

National Workshop on Veterinary Workforce Development

Grand Pacific Hotel, Suva Fiji

5-7 December 2022

PROGRAMME

5 December, Monday (Day 1)

Time	Title	Aim	Speakers
Opening Ceremony			
08:30 - 09:00	Registration at venue		All
09:00 - 09:10	Opening ceremony	Acknowledging dignitaries in attendance	BAF Officers
09:10 - 09:30	Opening remarks		BAF CEO Dr David Sherman
09:30 – 9:55	Introduction to the workshop	Introduction of workshop objectives and stakeholders - Include video presentation: WOAH Veterinary Workforce Development (Asia and the Pacific)	BAF / Dr Ami Kitagawa
9:55 – 10:00	Group photo session & Coffee Break		BAF
10:00 – 10:30	Coffee break		
Session 1: Awareness raising on veterinary workforce development			
10:00 – 10:05	Housekeeping		Dr Elva Borja
10:05 – 10:35	Introduction to WOA and PVS Pathway, including state of play of country	- Become familiar with WOA, capacity building and PVS Pathway - Become familiar with PVS activities undertaken so far in the country	Recorded presentation by Ms Barbara Alessandrini

Time	Title	Aim	Speakers
10:05 – 10:35	<i>Continued from previous page...</i>	- Highlight the key findings and recommendations on PVS Missions in Fiji	
10:35 – 11:05	Veterinary workforce development including VPPs	- Introduce key concepts related to workforce development including enabling environment and workforce assessment and planning - Description of importance of enabling environment to implement workforce development plans	Dr David Sherman
11:05- 11:45	Overview of Veterinary workforce in Fiji	- Description of Veterinary Services personnel, regulations, training and activities in Fiji - Background information on VPP situation in Fiji - Share what has been learnt from the previous PVS Pathway missions on the WF development in Fiji - Follow up / actions done / progress in response to previous WOAHA Missions	Dr Kenneth Cokanasiga Dr Keresi Lomata
11:45 – 11:50	Poll question 1	- Encourage participants to share their views using poll - Outcome of the poll will be discussed on summary session of Day 3	Dr Miftahul Barbaruah
11:50 – 12:30	Introduction of Group Discussion 1 Group Discussion 1: Fiji situation related to: <ol style="list-style-type: none"> 1. Veterinary workforce education and training, CPD / accreditations of training institutions 2. Veterinary WF legislation & regulation 3. Effective WF assessment & planning 4. Effective utilisation of the private vets and VPPs in the national veterinary WF 5. Delivery of veterinary services (clinical and regulatory) 	- Identify and outline: <ol style="list-style-type: none"> a. Gaps b. Barriers c. Needs 	Participants Facilitator: Dr Miftahul Barbaruah / Dr Rowland Cobbold & Dr. David Sherman

Time	Title	Aim	Speakers
12:30 – 1:00	Feedback from <i>Group Discussion I</i>		Participants Facilitator: Dr Miftahul Barbaruah & Dr Rowland Cobbold
13:00 – 14:00	Lunch break		
14:00 – 14:10	The Fiji Livestock Census 2020	- Audience awareness on the livestock statistics based on the Fiji Livestock Census 2022 outcomes	Mr. Avinesh Dayal, MOA OIC AHP
14:10 – 14:25	The Future of work in animal health and production global perspective	- Description of ‘future of work’ situations for the planning of veterinary workforce development - Introduction of the Parking Lot Activity for Day 1, the Pacific Animal Health and Production Framework	Dr Miftahul Barbaruah
Session 2: Participatory session on veterinary workforce development			
14:25 – 14:40	Group Discussion 2: Instruction for workforce development exercise: “Shoatlandia”	Explanation of group exercise	Dr David Sherman
14:40 – 15:30	Group exercise - “Shoatlandia”	Practice with a scenario how to apply principles of WF development	Participants Facilitator: Dr David Sherman
15:30 – 16:00	Coffee break		
16:00 – 16:30	Plenary	- Report back - Clarifications and responses to questions	Participants Facilitator: Dr David Sherman
16:30 – 16:40	Wrap-up: Outputs for Day 1	- Summarise outcome of Day 1	BAF
16:40 – 21:00	WOAH sponsored dinner	- Informal social interaction and networking	WOAH

6 December, Tuesday (Day 2)

Time	Title	Aim	Speakers
8:25 – 8:30	Housekeeping		Dr Elva Borja
8:30 – 8:40	Summary of Day 1		BAF
Session 3: Veterinary Education / Training of Veterinary Workforce			
8:40 – 8:50	Methods for VPP curriculum approval and review of the Fiji Higher Education Commission	- Awareness on curriculum approval and review for VPP programs in Fiji	FHEC
8:50 – 9:10	VPP Education and Training Programs in Fiji	- Awareness and understanding of the education curricula available for aspiring and continuous professional development of VPPs in Fiji	Mr. Paul Iji PhD, Dean FNU CAFF Mr. Uraia Wainibuta, Dean NATI - USP
9:10 – 10:00	<p>Introduction to Group Discussion 3</p> <p>Group Discussion 3: on the roles of the veterinary workforce (vets, VPPs, CAHW, others) in Fiji</p> <p>Q.1 What are the main categories included in the veterinary workforce within the Fiji? Discuss their basic qualifications / training and role. Also, indicate if their role is defined appropriately.</p> <p>Q.2. Are there any identified gaps in the existing workforce's expertise / competency / category? What mechanism does the country have to identify gaps continuously?</p> <p>Q.3. Discuss mechanisms within the country to build veterinary workforce capacity or to protect and support them.</p> <p>Q.4 Who are the relevant stakeholders engaged in communication and coordination for a workforce needs assessment in the Fiji? Please discuss and identify institutions beyond the Department of Agriculture that may play a role in the development of the veterinary workforce.</p>	<p>- Provision of instructions for Group Discussion 2</p> <p>- Understand the current workforce situation</p> <p>- Identify key stakeholders within and outside VS (stakeholder mapping)</p>	Dr David Sherman

Time	Title	Aim	Speakers
10:00 -10:30	Coffee Break		
10:30 – 11:00	Plenary discussion	- Present the outcomes of the world café session	Fiji Stakeholders
11:00 – 11:30	Veterinary and VPP education and training/continuing education	Create awareness on: - training provision in the animal health sector - various levels of paraprofessionals training WOAH Competency and Curricula Guidelines for VPPs	Dr Rowland Cobbold
11:30 -12:15	Group Discussion 4: Fiji situation related to veterinary and VPP education: Q.1 What is the current situation of VPP / other category training, and is it effective? What is needed to bridge the gaps between the current and ideal situation? Q.2 What are the institutional structures / existing investments (Public / Private) for CPD in the Fiji to prepare vets, VPPs and other categories for their roles in the workforce? What is needed to bridge the gaps between the current and ideal situation? Q.3- Is the regulation of VEEs and vocational training institutions effective in the Fiji for maintaining the training quality of the veterinary workforce (Vets and VPPs / other categories)? Discuss the gaps. Q.4. What is the progress in Fiji for outcome-based education of the veterinary workforce and skill development? Discuss initiative for alignment with existing national / regional frameworks, if any)	- Describe the current situation - Identify barriers / gaps - Identify existing / ongoing activities to strengthen / address gaps	All Facilitator: Dr Rowland Cobbold
12:15 – 13:00	Presentation of Group Discussion		
13:00 – 14:00	LUNCH BREAK		
Session 3: Veterinary Legislation & Regulation			
14:00 – 14:40	Veterinary legislation, regulation, the Veterinary Statutory Body (VSB) and its functions	Create awareness on the - role, relevance, and principles of veterinary legislation	Dr David Sherman

Time	Title	Aim	Speakers
14:00 – 14:40	<i>Continued from previous page...</i>	<ul style="list-style-type: none"> - why legislation around veterinary practice is important - the importance of defining roles and relationships of the different workforces in veterinary legislation - Familiarise the participants with role, purpose and functioning of a VSB; differences between a VSB and vet / VPP association 	Dr David Sherman
14:40 – 15:00	Legislation development process in Fiji	- Awareness on the process of legislation development in Fiji	BAF / MOA Legal
15:00 – 15:30	Coffee break		
15:30 – 15:50	Fiji legislations relevant to veterinary services	- Audience awareness on the existing legislations related to veterinary services in Fiji	BAF / MOA
15:50 – 16:15	Plenary session veterinary legislations & VSB		Dr David Sherman
16:15 – 16:30	Wrap-up: Outcomes of Day 2		BAF

7 December, Wednesday (Day 3)

Rapporteur AM/PM: *BAF (manage voice recorder and transcription)*

Time	Title	Aim	Speakers
8:25 – 8:30	Housekeeping		BAF
8:30 – 8:40	Summary of Day 2		MOA
8:40 – 8:45	Poll question 2	<ul style="list-style-type: none"> - Encourage participants to share their views using poll - Outcome of the poll will be discussed on summary session of Day 3 	Dr Miftahul Barbaruah
8:45 – 9:30	<p>Introduction of Group Discussion 5</p> <p>Group Discussion 5: The Fiji situation related to veterinary legislation/regulation: 1. What are the benefits to having an overarching body which has representation for vet and VPPs?</p>	<ul style="list-style-type: none"> - Explain clearly the procedures of Group Exercise 3 - Describe the current situation - Identify barriers / gaps - Identify existing / ongoing activities to strengthen / address gaps 	Dr David Sherman &

Time	Title	Aim	Speakers
8:40 – 9:30	<i>Continued from previous page...</i> 2. In areas where vets are underrepresented, what mechanism can be used to supervise VPPs? 3. What are the different categories of VPPs that should be regulated in order to perform activities to support/assist veterinarians? What types of activities should VPPs perform based on their level of education? 4. How can the VSB set the standard for education, licensing veterinarians (what constitutes a veterinarian)? What should be the minimum requirements for registration/licensing of veterinarians?		Dr David Sherman &
9:30 – 10:00	Presentation & Summary of Group Discussion 3		Dr Rowland Cobbold
10:00 – 10:30	Coffee break		
Session 4: Participatory session on workforce assessment and planning			
10:30 – 10:45	Approaches to workforce assessment and planning	- Description of approaches and data required for workforce assessment	Dr David Sherman
10:45 – 11:00	Demonstration of GAP Analysis methodology and the tool	- Gap analysis methodology and tools used for workforce assessment – AH Tool	Dr Miftahul Barbaruah
11:00 – 11:45	Introduction to Hands-On Exercise on use of AH Tool Hands-on exercise on the use of the AH Tool	- Provide - Learn how to use the AH Tool	Facilitator: Dr Miftahul Barbaruah
11:45 – 12:00	Introduction to Private-Public Partnership	- Examples how PPP can help in vet WFD	Recorded presentation by Dr Rahul Srivastava
12:00 – 12:30	Group Discussion 6: The role of the public sector and private sector in the delivery of veterinary services in Fiji.	- Plan how to coordinate among key stakeholders	Facilitator: Dr Miftahul Barbaruah
12:30 – 13:00	WOAH tools and frameworks (VSB, VEE Twinning, VPP Curriculum Review, PVS-IHR, Lab Assessment Mission, Self-Evaluation)	- Introduce WOAH tools and frameworks available to support country efforts related to workforce development	Dr David Sherman

Time	Title	Aim	Speakers
Session 5: Workforce development strategy and development of action plan			
13:00 – 14:00	LUNCH BREAK		
14:00 – 14:30	Summary of all outcomes from Day 1 - 3	- Present the preliminary outputs from the workshop	Dr Elva Borja
14:30 – 15:00	Group discussion 7: National priorities related to veterinary workforce development and potential approach / strategy	- Review stakeholder mapping from Day 1 & Day 2 (any modifications?) - Identify priority issues of different national stakeholders - Potential approach / strategy for the country - Key actions short-term and longer-term	Dr David Sherman
15:00 – 15:30	Plenary discussion on the approach to workforce development (way forward)	- Report back from groups - Role of the working group to develop an action plan - Identification of working group members	Participants BAF & MOA
15:30 – 16:00	Coffee break		
16:00 -16:30	Plenary session: Fiji's Way forward for Veterinary Workforce Development	Structure an action plan that addresses the following: 1. What ideas / notions of challenges of WFD in Fiji (if any)? What were the perspectives and expectations on the veterinary workforce development prior to their attendance to the workshop 2. What are the lessons learned from this workshop? Key takeaways? Are there areas that have changed our perspectives and preconceived notions? 3. Based on your notions, what is the way forward?	BAF / MOA / Stakeholders
16:30 -16:45	Closing remarks		CEO BAF PS Agriculture Dr David Sherman