or external programmes) on an irregular basis but it does not take into account needs, or new information or understanding.

3. The VS have access to CE that is reviewed annually and updated as necessary, but it is implemented only for some categories of the relevant personnel.

**4. The VS have access to CE that is reviewed annually and updated as necessary, and it is implemented for all categories of the relevant personnel.**

5. The VS have up-to-date CE that is implemented for all relevant personnel and is submitted to periodic evaluation of effectiveness.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The development of a formal continuing education programme is key for the future of the VS, targeting all veterinary para-professional categories assigned to AH or VPH related activities

### 4. Tasks to implement (chronological)

|  |  |   |
|--|--|---|
|  | Specific tasks                               | The overall number of days of continuing education is estimated at 270 days by group of 15 persons. This represents the organisation of 18-days sessions on different topics: passive surveillance, slaughter-inspection, disease control, etc. This will be organised by the 4 veterinarians and support staff of the VS and Livestock Department. |
| Tasks linked to cross-cutting competencies | III.2 Consultation                           |   |
|  | IV.1, 2, 3. Legislation                      |   |
|  | I.3. Continuing Education                    |   |
|  | III.1 Communication                          |   |
|  | I.11. Management of resources and operations |   |
|  | III.3. Official representation               |   |

### 5. Objectively verifiable indicators

Continuing education programmes and implementation / number of days and number of staff and topics  
Knowledge, attitude and practice of staff having access to continuing education

| <b>MANAGEMENT OF VETERINARY SERVICES - Cross-cutting issues</b> |                        |                  |                              |                    |                         |
|---|------------------------|------------------|------------------------------|--------------------|-------------------------|
| <b>CC: I-3. Continuing education</b>                            |                        |                  |                              |                    |                         |
| <b>Resource and cost lines</b>                                  | <b>Required Number</b> | <b>Unit Cost</b> | <b>Years of amortisation</b> | <b>Annual cost</b> | <b>Exceptional cost</b> |
| <b>Material investments</b>                                     |                        |                  |                              |                    |                         |
| Buildings ( )   |                        |                  |                              |                    |                         |
| <i>Maintenance cost per (m2)</i>                                |                        | 50               | 1                            |                    |                         |
| <i>Renovation cost per (m2)</i>                                 |                        | 250              | 20                           |                    |                         |
| <i>Building cost per (m2)</i>                                   |                        | 1 000            | 20                           |                    |                         |
| Transport (Purchasing cost)                                     |                        |                  |                              |                    |                         |
| <i>Motorbikes</i>   |                        |                  |                              |                    |                         |
| <i>Cars</i>   |                        | 24 000           | 5                            |                    |                         |
| <i>4x4 vehicles</i>   |                        | 35 000           | 5                            |                    |                         |
| Staff office equipment set                                      |                        | 2 400            | 3                            |                    |                         |
| Other specific office equipment set                             |                        |                  |                              |                    |                         |
| Other specific equipment  |                        |                  |                              |                    |                         |
| <b>Sub-total Material investments</b>                           |                        |                  |                              |                    |                         |
| <b>Non material investments</b>                                 |                        |                  |                              |                    |                         |
| Training  |                        |                  |                              |                    |                         |
| <i>Specialised training (person-months/5 years)</i>             |                        | 6 500            |                              |                    |                         |
| <i>Continuing education (person-days/year)</i>                  |                        | 100              |                              |                    |                         |
| National expertise (days/5 years)                               |                        |                  |                              |                    |                         |
| International expertise (weeks/5 years)                         |                        | 9 000            |                              |                    |                         |
| Special funds (/ 5 years) for ...                               |                        |                  |                              |                    |                         |
| <b>Sub-total non material expenditure</b>                       |                        |                  |                              |                    |                         |
| <b>Salaries</b>   |                        |                  |                              |                    |                         |
| Veterinarians   |                        | 100 000          |                              |                    |                         |
| Other university degree   |                        | 100 000          |                              |                    |                         |
| Veterinary para-professionals                                   |                        | 20 000           |                              |                    |                         |
| Support staff   |                        | 15 000           |                              |                    |                         |
| <b>Sub-total Salaries</b>                                       |                        |                  |                              |                    |                         |
| <b>Consumable resources</b>                                     |                        |                  |                              |                    |                         |
| Administration  |                        | 20%              |                              |                    |                         |
| Travel allowances   |                        |                  |                              |                    |                         |
| <i>staff within the country (person-days) / year</i>            |                        | 100              |                              |                    |                         |
| <i>drivers within the country (person-days) / year</i>          |                        |                  |                              |                    |                         |
| <i>staff abroad (person-weeks) / year</i>                       |                        | 3 600            |                              |                    |                         |
| Transport costs   |                        |                  |                              |                    |                         |
| <i>Km or miles Motorbikes / year</i>                            |                        |                  |                              |                    |                         |
| <i>Km or miles cars / year</i>                                  |                        | 0,28             |                              |                    |                         |
| <i>Km or miles 4x4 vehicle / year</i>                           |                        | 0,52             |                              |                    |                         |
| Specific costs  |                        |                  |                              |                    |                         |
| <i>Targeted specific communication</i>                          |                        |                  |                              |                    |                         |
| <i>Consultation (number of 1 day meetings)</i>                  |                        |                  |                              |                    |                         |
| <i>Kits / reagents / vaccines</i>                               |                        |                  |                              |                    |                         |
| <b>Sub-total Consumable resources</b>                           |                        |                  |                              |                    |                         |
| <b>Delegated activities</b>                                     |                        |                  |                              |                    |                         |
| <b>Sub-total Delegated activities</b>                           |                        |                  |                              |                    |                         |
| <b>Total in</b>   | <b>USD</b>             |                  |                              |                    |                         |
| <b>Total in</b>   | <b>VUV</b>             |                  |                              |                    |                         |

Total of continuing education programmes costed elsewhere

270

100

27 000

## MVS – I-11. Management of resources and operations

### 1. Definition of this PVS Critical Competency

The capability of the VS to document and manage their resources and operations in order to analyse, plan and improve both efficiency and effectiveness.

### 2. Desired Level of Advancement (DLA)

1. The VS do not have adequate records or documented procedures to allow appropriate management of resources and operations.

2. The VS have adequate records and/or documented procedures, but do not use these for management, analysis, control or planning.

**3. The VS have adequate records, documentation, and management systems and use these to a limited extent for the control of efficiency and effectiveness.**

4. The VS regularly analyse records and documented procedures to improve efficiency and effectiveness.

5. The VS have fully effective management systems, which are regularly audited and permit a proactive continuous improvement of efficiency and effectiveness.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The documentation system is key for the credibility of the VS. Coherent reporting and SOPs should be established for all activities. The VS should analyse the reports and provide room for increasing efficiency as a regular improvement.

### 4. Activities to implement (chronological)

|   |   |   |
|---|---|---|
| Specific activities                             | The Biosecurity Department has an IT specialist currently in training in Japan. This person should also be in charge of supporting, developing and maintaining a relevant and user-friendly database. |   |
| Activities linked to cross-cutting competencies | III.2 Consultation  |   |
|   | IV.1, 2, 3. Legislation   | Good legislation is often necessary to support relevant SOPs and reporting systems. |
|   | I.3. Continuing Education   |   |
|   | III.1 Communication   |   |
|   | I.11. Management of resources and operations  | - SOPs and reporting mentioned in all relevant CCS                                  |
|   | III.3. Official representation  |   |

### 5. Objectively verifiable indicators

Documentation system, database, reporting and SOPs

## MVS – III-1. Communication

### 1. Definition of this PVS Critical Competency

*The capability of the VS to keep interested parties informed, in a transparent, effective and timely manner, of VS activities and programmes, and of developments in animal health and food safety.*

*This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.*

### 2. Desired Level of Advancement (DLA)

1. The VS have no mechanism in place to inform interested parties of VS activities and programmes.

2. The VS have informal communication mechanisms.

3. The VS maintain an official contact point for communications but it is not always up-to-date in providing information.

**4. The VS contact point for communications provides up-to-date information, accessible via the Internet and other appropriate channels, on activities and programmes.**

5. The VS have a well-developed communication plan, and actively and regularly circulate information to interested parties.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

The VS will need to improve on its communication and promote its image.

### 4. Activities to implement (chronological)

|   |  |  |
|---|--|--|
| Specific activities                             | The media officer of the Agriculture and Rural Development Department and the Livestock Department should support the development of communication material for VS activities on request (MoU is necessary).<br>Radio messages through Vanuatu Broadcasting Corp.<br>A global budget has been estimated at 5000 USD per year, during the mission, by national participants to the meeting. |  |
| Activities linked to cross-cutting competencies | III.2 Consultation   |  |
|   | IV.1, 2, 3. Legislation  |  |
|   | I.3. Continuing Education  |  |
|   | III.1 Communication  | Budget of 5000 USD/year for posters, leaflets, radio, and facebook |
|   | I.11. Management of resources and operations   |  |
|   | III.3. Official representation   |  |

### 5. Objectively verifiable indicators

Communication supports, website, radio messages, etc

| <b>MANAGEMENT OF VETERINARY SERVICES - Cross-cutting issues</b> |                        |                  |                              |                    |                         |
|---|------------------------|------------------|------------------------------|--------------------|-------------------------|
| <b>CC: III-1. Communication</b>                                 |                        |                  |                              |                    |                         |
| <b>Resource and cost lines</b>                                  | <b>Required Number</b> | <b>Unit Cost</b> | <b>Years of amortisation</b> | <b>Annual cost</b> | <b>Exceptional cost</b> |
| <b>Material investments</b>                                     |                        |                  |                              |                    |                         |
| Buildings ( )   |                        |                  |                              |                    |                         |
| <i>Maintenance cost per (m2)</i>                                |                        | 50               | 1                            |                    |                         |
| <i>Renovation cost per (m2)</i>                                 |                        | 250              | 20                           |                    |                         |
| <i>Building cost per (m2)</i>                                   |                        | 1 000            | 20                           |                    |                         |
| Transport (Purchasing cost)                                     |                        |                  |                              |                    |                         |
| <i>Motorbikes</i>   |                        |                  |                              |                    |                         |
| <i>Cars</i>   |                        | 24 000           | 5                            |                    |                         |
| <i>4x4 vehicles</i>   |                        | 35 000           | 5                            |                    |                         |
| Staff office equipment set                                      |                        | 2 400            | 3                            |                    |                         |
| Other specific office equipment set                             |                        |                  |                              |                    |                         |
| Other specific equipment  |                        |                  |                              |                    |                         |
|   |                        |                  |                              |                    |                         |
| <b>Sub-total Material investments</b>                           |                        |                  |                              |                    |                         |
| <b>Non material investments</b>                                 |                        |                  |                              |                    |                         |
| Training  |                        |                  |                              |                    |                         |
| <i>Specialised training (person-months/5 years)</i>             |                        | 6 500            |                              |                    |                         |
| <i>Continuing education (person-days/year)</i>                  |                        | 100              |                              |                    |                         |
| National expertise (days/5 years)                               |                        |                  |                              |                    |                         |
| International expertise (weeks/5 years)                         |                        | 9 000            |                              |                    |                         |
| Special funds (/ 5 years) for ...                               |                        |                  |                              |                    |                         |
| <b>Sub-total non material expenditure</b>                       |                        |                  |                              |                    |                         |
| <b>Salaries</b>   |                        |                  |                              |                    |                         |
| Veterinarians   |                        | 100 000          |                              |                    |                         |
| Other university degree   |                        | 100 000          |                              |                    |                         |
| Veterinary para-professionals                                   |                        | 20 000           |                              |                    |                         |
| Support staff   |                        | 15 000           |                              |                    |                         |
| <b>Sub-total Salaries</b>                                       |                        |                  |                              |                    |                         |
| <b>Consumable resources</b>                                     |                        |                  |                              |                    |                         |
| Administration  |                        | 20%              |                              |                    |                         |
| Travel allowances   |                        |                  |                              |                    |                         |
| <i>staff within the country (person-days) / year</i>            |                        | 100              |                              |                    |                         |
| <i>drivers within the country (person-days) / year</i>          |                        |                  |                              |                    |                         |
| <i>staff abroad (person-weeks) / year</i>                       |                        | 3 600            |                              |                    |                         |
| Transport costs   |                        |                  |                              |                    |                         |
| <i>Km or miles Motorbikes / year</i>                            |                        |                  |                              |                    |                         |
| <i>Km or miles cars / year</i>                                  |                        | 0,28             |                              |                    |                         |
| <i>Km or miles 4x4 vehicle / year</i>                           |                        | 0,52             |                              |                    |                         |
| Specific costs  |                        |                  |                              |                    |                         |
| <i>General communication</i>                                    | 1                      | 5 000,00         |                              | 5 000              |                         |
| <i>Consultation (number of 1 day meetings)</i>                  |                        |                  |                              |                    |                         |
| <i>Kits / reagents / vaccines</i>                               |                        |                  |                              |                    |                         |
| <b>Sub-total Consumable resources</b>                           |                        |                  |                              | 5 000              |                         |
| <b>Delegated activities</b>                                     |                        |                  |                              |                    |                         |
|   |                        |                  |                              |                    |                         |
| <b>Sub-total Delegated activities</b>                           |                        |                  |                              |                    |                         |
| <b>Total in</b>   | <b>USD</b>             |                  |                              | <b>5 000</b>       |                         |
| <b>Total in</b>   | <b>VUV</b>             |                  |                              | <b>500 000</b>     |                         |

Total of communications programmes costed elsewhere

## MVS – III-2. Consultation with interested parties

### 1. Definition of this PVS Critical Competency

*The capability of the VS to consult effectively with interested parties on VS activities and programmes, and on developments in animal health and food safety.*

*This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.*

### 2. Desired Level of Advancement (DLA)

1. The VS have no mechanisms for consultation with interested parties.

2. The VS maintain informal channels of consultation with interested parties.

### 3. The VS maintain a formal consultation mechanism with interested parties.

4. The VS regularly hold workshops and meetings with interested parties.

5. The VS actively consult with and solicit feedback from interested parties regarding proposed and current activities and programmes, developments in animal health and food safety, interventions at the OIE (Codex Alimentarius Commission and WTO SPS Committee where applicable), and ways to improve their activities.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

In the 2 past years, the national policy has clearly indicated that consultation of stakeholders should be improved and not limited to the industrial sector.

### 4. Activities to implement (chronological)

|                     |  |
|---------------------|--|
| Specific activities | <ul style="list-style-type: none"> <li>- organise meetings at local level whenever there is a farmer's association (new policy for it promotion), for instance through livestock officers and extension officers.</li> <li>- take any opportunity to consult with stakeholders on changes and improvements.</li> <li>- actively participate in the livestock discussion groups.</li> <li>- actively participate in the debate on non- communicable disease and organic production, to show the necessity of VS for protection of VPH (residues, veterinary medicines, zoonotic diseases, food borne diseases, etc) and certification of process and origin (animal and product identification and traceability)</li> </ul> |
|---------------------|--|

|   |  |  |
|---|--|--|
| Activities linked to cross-cutting competencies | III.2 Consultation                           |  |
|   | IV.1, 2, 3. Legislation                      |  |
|   | I.3. Continuing Education                    |  |
|   | III.1 Communication                          |  |
|   | I.11. Management of resources and operations |  |
|   | III.3. Official representation               |  |

### 5. Objectively verifiable indicators

Minutes of consultation meetings

## MVS – III-3. Official representation

|   |   |
|---|---|
| <b>1. Definition of this PVS Critical Competency</b>  |   |
| <i>The capability of the VS to regularly and actively participate in, coordinate and provide follow up on relevant meetings of regional and international organisations including the OIE (and Codex Alimentarius Commission and WTO SPS Committee where applicable).</i> |   |
| <b>2. Desired Level of Advancement (DLA)</b>  |   |
| 1. The VS do not participate in or follow up on relevant meetings of regional or international organisations.   |   |
| 2. The VS sporadically participate in relevant meetings and/or make limited contribution.   |   |
| <b>3. The VS actively participate<sup>4</sup> in the majority of relevant meetings.</b>   |   |
| 4. The VS consult with stakeholders and take into consideration their opinions in providing papers and making interventions in relevant meetings.   |   |
| 5. The VS consult with stakeholders to ensure that strategic issues are identified, to provide leadership and to ensure coordination among national delegations as part of their participation in relevant meetings.  |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>  |   |
| Promote the payment of current statutory annual contribution and arrears to the OIE. Vanuatu may pay under the 6 <sup>th</sup> category level to the OIE and qualifies as a least developed country to pay 50% of the contribution.                                       |   |
| <b>4. Activities to implement (chronological)</b>   |   |
| Specific activities   | - secure budget to participate to OIE general session and two OIE regional meetings, as well as SPC meeting once a year, and possibly Codex. Total 5 meetings per year for one staff.<br>- secure budget for OIE annual statutory contribution for membership as Vanuatu is an exporting country and needs to maintain international recognition. Estimated at 15 000 USD per year as an average although exactly 12330 at the moment). |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |
|   | IV.1, 2, 3. Legislation   |
|   | I.3. Continuing Education   |
|   | III.1 Communication   |
|   | I.11. Management of resources and operations  |
|   | III.3. Official representation  |
| <b>5. Objectively verifiable indicators</b>   |   |
| Participation to OIE meetings   |   |

<sup>4</sup> Active participation refers to preparation in advance of, and contributing during the meeting in question, including exploring common solutions and generating proposals and compromises for possible adoption.

| <b>MANAGEMENT OF VETERINARY SERVICES - Cross-cutting issues</b> |                        |                  |                              |                    |                         |
|---|------------------------|------------------|------------------------------|--------------------|-------------------------|
| <b>CC: III-3. Official representation</b>                       |                        |                  |                              |                    |                         |
| <b>Resource and cost lines</b>                                  | <b>Required Number</b> | <b>Unit Cost</b> | <b>Years of amortisation</b> | <b>Annual cost</b> | <b>Exceptional cost</b> |
| <b>Material investments</b>                                     |                        |                  |                              |                    |                         |
| Buildings ( )   |                        |                  |                              |                    |                         |
| <i>Maintenance cost per (m2)</i>                                |                        | 50               | 1                            |                    |                         |
| <i>Renovation cost per (m2)</i>                                 |                        | 250              | 20                           |                    |                         |
| <i>Building cost per (m2)</i>                                   |                        | 1 000            | 20                           |                    |                         |
| Transport (Purchasing cost)                                     |                        |                  |                              |                    |                         |
| <i>Motorbikes</i>   |                        |                  |                              |                    |                         |
| <i>Cars</i>   |                        | 24 000           | 5                            |                    |                         |
| <i>4x4 vehicles</i>   |                        | 35 000           | 5                            |                    |                         |
| Staff office equipment set                                      |                        | 2 400            | 3                            |                    |                         |
| Other specific office equipment set                             |                        |                  |                              |                    |                         |
| Other specific equipment  |                        |                  |                              |                    |                         |
| <b>Sub-total Material investments</b>                           |                        |                  |                              |                    |                         |
| <b>Non material investments</b>                                 |                        |                  |                              |                    |                         |
| Training  |                        |                  |                              |                    |                         |
| <i>Specialised training (person-months/5 years)</i>             |                        | 6 500            |                              |                    |                         |
| <i>Continuing education (person-days/year)</i>                  |                        | 100              |                              |                    |                         |
| National expertise (days/5 years)                               |                        |                  |                              |                    |                         |
| International expertise (weeks/5 years)                         |                        | 9 000            |                              |                    |                         |
| Special funds (/ 5 years) for ...                               |                        |                  |                              |                    |                         |
| <b>Sub-total non material expenditure</b>                       |                        |                  |                              |                    |                         |
| <b>Salaries</b>   |                        |                  |                              |                    |                         |
| Veterinarians   |                        | 100 000          |                              |                    |                         |
| Other university degree   |                        | 100 000          |                              |                    |                         |
| Veterinary para-professionals                                   |                        | 20 000           |                              |                    |                         |
| Support staff   |                        | 15 000           |                              |                    |                         |
| <b>Sub-total Salaries</b>                                       |                        |                  |                              |                    |                         |
| <b>Consumable resources</b>                                     |                        |                  |                              |                    |                         |
| Administration  |                        | 20%              |                              |                    |                         |
| Travel allowances   |                        |                  |                              |                    |                         |
| <i>staff within the country (person-days) / year</i>            |                        | 100              |                              |                    |                         |
| <i>drivers within the country (person-days) / year</i>          |                        |                  |                              |                    |                         |
| <i>staff abroad (person-weeks) / year</i>                       | 5                      | 3 600            |                              | 18 000             |                         |
| Transport costs   |                        |                  |                              |                    |                         |
| <i>Km or miles Motorbikes / year</i>                            |                        |                  |                              |                    |                         |
| <i>Km or miles cars / year</i>                                  |                        | 0,28             |                              |                    |                         |
| <i>Km or miles 4x4 vehicle / year</i>                           |                        | 0,52             |                              |                    |                         |
| Specific costs  |                        |                  |                              |                    |                         |
| <i>Targeted specific communication</i>                          |                        |                  |                              |                    |                         |
| <i>Consultation (number of 1 day meetings)</i>                  |                        |                  |                              |                    |                         |
| <i>Kits / reagents / vaccines</i>                               |                        |                  |                              |                    |                         |
| <i>OIE membership fees</i>                                      | 1                      | 15 000,00        |                              | 15 000             |                         |
| <b>Sub-total Consumable resources</b>                           |                        |                  |                              | <b>33 000</b>      |                         |
| <b>Delegated activities</b>                                     |                        |                  |                              |                    |                         |
| <b>Sub-total Delegated activities</b>                           |                        |                  |                              |                    |                         |
| <b>Total in</b>   | <b>USD</b>             |                  |                              | <b>33 000</b>      |                         |
| <b>Total in</b>   | <b>VUV</b>             |                  |                              | <b>3 300 000</b>   |                         |

Total for official representations costed elsewhere

**3 600**

## MVS – IV-1. Preparation of legislation and regulations

### 1. Definition of this PVS Critical Competency

*The authority and capability of the VS to actively participate in the preparation of national legislation and regulations in domains that are under their mandate, in order to guarantee its quality with respect to principles of legal drafting and legal issues (internal quality) and its accessibility, acceptability, and technical, social and economical applicability (external quality).*

*This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.*

### 2. Desired Level of Advancement (DLA)

1. The VS have neither the authority nor the capability to participate in the preparation of national legislation and regulations, which result in legislation that is lacking or is outdated or of poor quality in most fields of VS activity.

2. The VS have the authority and the capability to participate in the preparation of national legislation and regulations and can largely ensure their internal quality, but the legislation and regulations are often lacking in external quality.

**3. The VS have the authority and the capability to participate in the preparation of national legislation and regulations with adequate internal and external quality in some fields of activity, but lack formal methodology to develop adequate national legislation and regulations regularly in all domains.**

4. The VS have the authority and the capability to participate in the preparation of national legislation and regulations with a relevant formal methodology to ensure adequate internal and external quality, involving participation of interested parties in most fields of activity.

5. The VS regularly evaluate and update their legislation and regulations to maintain relevance to evolving national and international contexts.

### 3. Strategy to reach the Desired Level of Advancement (if relevant)

Veterinary legislation is a key element for any importing country when conducting an import or export risk analysis. It is the first one to be analysed, before any visit to the country.

### 4. Activities to implement (chronological)

| Specific activities                             |  |  |
|---|--|--|
| Activities linked to cross-cutting competencies | III.2 Consultation                           |  |
|   | IV.1, 2, 3. Legislation                      | The current legislation review should provide room for new developments, and be applicable |
|   | I.3. Continuing Education                    |  |
|   | III.1 Communication                          |  |
|   | I.11. Management of resources and operations |  |
|   | III.3. Official representation               |  |

### 5. Objectively verifiable indicators

Veterinary legislation

## MVS – IV-2. Implementation of legislation and regulations and compliance thereof

|  |   |  |
|--|---|--|
| <b>1. Definition of this PVS Critical Competency</b>   |   |  |
| <i>The authority and capability of the VS to ensure compliance with legislation and regulations under the VS mandate.</i>  |   |  |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |  |
| 1. The VS have no or very limited programmes or activities to ensure compliance with relevant legislation and regulations.   |   |  |
| 2. The VS implement a programme or activities comprising inspection and verification of compliance with legislation and regulations and recording instances of non-compliance, but generally cannot or do not take further action in most relevant fields of activity. |   |  |
| <b>3. Veterinary legislation is generally implemented. As required, the VS have a power to take legal action / initiate prosecution in instance of non-compliance in most relevant fields of activity.</b>   |   |  |
| 4. Veterinary legislation is implemented in all domains of veterinary competence and the VS work with stakeholders to minimise instances of non-compliance.  |   |  |
| 5. The compliance programme is regularly subjected to audit by the VS or external agencies.  |   |  |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |  |
|  |   |  |
| <b>4. Activities to implement (chronological)</b>  |   |  |
| Specific activities  | Reporting system should be improved in order to clearly highlight and analyse instances of non-compliance, compile data and fines in order to prove efficacy of enforcement, and develop new strategies and detailed SOPs for more targeted inspections |  |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>   |  |
|  | <i>IV.1, 2, 3. Legislation</i>  |  |
|  | <i>I.3. Continuing Education</i>  |  |
|  | <i>III.1 Communication</i>  |  |
|  | <i>I.11. Management of resources and operations</i>   |  |
|  | <i>III.3. Official representation</i>   |  |
| <b>5. Objectively verifiable indicators</b>  |   |  |
| Reports of the VS and compliance office, analyses, etc   |   |  |

## MVS – IV-3. International harmonisation

|  |   |
|--|---|
| <b>1. Definition of this PVS Critical Competency</b>   |   |
| <i>The authority and capability of the VS to be active in the international harmonisation of regulations and sanitary measures and to ensure that the national legislation and regulations under their mandate take account of relevant international standards, as appropriate.</i>   |   |
| <b>2. Desired Level of Advancement (DLA)</b>   |   |
| 1. National legislation, regulations and sanitary measures under the mandate of the VS do not take account of international standards.   |   |
| 2. The VS are aware of gaps, inconsistencies or non-conformities in national legislation, regulations and sanitary measures as compared to international standards, but do not have the capability or authority to rectify the problems.   |   |
| <b>3. The VS monitor the establishment of new and revised international standards, and periodically review national legislation, regulations and sanitary measures with the aim of harmonising them, as appropriate, with international standards, but do not actively comment on the draft standards of relevant intergovernmental organisations.</b> |   |
| 4. The VS are active in reviewing and commenting on the draft standards of relevant intergovernmental organisations.   |   |
| 5. The VS actively and regularly participate at the international level in the formulation, negotiation and adoption of international standards <sup>5</sup> , and use the standards to harmonise national legislation, regulations and sanitary measures.   |   |
| <b>3. Strategy to reach the Desired Level of Advancement (if relevant)</b>   |   |
| Taking into account the export development, any legislation change or review should ensure harmonisation and compliance with international requirements.   |   |
| <b>4. Activities to implement (chronological)</b>  |   |
|  | Specific activities                                 |
| Activities linked to cross-cutting competencies  | <i>III.2 Consultation</i>                           |
|  | <i>IV.1, 2, 3. Legislation</i>                      |
|  | <i>I.3. Continuing Education</i>                    |
|  | <i>III.1 Communication</i>                          |
|  | <i>I.11. Management of resources and operations</i> |
|  | <i>III.3. Official representation</i>               |
| <b>5. Objectively verifiable indicators</b>  |   |
| No contradiction with international standards for legislation  |   |

<sup>5</sup> A country could be active in international standard setting without actively pursuing national changes. The importance of this element is to promote national change.

## **F. Critical Competencies for Resources and Budget Analysis**

## I-1. Professional and technical staffing of the Veterinary Services.

### A. Veterinary and other professionals (university qualifications)

| 1. Definition of this PVS Critical Competency  |   |  |
|--|---|--|
| <i>The appropriate staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively.</i>                                |   |  |
| 2. Desired Level of Advancement (DLA)  |   |  |
| 1. The majority of veterinary and other professional positions are not occupied by appropriately qualified personnel.  |   |  |
| <b>2. The majority of veterinary and other professional positions are occupied by appropriately qualified personnel at central and state / provincial levels.</b>      |   |  |
| 3. The majority of veterinary and other professional positions are occupied by appropriately qualified personnel at local (field) level.                               |   |  |
| 4. There is a systematic approach to defining job descriptions and formal appointment procedures for veterinarians and other professionals.                            |   |  |
| 5. There are effective management procedures for performance assessment of veterinarians and other professionals.  |   |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)  |   |  |
| The context of Vanuatu does not allow to have veterinarians in the field. However, a regular and effective supervision of all veterinary para-professionals is needed. |   |  |
| 4. Activities to implement (chronological)   |   |  |
| Specific activities  | <ul style="list-style-type: none"> <li>- maintain 3 current positions of veterinarians (PVO and 2 SVO)</li> <li>- recruit one veterinarian responsible for the development of AH services delivery and supervision of livestock officers implementing AH and VPH activities, and post the new veterinarian in the Livestock Department with a relevant job description, authority and responsibility (see MSV I.6A. Internal chain of command)</li> <li>- propose a MoU to MoH to recruit or at least to get technical assistance of one veterinarian for inspection of food distribution sector, food borne diseases and zoonotic diseases.</li> </ul> |  |
| Activities linked to cross-cutting competencies  | III.2 Consultation  |  |
|  | IV.1, 2, 3. Legislation   |  |
|  | I.3. Continuing Education   |  |
|  | III.1 Communication   |  |
|  | I.11. Management of resources and operations  |  |
|  | III.3. Official representation  |  |
| 5. Objectively verifiable indicators   |   |  |
| 4 or 5 veterinarians in the VS, not only 3.  |   |  |

## I-1. Professional and technical staffing of the Veterinary Services.

### B. Veterinary para-professionals and other technical personnel

| 1. Definition of this PVS Critical Competency   |   |
|---|---|
| <i>The appropriate staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively.</i>   |   |
| 2. Desired Level of Advancement (DLA)   |   |
| 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) level are occupied by personnel holding appropriate qualifications.   |   |
| 4. The majority of technical positions are effectively supervised on a regular basis.   |   |
| 5. There are effective management procedures for formal appointment and performance assessment of veterinary para-professionals.  |   |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |   |
| The context of Vanuatu does not allow veterinarians on-site in the field. The system will clearly continue to over-rely on veterinary para-professionals, in contradiction with OIE international standards. However, in a context of absence of major epizootic or zoonotic diseases, this is acceptable only if regular supervision is done with a strong chain of command relevant reporting and continuing education. |   |
| 4. Activities to implement (chronological)  |   |
| Specific activities   | All veterinary para-professionals will be effectively supervised at all levels. Livestock Officers will be visited twice a year on-site by the veterinarian in charge of AH service delivery, in addition to the continuing education meetings. |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |
|   | IV.1, 2, 3. Legislation   |
|   | I.3. Continuing Education   |
|   | III.1 Communication   |
|   | I.11. Management of resources and operations  |
|   | III.3. Official representation  |
| 5. Objectively verifiable indicators  |   |
| Supervision reports and calendar (action plan)  |   |

## I-7. Physical resources

| 1. Definition of this PVS Critical Competency  |  |
|--|--|
| <i>The access of the VS to relevant physical resources including buildings, transport, telecommunications, cold chain, and other relevant equipment (e.g. computers).</i>                                    |  |
| 2. Desired Level of Advancement (DLA)  |  |
| 1. The VS have no or unsuitable physical resources at almost all levels and maintenance of existing infrastructure is poor or non-existent.  |  |
| 2. The VS have suitable physical resources at national (central) level and at some regional levels, and maintenance and replacement of obsolete items occurs only occasionally.                              |  |
| 3. The VS have suitable physical resources at national, regional and some local levels and maintenance and replacement of obsolete items occurs only occasionally.   |  |
| 4. The VS have suitable physical resources at all levels and these are regularly maintained.   |  |
| 5. The VS have suitable physical resources at all levels (national, sub-national and local levels) and these are regularly maintained and updated as more advanced and sophisticated items become available. |  |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)  |  |
|  |  |
| 4. Activities to implement (chronological)   |  |
| Specific activities  | 350 m2 of buildings<br>4 vehicles 4x4 pick-up and 1 sealed lorry<br>office sets<br>3 x-ray machine at airport<br>30 stun guns<br>laboratory equipment and supplies for parasitology laboratory |
| Activities linked to cross-cutting competencies  | III.2 Consultation   |
|  | IV.1, 2, 3. Legislation  |
|  | I.3. Continuing Education  |
|  | III.1 Communication  |
|  | I.11. Management of resources and operations   |
|  | III.3. Official representation   |
| 5. Objectively verifiable indicators   |  |
|  |  |

## I-8. Operational funding

| 1. Definition of this PVS Critical Competency   |   |
|---|---|
| <i>The ability of the VS to access financial resources adequate for their continued operations, independent of political pressure.</i>  |   |
| 2. Desired Level of Advancement (DLA)   |   |
| 1. Funding for the VS is neither stable nor clearly defined but depends on resources allocated irregularly.   |   |
| 2. Funding for the VS is clearly defined and regular, but is inadequate for their required base operations (i.e. disease surveillance, early detection and rapid response and veterinary public health)   |   |
| <b>3. Funding for the VS is clearly defined and regular, and is adequate for their base operations, but there is no provision for new or expanded operations.</b>   |   |
| 4. Funding for new or expanded operations is on a case-by-case basis, not always based on risk analysis and/or cost benefit analysis.   |   |
| 5. Funding for all aspects of VS activities is adequate; all funding is provided under full transparency and allows for full technical independence, based on risk analysis and/or cost benefit analysis. |   |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |   |
| Operational funding should be provided regularly by the national budget   |   |
| 4. Activities to implement (chronological)  |   |
|   | Specific activities                                 |
| Activities linked to cross-cutting competencies   | <i>III.2 Consultation</i>                           |
|   | <i>IV.1, 2, 3. Legislation</i>                      |
|   | <i>I.3. Continuing Education</i>                    |
|   | <i>III.1 Communication</i>                          |
|   | <i>I.11. Management of resources and operations</i> |
|   | <i>III.3. Official representation</i>               |
| 5. Objectively verifiable indicators  |   |
|   |   |

## I-9. Emergency funding

| 1. Definition of this PVS Critical Competency   |   |
|---|---|
| <i>The capability of the VS to access extraordinary financial resources in order to respond to emergency situations or emerging issues; measured by the ease of which contingency and compensatory funding (i.e. arrangements for compensation of producers in emergency situations) can be made available when required.</i> |   |
| 2. Desired Level of Advancement (DLA)   |   |
| 1. No funding arrangements exist and there is no provision for emergency financial resources.   |   |
| 2. Funding arrangements with limited resources have been established, but these are inadequate for expected emergency situations (including emerging issues).   |   |
| 3. Funding arrangements with limited resources have been established; additional resources for emergencies may be approved but approval is through a political process.   |   |
| 4. Funding arrangements with adequate resources have been established, but in an emergency situation, their operation must be agreed through a non-political process on a case-by-case basis.   |   |
| 5. Funding arrangements with adequate resources have been established and their rules of operation documented and agreed with interested parties.   |   |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |   |
| Although no emergency fund including compensation is provided in the BV annual budget, the Incident Management Plan makes provision for compensation up to 1.5% of the national budget in case of animal disease emergencies.   |   |
| 4. Activities to implement (chronological)  |   |
| Specific activities   | - provide exceptional budget for the 2 simulation exercises mentioned in CC II.6. (100 000 USD) |
| Activities linked to cross-cutting competencies   | III.2 Consultation  |
|   | IV.1, 2, 3. Legislation   |
|   | I.3. Continuing Education   |
|   | III.1 Communication   |
|   | I.11. Management of resources and operations  |
|   | III.3. Official representation  |
| 5. Objectively verifiable indicators  |   |
| Use of emergency fund if necessary  |   |

## I-10. Capital investment

| 1. Definition of this PVS Critical Competency   |   |
|---|---|
| <i>The capability of the VS to access funding for basic and additional investments (material and non material) that lead to a sustained improvement in the VS operational infrastructure.</i>   |   |
| 2. Desired Level of Advancement (DLA)   |   |
| 1. There is no capability to establish, maintain or improve the operational infrastructure of the VS.   |   |
| 2. The VS occasionally develops proposals and secures funding for the establishment, maintenance or improvement of operational infrastructure but this is normally through extraordinary allocations.                                     |   |
| <b>3. The VS regularly secures funding for maintenance and improvements of operational infrastructure, through allocations from the national budget or from other sources, but there are constraints on the use of these allocations.</b> |   |
| 4. The VS routinely secures adequate funding for the necessary maintenance and improvement in operational infrastructure.   |   |
| 5. The VS systematically secures adequate funding for the necessary improvements in operational infrastructure, including with participation from interested parties as required.   |   |
| 3. Strategy to reach the Desired Level of Advancement (if relevant)   |   |
| The annual budget should cover maintenance of capital investment through the national budget.<br>The exceptional budget could be covered through donors or international funding.   |   |
| 4. Activities to implement (chronological)  |   |
|   | Specific activities                                 |
| Activities linked to cross-cutting competencies   | <i>III.2 Consultation</i>                           |
|   | <i>IV. 1, 2, 3. Legislation</i>                     |
|   | <i>I.3. Continuing Education</i>                    |
|   | <i>III.1 Communication</i>                          |
|   | <i>I.11. Management of resources and operations</i> |
|   | <i>III.3. Official representation</i>               |
| 5. Objectively verifiable indicators  |   |
|   |   |



## Appendix 2: Glossary of terms

Terms defined in the Terrestrial Code that are used in this publication are reprinted here for ease of reference. Moreover, several key terms used in this document have also been defined.

### **Activities**

means the general actions enabling the expected result for the critical competencies to be achieved, according to the defined national priorities. These activities may be related to general recommendations contained in the OIE PVS Evaluation report of the country.

### **Border post**

means any airport, or any port, railway station or road check-point open to international trade of commodities, where import veterinary inspections can be performed.

### **Compartment**

means an animal subpopulation contained in one or more establishments under a common biosecurity management system with a distinct health status with respect to a specific disease or specific diseases for which required surveillance, control and biosecurity measures have been applied for the purposes of international trade.

### **Competent Authority**

means the Veterinary Authority or other Governmental Authority of a Member, having the responsibility and competence for ensuring or supervising the implementation of animal health and welfare measures, international veterinary certification and other standards and recommendations in the Terrestrial Code and the Aquatic Animal Health Code in the whole territory.

### **Critical competencies**

means the individual sub-components of the four fundamental components of the OIE PVS Tool: I Human, Physical and Financial Resources; II Technical Authority and Capability; III Interaction with Interested Parties; and IV Access to Markets.

### **Decentralisation**

means transfer (authority) from central to local government

### **Deconcentration**

means the system in which the administration of a region is executed by local authority subject to a central authority

### **Emerging disease**

means a new infection or infestation resulting from the evolution or change of an existing pathogenic agent, a known infection or infestation spreading to a new geographic area or population, or a previously unrecognised pathogenic agent or disease diagnosed for the first time and which has a significant impact on animal or public health.

### **Equivalence of sanitary measures**

means the state wherein the sanitary measure(s) proposed by the exporting country as an alternative to those of the importing country, achieve(s) the same level of protection.

**Expected results**

means the level of advancement of a critical competency that the Veterinary Services of the country are aiming to reach. This level of advancement is chosen by the Veterinary Services and the experts at the start of the mission. A critical competency corresponds to a requirement in terms of OIE standards for the organisation and competence of the Veterinary Services. The level of advancement corresponds to the extent to which this requirement has been met and is measured using the OIE PVS indicators

**International veterinary certificate**

means a certificate, issued in conformity with the provisions of Chapter 5.2., describing the animal health and/or public health requirements which are fulfilled by the exported commodities.

**Laboratory**

means a properly equipped institution staffed by technically competent personnel under the control of a specialist in veterinary diagnostic methods, who is responsible for the validity of the results. The Veterinary Authority approves and monitors such laboratories with regard to the diagnostic tests required for international trade.

**National priorities**

Each country has its own national priorities regarding livestock, veterinary public health and animal health, as well as on structuring policies regarding Veterinary Services. These priorities are taken into account during the PVS Gap Analysis mission.

**Notifiable disease**

means a disease listed by the Veterinary Authority, and that, as soon as detected or suspected, must be brought to the attention of this Authority, in accordance with national regulations.

**Objectively verifiable indicators**

means evidence on which to measure the advancement of the activities included in the programme

**Official control programme**

means a programme which is approved, and managed or supervised by the Veterinary Authority of a country for the purpose of controlling a vector, pathogen or disease by specific measures applied throughout that country, or within a zone or compartment of that country.

**Official Veterinarian**

means a veterinarian authorised by the Veterinary Authority of the country to perform certain designated official tasks associated with animal health and/or public health and inspections of commodities and, when appropriate, to certify in conformity with the provisions of Chapters 5.1. and 5.2. of the Terrestrial Code.

**Official veterinary control**

means the operations whereby the Veterinary Services, knowing the location of the animals and after taking appropriate actions to identify their owner or responsible keeper, are able to apply appropriate animal health measures, as required. This does not exclude other responsibilities of the Veterinary Services e.g. food safety.

**OIE PVS indicators**

means evidences on which to determine objectively the level of advancement of the Veterinary Services for each critical competency, as defined in the OIE PVS Tool.

**PVS Gap Analysis**

means the determination of the activities and resources needed to sustainably strengthen Veterinary Services, in order to achieve the expected results for the relevant critical competencies of the PVS Tool which are relevant to the national context.

**Risk analysis**

means the process composed of hazard identification, risk assessment, risk management and risk communication.

**Sanitary measure**

means a measure, such as those described in various Chapters of the Terrestrial Code, destined to protect animal or human health or life within the territory of the OIE Member from risks arising from the entry, establishment and/or spread of a hazard.

**Surveillance**

means the systematic ongoing collection, collation, and analysis of information related to animal health and the timely dissemination of information so that action can be taken.

**Task**

means the detailed sub-component of an activity

**Terrestrial Code**

means the OIE Terrestrial Animal Health Code.

**Veterinarian**

means a person with appropriate education, registered or licensed by the relevant veterinary statutory body of a country to practice veterinary medicine/science in that country.

**Veterinary Authority**

means the Governmental Authority of an OIE Member, comprising veterinarians, other professionals and para-professionals, having the responsibility and competence for ensuring or supervising the implementation of animal health and welfare measures, international veterinary certification and other standards and recommendations in the Terrestrial Code in the whole territory.

**Veterinary para-professional**

means a person who, for the purposes of the Terrestrial Code, is authorised by the veterinary statutory body to carry out certain designated tasks (dependent upon the category of veterinary para-professional) in a territory, and delegated to them under the responsibility and direction of a veterinarian. The tasks for each category of veterinary para-professional should be defined by the veterinary statutory body depending on qualifications and training, and according to need.

**Veterinary Services**

means the governmental and non-governmental organisations that implement animal health and welfare measures and other standards and recommendations in the Terrestrial and Aquatic Codes in the territory. The Veterinary Services are under the overall control and direction of the Veterinary Authority. Private sector organisations,

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veterinarians, veterinary paraprofessionals or aquatic animal health professionals are normally accredited or approved by the Veterinary Authority to deliver the delegated functions.

**Veterinary statutory body**

means an autonomous regulatory body for veterinarians and veterinary paraprofessionals.

**VLU**

means “Veterinary Livestock Unit”. This is a livestock unit used to quantify veterinary activities for a given animal population, calculated by establishing equivalence between species using a coefficient. The number of VLUs in a country is calculated as being equivalent to the number of cattle + 0.1 x the number of small ruminants + 0.5 x the number of horses and dromedaries + 0.3 x the number of donkeys + 0.2 x the number of pigs + 0.01 x the number of poultry. This unit is different from the Livestock Standard Unit (LSU), which determines the equivalence between species according to their production potential.

### Appendix 3: List of documents gathered in the PVS Gap Analysis mission

E = Electronic version

H = Hard copy version

P= Digital picture

| Ref | Title  |
|-----|--|
|     | <b>PRE-MISSION DOCUMENTS</b>   |
|     | <i>PVS Evaluation Report Vanuatu, August 2014</i>  |
|     |  |
|     | <b>MISSION DOCUMENTS</b>   |
|     | <i>Vanuatu National Livestock Policy 2015 - 2030</i>   |
|     | <i>Vanuatu National Livestock Sector Policy Action Plan, Monitoring and Evaluation Framework 2015 - 2030</i>   |
|     | <i>National Biosecurity Policy 2016 to 2030</i>  |
|     | <i>2016 Monthly Revenue Report, Department of Biosecurity</i>  |
|     | <i>2016 Monthly Revenue Report (Cash Flow Amounts, Actual Amounts, Budget Amounts Department of Biosecurity</i>  |
|     | <i>Animal/Livestock Sector monthly report, Biosecurity Vanuatu, July 2017</i>  |
|     | <i>Animal Importation and Quarantine Regulations, Part 3 – Terms and conditions in respect of sale, storage, administration and disposal of biological products and the person entitled to possess and use such products</i> |
|     | <i>2016 Cost Centre Payroll Detail, Department of Biosecurity</i>  |
|     | <i>2016 Cost Centre Budget Detail, Department of Biosecurity</i>   |
|     | <i>Proposed amendments to agricultural fees for biosecurity services (import and exports), 29 August 2017</i>  |
|     | <i>Proposed Livestock Department Structure (Approved)</i>  |
|     | <i>Vanuatu Agriculture Sector Policy</i>   |
|     |  |
|     |  |
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## Appendix 4: Timetable of the mission and sites/ facilities visited

| Day (D)    | Purpose of the meeting   | Participants   |
|------------|--|--|
| D1 morning | Opening meeting  | OIE Delegate, directors of technical departments         |
| D1 and D2  | Definition of the national priorities and the levels of advancement (market access and relations with stakeholders)  | OIE Delegate and heads of technical departments          |
| D3         | Technical meeting on Veterinary Public Health inspection<br>Technical meeting on border security inspection (1)<br>Technical meeting on inspection of veterinary products and residues (2)<br>Meeting on the territorial organisation of central and decentralized Veterinary Services | PVO, Heads of relevant departments                       |
| D4         | Technical meeting on veterinary and technical training (3)<br>Technical meeting on laboratories (4)<br>Technical meeting on the veterinary services field network (half-day) (5)   | Heads of relevant departments                            |
| D5         | Meetings with resource persons from cross-cutting departments: finance, legislation, personnel management (6)  | Heads of relevant departments                            |
| D6 and D7  | First synthesis of findings by the team of experts   | The experts  |
| D8         | Plenary meeting for the preliminary presentation of the proposed objectives and activities   | OIE Delegate and heads of all technical departments      |
| D9         | Collection of additional information & finalisation of the PVS Gap Analysis.   | The experts  |
| D10        | Final meeting  | Minister(s), OIE Delegate, heads of relevant departments |



### Appendix 5. List of persons met or interviewed

| NAME             | POSITION  | INSTITUTION            | LOCATION         |
|------------------|---|------------------------|------------------|
| Alfred Bani      | Executive and Planning Officer                      | MALFFB                 | Port Vila, Efate |
| Lonny Bong       | Director of Livestock                               | Livestock Department   | Port Vila, Efate |
| Ian Peebles      | Principal Veterinary Officer / OIE Delegate         | Biosecurity Department | Port Vila, Efate |
| Roger Phillips   | SVO South   | Biosecurity Department | Port Vila, Efate |
| Lindon Tari      | Compliance Officer                                  | Biosecurity Department | Port Vila, Efate |
| Thomas Panga     | Livestock consultant (former Director of Livestock) | Consultant             | Port Vila, Efate |
| Hamlison Bulu    | Livestock consultant (former Attorney General)      | Consultant             | Port Vila, Efate |
| Phillip Roy Tari | Ag Director of Biosecurity (Sr Meat inspector)      | Biosecurity Department | Port Vila, Efate |
|                  |   |                        |                  |