



Managing an OIE PVS Evaluation

Part 2: during and after the mission

PVS Pathway Orientation Training Workshop for South East Asia
10-13 December 2019, Bangkok, Thailand

CONTENTS

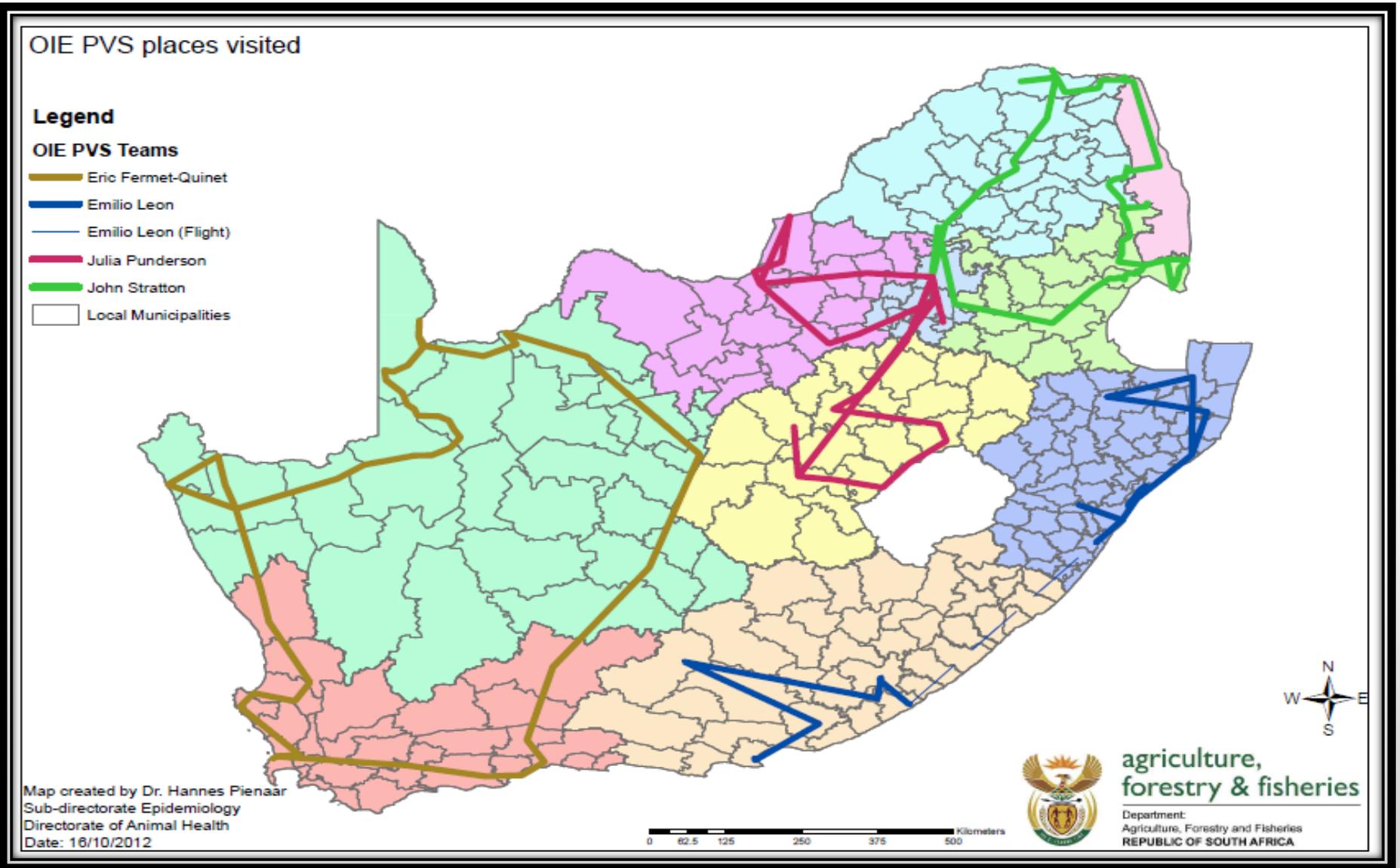
- 1. ✓Pre-mission activities*
- 2. ✓Exercise on site selection*
- 3. The mission**
- 4. After the mission**

3. THE MISSION

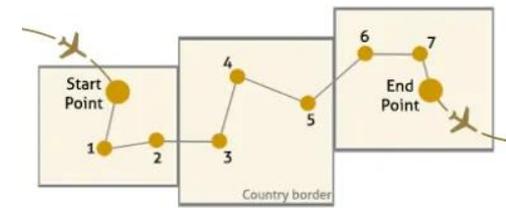
Countries Vary

- **Size**
 - From one government veterinarian to thousands of government veterinarians and VPP
- **Structure**
 - Centralised *or* decentralised?
 - Split between Veterinary Authority, Public Health, other departments
- **Stage of development**
 - Little or nothing
 - Well developed in some/many critical competencies
 - Large private sector/extensive delegation

Site Visits - ideal conditions



Site Visits



- Split team up for greater coverage? Weigh pros and cons
- Aim to be as representative as possible – but there are limits
 - Heed your country's advice on travel safety/security
 - Resources for translation and transport
- Be flexible: welcome unplanned interviews and discussions
- Get off the main road
- Interviews can be lengthy - listen and engage
 - Look for consistency and inconsistencies; explore gaps
- Gather and record evidence as you go

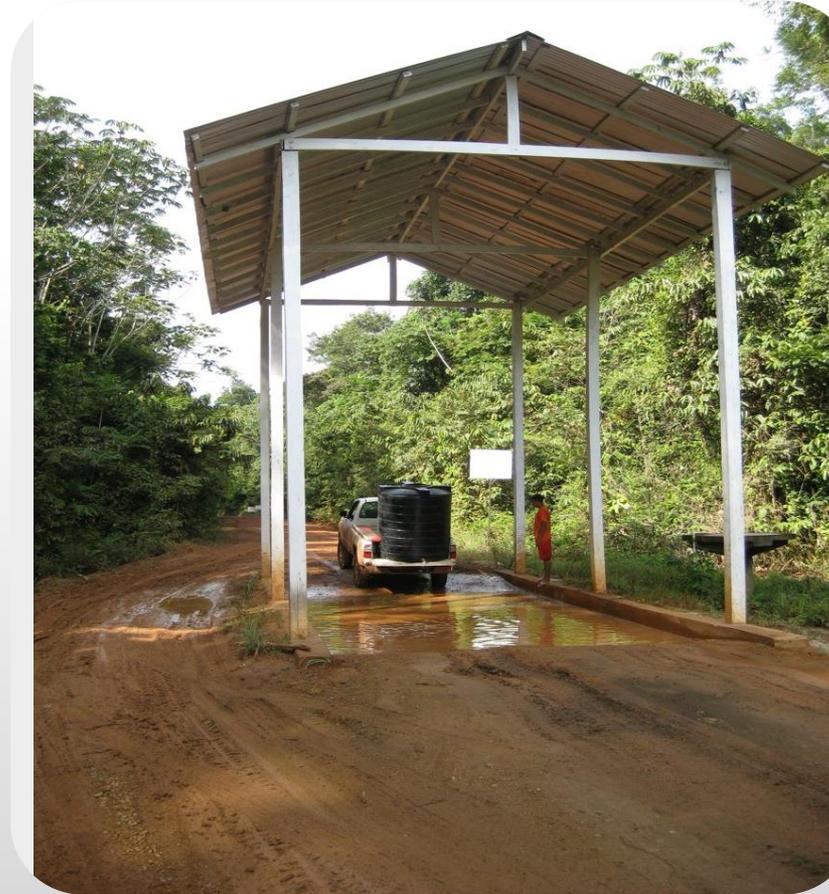
Transport: nearly 900,000 Km



...of hard use



The need to see it: ...vehicle disinfection?



A laboratory never used



...and an under-used new one



Evidence

- Pre-mission data/documents
- In-country documents – policies, regulations, plans, reports, maps, etc.
- Meetings & interviews with:
 - Veterinary Services
 - Other government agencies
 - Private sector
- Observations and field visits (including photos)
- Record and reference



Findings & Recommendations



Compile initial findings

- Compare notes, cite evidence, clarify inconsistencies
- Seek missing information
- Assign levels and draft findings & recommendations
- Disagreements – investigate further in final days
- Leave country with agreement across all CCs

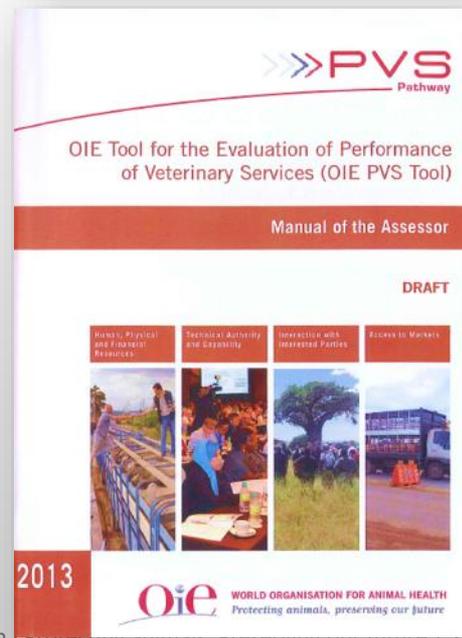
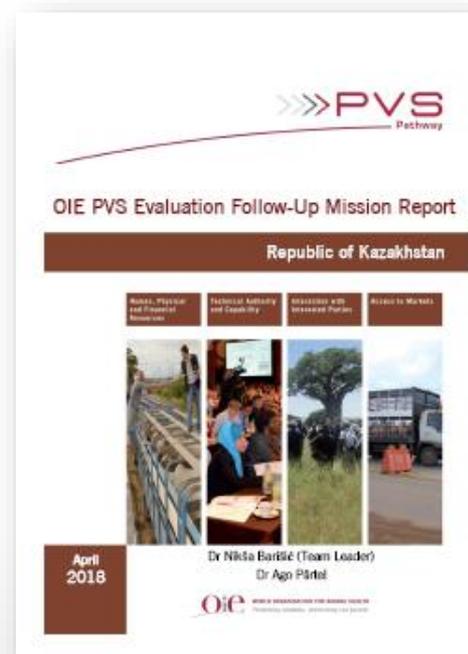
Closing Meeting

- Overview of preliminary findings - gauge responses

4. THE REPORT

Report

- Assign workload to team (pre-, during and post-mission)
- Follow the OIE report template/manuals
- Well written in plain (OIE official) language
- Clear findings & recommendations and relevant information
- Useful for national decision makers, donors and experts undertaking subsequent PVS activities





PART I: Executive Summary

- **The most important section**
- **Brief, succinct, to the point!**

Content:

- A summary of the PVS Evaluation results
- Table with Level of Advancement for each CC
- Key findings for each Fundamental Component
- Key recommendations for each Fundamental Component – including Targeted Support

Get To the Point





PART II. Conduct of the Evaluation

I OIE PVS Tool

II Context

VS data & organisation

Animal health and disease control

Data tables

III Organisation of the evaluation



PART III. Critical Competencies (CCs)

<p>I-1 Professional and technical staffing of the Veterinary Services (VS)</p> <p><i>The appropriate level of staffing of the VS to allow for veterinary and technical functions to be undertaken efficiently and effectively.</i></p> <p>A. Veterinary and other professionals (university qualified)</p> <p><i>The appropriate level of staffing of the VS to allow for veterinary and other professional functions to be undertaken efficiently and effectively.</i></p>	<p>Levels of advancement</p>
	<p>1. The majority of positions requiring veterinary or other professional skills are not occupied by appropriately qualified professionals.</p>
	<p>2. The majority of positions requiring veterinary or other professional skills are occupied by appropriately qualified professionals at central and state/provincial levels.</p>
	<p>3. The majority of positions requiring veterinary or other professional skills are occupied by appropriately qualified professionals at local (field) levels.</p>
	<p>4. There is a systematic approach to defining job descriptions and formal, merit-based appointment and promotion procedures for <i>veterinarians</i> and other professionals.</p>
<p>5. There are effective procedures for formal performance assessment and performance management of <i>veterinarians</i> and other professionals.</p>	

CC table with Level of Advancement (LoA) shaded in grey

Critical Competencies (CCs)

- **Findings**
- **Strengths**
- **Weaknesses**
- **Recommendations**
- **Evidence**
 - With cross references to appendix

(example)

C. Laboratory quality management systems (QMS)	Levels of advancement
<p><i>The quality and reliability of veterinary laboratory testing servicing the public sector VS as assessed by the use of formal QMS e.g. having a dedicated quality manager and quality manual. This includes, but is not limited to, attainment of ISO 17025 accreditation and participation in proficiency testing programmes.</i></p>	1. No <i>laboratories</i> servicing the public sector VS are using formal QMS.
	2. One or more laboratories servicing the public sector VS, including the major national animal health reference <i>laboratory</i> , are using formal QMS.
	3. Most major <i>laboratories</i> servicing the public sector VS are using formal QMS. There is occasional use of multi-laboratory proficiency testing programmes.
	4. Most of the <i>laboratories</i> servicing the public sector VS are using formal QMS, with regular use of multi-laboratory proficiency testing programmes.
	5. All the <i>laboratories</i> servicing the public sector VS are using formal QMS, which are regularly assessed via national, regional or international proficiency testing programmes.

Findings:

Narrative
Narrative

Weaknesses:

- Bullet point 1
- Bullet point 2

Strengths:

- Bullet point 1
- Bullet point 2

Recommendations

- Bullet point 1
- Bullet point 2

Evidence (as listed in Appendix 6)



IV. Appendices



- 1. References to the Codes**
- 2. Glossary**
- 3. Country Information**
- 4. List of places visited, persons met**
- 5. Air travel details**
- 6. Reference documents/evidence**
- 7. Organisation of the evaluation**

After The Mission



After The Mission

- Finalise draft report within 1 month
- team drafts; leader is ultimately responsible
- Peer review by OIE
- Final draft back to country for review
- Finalise report

NOTE!

- ▶ The OIE Delegate can keep reports confidential

Peer Review



Quality control to ensure:

- Compliance with **PVS methodology**
- All **Critical Competencies** are adequately addressed
- **Level of advancement** consistent with evidence and findings
- **Uniformity** of reports – format, structure, language, etc.
- **Concise and effective Executive Summary**
- **Peer reviewers:**
 - **Experienced PVS Experts**, usually Team Leaders (TL)
 - **Liaise with TL and OIE HQ** to finalise preliminary report
 - **Draft cover letter** to OIE Delegate with report summary

Next Steps

- OIE HQ checks/adjusts format.
- OIE DG sends report to the OIE Delegate inviting comments.
- Changes to levels of advancement are uncommon. Require solid evidence and agreement of the team.
- OIE encourages public release (via OIE web site), or sharing with partners & donors. Decision lies with the OIE Delegate.
- PVS experts are bound to strict confidentiality.

Thank you for your attention!



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