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Regulation of Veterinary Paraprofessionals (VPPs)

The OIE Sub-Regional Virtual Workshop on
Veterinary Paraprofessional (VPP) Competencies and Trainings
31 March -1 April 2022



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Section: A

Why is the regulation of
VPP important?



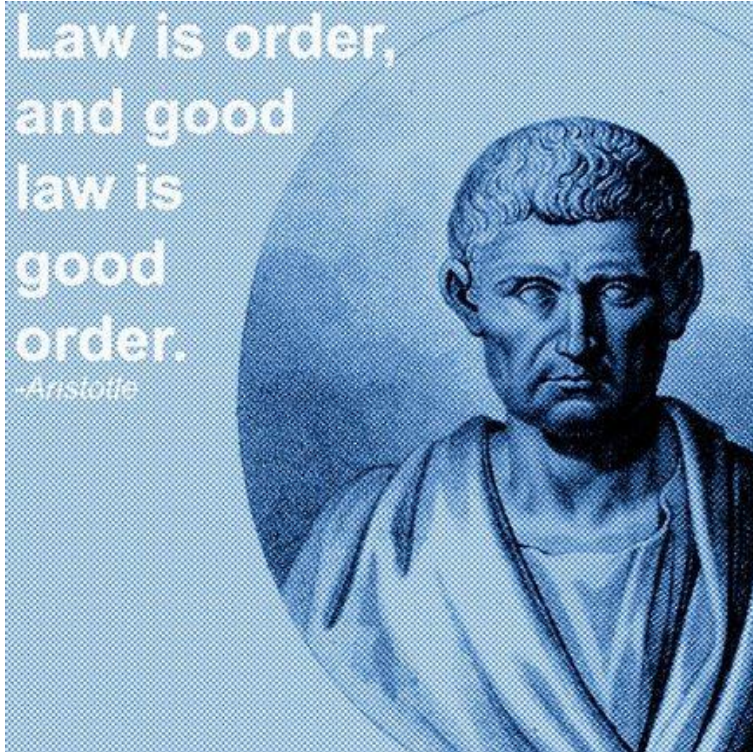
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Why we need Legislation?



 Pinterest

- ✓ Ensure protection and welfare
- ✓ Legal certainty
- ✓ Transparency
- ✓ Accountability



Legislation helps translate policy to outcome

OIE has avoided naming categories of VPPs and instead has assumed that VPPs will receive formal training at either the certificate, diploma or degree level from training institutions accredited by the appropriate government agency or the veterinary statutory body and the activities that they are permitted to conduct will reflect their level of formal training.

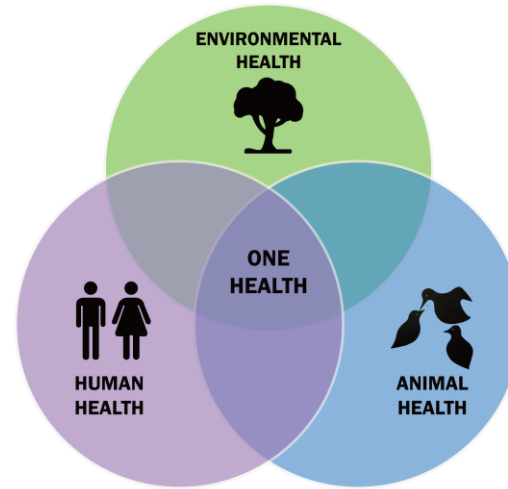
The country context and national policy decide VPP categories, function, training, prerogatives etc.



Global challenges that can be linked to the work of VPPs



Achievement of SDGs



Field implementation of One Health approach



Responsible behaviour to prevent AMR



Ensuring Food safety



Bioterrorism

Go to www.menti.com and use the code 3212 5373

Why should legislation regulate VPPs?

Mentimeter

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www.menti.com

Enter the code
3212 5373



Or use QR code



A legislation provides a legal framework for the regulatory system of VPPs to exist and operate.

Regulators are in the best position to regulate when they are intimately knowledgeable about the activities they are regulating.

— *John Thain* —

AZ QUOTES

It's important to understand the country context and practice involving VPPs



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If we desire respect for the law, we must first make the law respectable.

— *Louis D. Brandeis* —

AZ QUOTES

It's important that we ensure the 'Quality' of the legislation regulating VPPs !

The Veterinary Legislation Support Programme (VLSP)



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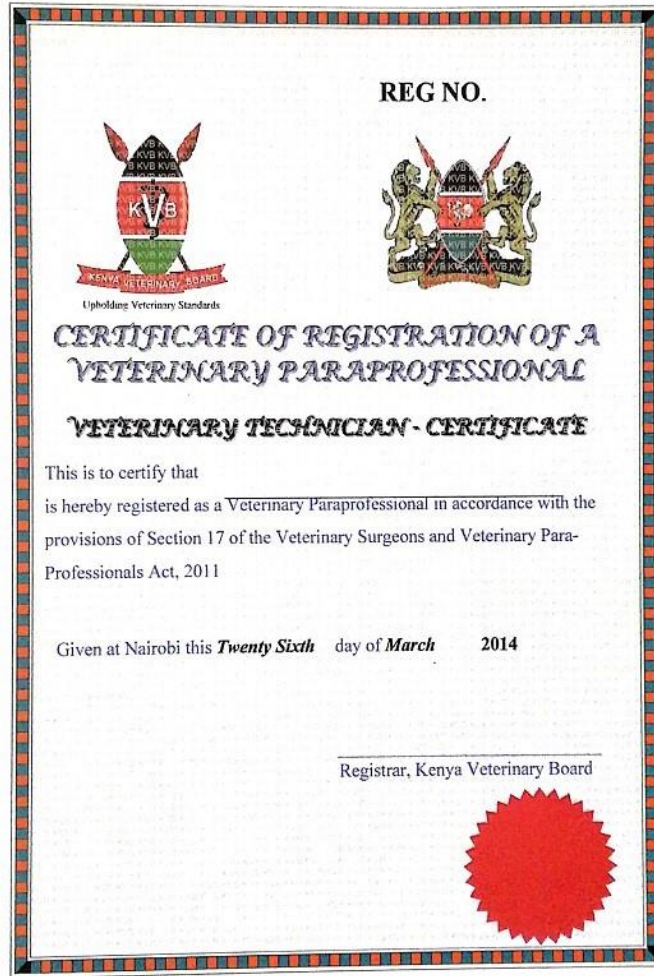
It is important that
legislation keeps pace
with scientific progress.

Robert Winston

quote fancy

Technology can
facilitate
implementation of
regulation!

Awareness should accompany VPP registration



Registration of VPPs

**PRIVILEGE and
RESPONSIBILITY
Go Together**



**WITH
GREAT POWER
COMES
GREAT
RESPONSIBILITY**



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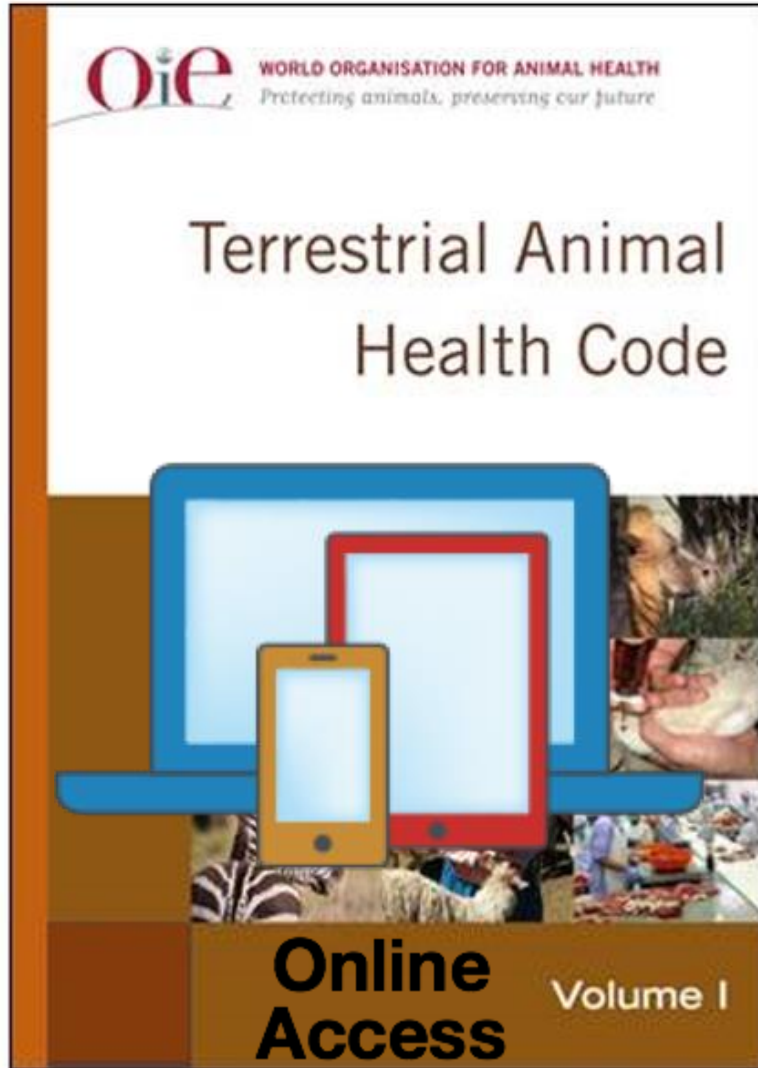


Section: B

OIE guidelines on
veterinary legislation and
VPPs (TAHC Chapter 3.4)



OIE guidelines on veterinary legislation (TAHC Chapter 3.4)



3.4.6 Veterinarians and Veterinary Paraprofessionals

3.4.7 Laboratories in the veterinary domain

3.4.8 Health provisions relating to animal production

3.4.9 Animal disease

3.4.10 Animal welfare

3.4.11 Veterinary medicinal products

3.4.12 Human food production chain

3.4.13 Import and export procedure and vet certifications

3.4.6 Veterinarians and Veterinary Paraprofessionals

- 1 Provision for Veterinary Statutory Body (VSB- The regulator) : Common for Vet & VPP or Separate for VPPs – *Common VSB recommended*
- 2 Defining various permitted categories of VPPs (Country context)
- 3 Prerogatives for each category
- 4 Minimum **initial** and **continuous educational** requirements, competencies

3.4.6 Veterinarians and Veterinary Paraprofessionals (Contd.)

- 5 Conditions for recognition of the qualifications
- 6 Conditions for performing the activities of veterinary medicine/science, including the extent of supervision for each category
- 7 Powers to deal with issues of conduct and competence, including licensing requirements and mechanisms to appeal.

Example: Provision for Veterinary Statutory Body (The regulator)

2. Establishment of South African Veterinary Council.—(1) There is hereby established a council to be known as the South African Veterinary Council.

(2) The council shall be a juristic person.

3. Objects of council.—The objects of the council shall be—

(a) to regulate the practising of the veterinary professions and para-veterinary professions and the registration of persons practising such professions;

(b) to determine the minimum standards of tuition and training required for degrees, diplomas and certificates entitling the holders thereof to be registered to practise the veterinary professions and para-veterinary professions;

(c) to exercise effective control over the professional conduct of persons practising the veterinary professions and para-veterinary professions;

(d) to determine the standards of professional conduct of persons practising the veterinary professions and para-veterinary professions;

(e) to encourage and promote efficiency in and responsibility with regard to the practice of the veterinary professions and para-veterinary professions;

(f) to protect the interests of the veterinary professions and para-veterinary professions and to deal with any matter relating to such interests;

(g) to maintain and enhance the prestige, status and dignity of the veterinary professions and para-veterinary professions and the integrity of persons practising such professions;

(h) to advise the Minister in relation to any matter affecting a veterinary profession or a para-veterinary profession.



VETERINARY AND PARA-VETERINARY PROFESSIONS ACT NO. 19 OF 1982 of
South Africa



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Example: Defining various permitted categories of VPPs

21. Para-veterinary professions.—(1) The Minister may on the recommendation of the council by notice in the Gazette declare the provisions of this Act applicable to any profession which has as its object the rendering of services supplementing the services which in terms of the rules are deemed to pertain specially to a veterinary profession.

(2) Different notices referred to in subsection (1) may be so published in the Gazette in respect of different professions.

VETERINARY AND PARA-VETERINARY PROFESSIONS ACT NO. 19 OF 1982 of South Africa



Animal health technicians



Laboratory animal technologist



Veterinary nurses



Veterinary physiotherapists



Veterinary technologists



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Example: Prerogatives for each category

29. Allocation of designations.—(1) The Minister may prescribe the designations which are reserved for allocation to persons registered or deemed to be registered in terms of this Act to practise veterinary professions or para-veterinary professions.

(2) A person so registered or deemed to be so registered shall only employ the appropriate prescribed designation for himself in the practice of his or her profession.

VETERINARY AND PARA-VETERINARY PROFESSIONS ACT NO. 19 OF 1982 of
South Africa



Section: C

Aligning VPP regulatory framework with other standards



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The International standard classification of occupations (ISCO)



It's helpful to align VPP categories with ISCO standards

Also look for available country level standards:

Singapore Standard Occupational Classification SSOC 2020

Malaysian Standard Classification of Occupations (MASCO-08).

Source: Miftahul I. Barbaruah, Sonia Fèvre (2021): Veterinary workforce development: the relevance of skill qualification, education, and occupational frameworks, OIE Bulletin (01/2021)
<http://dx.doi.org/10.20506/bull.2021.NF.3162>

Example: Singapore Standard Occupational Classification 2020

42 ◀ Singapore Department of Statistics

Singapore Standard Occupational Classification 2020

Major Group 3: Associate Professionals and Technicians

SSOC 2020	SSOC 2020 Title
323	TRADITIONAL AND COMPLEMENTARY MEDICINE ASSOCIATE PROFESSIONALS
3230	<u>Traditional and Complementary Medicine Associate Professionals</u>
32300	Traditional and complementary medicine associate professional (e.g. homeopath and naturopath)
324	VETERINARY TECHNICIANS AND ASSISTANTS
3240	<u>Veterinary Technicians and Assistants</u>
32400	Veterinary technician/assistant

Source: <https://www.singstat.gov.sg/standards/standards-and-classifications/ssoc>

Example: WHO classification of health workers



World Health Organization

Occupation group	ISCO code	Definition	Examples of occupations classified here	Notes
HEALTH ASSOCIATE PROFESSIONALS				
Health associate professionals perform technical and practical tasks to support diagnosis and treatment of illness, disease, injuries and impairments, and to support implementation of health care, treatment and referral plans usually established by medical, nursing and other health professionals. Appropriate formal qualifications are often an essential requirement for entry to these occupations; in some cases relevant work experience and prolonged on-the-job training may substitute for the formal education.				
Medical imaging and therapeutic equipment technicians	3211	Medical imaging and therapeutic equipment technicians test and operate radiographic, ultrasound and other medical imaging equipment to produce images of body structures for the diagnosis and treatment of injury, disease and other impairments. They may administer radiation treatments and monitor patients' conditions under the supervision of a radiologist or other health professional.	Diagnostic medical radiographer, Medical radiation therapist, Magnetic resonance imaging technologist, Nuclear medicine technologist, Mammographer, Sonographer	This category includes occupations for which competent performance usually requires formal training in medical technology, radiology, sonography, nuclear medical technology or a related field.
Medical and pathology laboratory technicians	3212	Medical and pathology laboratory technicians perform clinical tests on specimens of bodily fluids and tissues in order to get information about the health of a patient or cause of death. They test and operate equipment such as spectrophotometers, calorimeters and flame photometers for analysis of biological material including blood, urine and spinal fluid.	Medical laboratory technician, Medical laboratory assistant, Blood bank technician, Cytology technician, Pathology technician	This category includes occupations for which competent performance usually requires formal training in biomedical science, medical technology or a related field. Technicians who conduct laboratory tests on living organisms should be classified under 'Life science technicians'. Forensic science technicians, who perform clinical tests to aid in the investigation of crimes, should be classified under 'Physical and engineering science technicians'.

Source: https://www.who.int/hrh/statistics/Health_workers_classification.pdf?ua=1



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VPP education and ISCED -2011 level?

International Standard Classification of Education

ISCED 2011

ISCED 2011 level 5

Short cycle tertiary education:

- Minimum of 2 years full-time equivalent duration often designed to provide participants with professional knowledge, skills and competencies
- More complex content than ISCED 3 or 4 programmes but shorter and less theoretically-oriented than ISCED 6 programmes
- Typically practically based, occupationally specific and prepares students to enter the labour market
- May provide pathways to other tertiary education programmes
- Includes academic programmes below bachelor or equivalent.

Source: <http://uis.unesco.org/en/topic/international-standard-classification-education-isced>

The Qualification Framework



ASEAN Qualification Reference Framework



It's helpful to indicate appropriate qualification level for various VPP categories.

Source: <https://asean.org/wp-content/uploads/2017/03/ED-02-ASEAN-Qualifications-Reference-Framework-January-2016.pdf>

	Knowledge and Skills	Application and Responsibility
	Demonstration of knowledge and skills that:	The contexts in which knowledge and skills are demonstrated:
Level 8	<ul style="list-style-type: none"> is at the most advanced and specialised level and at the frontier of a field involve independent and original thinking and research, resulting in the creation of new knowledge or practice 	<ul style="list-style-type: none"> are highly specialised and complex involving the development and testing of new theories and new solutions to resolve complex, abstract issues require authoritative and expert judgment in management of research or an organisation and significant responsibility for extending professional knowledge and practice and creation of new ideas and or processes.
Level 7	<ul style="list-style-type: none"> is at the forefront of a field and show mastery of a body of knowledge involve critical and independent thinking as the basis for research to extend or redefine knowledge or practice 	<ul style="list-style-type: none"> are complex and unpredictable and involve the development and testing of innovative solutions to resolve issues require expert judgment and significant responsibility for professional knowledge, practice and management
Level 6	<ul style="list-style-type: none"> is specialised technical and theoretical within a specific field involve critical and analytical thinking 	<ul style="list-style-type: none"> are complex and changing require initiative and adaptability as well as strategies to improve activities and to solve complex and abstract issues
Level 5	<ul style="list-style-type: none"> is detailed technical and theoretical knowledge of a general field involve analytical thinking 	<ul style="list-style-type: none"> are often subject to change involve independent evaluation of activities to resolve complex and sometimes abstract issues
Level 4	<ul style="list-style-type: none"> is technical and theoretical with general coverage of a field involve adapting processes 	<ul style="list-style-type: none"> are generally predictable but subject to change involve broad guidance requiring some self-direction and coordination to resolve unfamiliar issues
Level 3	<ul style="list-style-type: none"> includes general principles and some conceptual aspects involve selecting and applying basic methods, tools, materials and information 	<ul style="list-style-type: none"> are stable with some aspects subject to change involve general guidance and require judgment and planning to resolve some issues independently
Level 2	<ul style="list-style-type: none"> is general and factual involve use of standard actions 	<ul style="list-style-type: none"> involve structured processes involve supervision and some discretion for judgment on resolving familiar issues
Level 1	<ul style="list-style-type: none"> is basic and general involve simple, straightforward and routine actions 	<ul style="list-style-type: none"> involve structured routine processes involve close levels of support and supervision

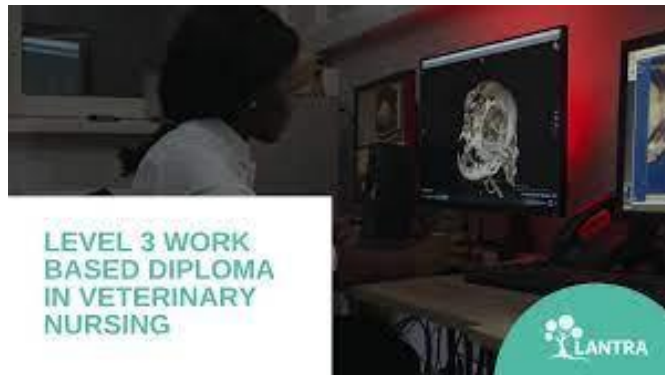
Description of levels considered for various VPP occupations in India

Level	Process required	Professional knowledge	Professional skill	Core skill	Responsibility
5	Person may carry out a job which requires well developed skill, with clear choice of procedures in familiar text.	Knowledge of facts, principles, processes and general concepts in a field of work or study.	A range of cognitive and practical skills required to accomplish tasks and solve problems by selecting and applying basic methods, tools, material and information.	Desired mathematical skill, understanding of social, political and some skill of collecting and organizing information, communication.	Responsibility for own work and learning and some responsibility for others' works and learning.
3	Person may carry out a job which may require limited range of activities in routine and predictable.	Basic facts, process and principle applied in trade of employment.	Recall and demonstrate practical skill, routine and repetitive in narrow range of application.	Communication both written and oral, with minimum required clarity, skill of basic arithmetic and algebraic principles, personal banking, basic understanding of social and natural environment.	Under close supervision. Some responsibility for own work within defined limit.

Source: <https://ncvet.gov.in/sites/default/files//NSQF%20LEVEL%20DESCRIPTORS.pdf>

National Occupational Standards (NOS) can help VPP skilling efforts

Occupational Standard (OS) describes what individuals need to do, know and understand in order to carry out a particular job role or function.



<http://www.ruralcareers.net.au/veterinary-nursing/>

ASCI
Agriculture Skill Council of India

QUALIFICATIONS PACK - OCCUPATIONAL STANDARDS FOR AGRICULTURE & ALLIED INDUSTRY

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Introduction

Qualifications Pack-Veterinary Field Assistant

SECTOR: AGRICULTURE AND ALLIED

SUB-SECTOR: Agriculture Allied Activity

OCCUPATION: Livestock Health Management

REFERENCE ID: AGR /Q4801

ALIGNED TO: NCO-2004/NIL

Brief Job Description: A Veterinary Field Assistant also known as Livestock Assistant is a person who assist a registered veterinarian or work under the supervision of registered veterinarian to provide a set of field based "Minor Veterinary services" required for a given job role as per the provision of Indian Veterinary Council Act (No.52 of 1984)

Personal Attributes: A Veterinary Field Assistant should have a mind for science, compassion for animals, good communication and observation skills. He / she should be physically strong to handle animals, have stamina for long working hours and have manual dexterity to perform on the job, often enduring outdoor working condition in diverse setting.

Contact Us:
Agriculture Skill Council of India, 304-305, Bestech Chambers, B-Block, Sushant Lok-I, Gurgaon, Haryana 122002
E-mail: coo@asci-india.com

Source: <https://nsdcindia.org/nos-listing/2>

Source: <https://www.frameworksandnos.lantra.co.uk/national-occupational-standards>



Thank you

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