

**OIE Workforce and VPP workshop Session 4 on Veterinary Workforce Development (29 June 2021): Answers to questions and comments received during the workshop session**

As of 2 July

**Introduction**

Q. One suggestion on pre-workshop survey analysis: In one of the first Slides you mention VPP range . Also covers " Animal health Assistant , Meat Inspector A B and C etc" Can you not look at broadening this statement further and include CAHW and term like Livestock Service Provider and Animal Handler"

A. As per OIE definition, VPPs receives training only for the designated tasks assigned to them by the country VSB. OIE also acknowledges that member countries may authorize (depending on country policy) Community Animal Health Worker (CAHWs) who receives short term training. I mentioned various functions VPPs / CAHWs do in different countries e.g. Meat inspection, clinical service provision etc. VPPs are known by various names across the countries such as Veterinary nurses, Veterinary Assistant, Veterinary Laboratory technologist, etc. It is up to the country to define categories like Livestock Service Provider and Animal Handler etc. OIE suggest that all categories approved by country must be regulated and must receive adequate training based on functions they are allowed to perform.

**Methodologies for veterinary workforce assessment & development**

Q. Lynette Havinga, OIE VSB Expert, from South Africa: ARC stands for ?

A (Answered live). Appalachian Regional Commission

Q. Do the terms livestock unit and veterinary livestock unit have same meaning?

A. A Veterinary Livestock Unit (VLU) is used to quantify veterinary activities for a given animal population. It is calculated by establishing equivalence between species, using a coefficient. Measures of VLU are calculated from estimates of livestock populations by species and using conversion coefficients for different species.

The number of VLUs in a country is calculated as follows:

The number of cattle plus

0.1 times the number of small ruminants plus

0.3 times the number of equidae and camelids plus

0.3 times the number of pigs plus

0.01 times the number of poultry

Equals total number of Veterinary Livestock Units (VLU).

It is important to note that the VLU differs from the Livestock Standard Unit (LSU); the latter determines the equivalence between species according to their production potential

Q. Do you also consider herd/flock size when assessing needs? It's much easier to provide services to 10 herds of 1,000 cows than 1,000 herds with 10 cows even though they still have the same livestock units.

A (Answered live). Yes.

Q. Is there a VLU (vet livestock unit) determined for food fish?

A. We are unable to find references.

### **Examples of workforce development**

#### **Questions related to presentation from Afghanistan:**

Q. How were the VPPs who were placed in the communities paid for their salary?

A. (Answered live) Most VPPs are working in the private sector. Initially, they were supported by donor programmes, supported by in-kind (e.g., equipment) and paid for public service. There are no salaries.

A. The VPPs in Afghanistan work on a fee for service basis. No salaries, but paid for their services by the farmers they serve.

Comment: Sustaining VPPs on fee for service basis in communities in rural areas is challenging.

Government should support in such cases

Comment: A PPP helps to bring extra income to the VPPs but they are sustainable based on the selection criteria - right people in the right place, at the right time, with the right skills at the right cost. Farmers will pay for services providing they receive quality provision and also with good extension awareness with links to the VPP.

Q. How did you determine that there is a need for 500 more VS

A. As I said that we did an assessment in 2019 this number came via a question we had in our questionnaire from the Veterinary Field Unit (VFU) staff , if there is need for another Paravet or VFU in your neighboring area, we found this number based in this way , however we had no access to all VFU staff, district maybe need more, and also this number is only for animal health but if are going to engage VPPs in other activities such as one health, labs , meat inspection etc. of course we need more and more.

Q. Are those VPPs under supervision of Veterinarians?

A (Answered live): They should be and they could be. However, most vets are not willing to work in remote areas. VPPs are monitored by public sector (veterinary department of provincial authority). Some are monitored via projects.

Q. VPP's roles in Afghanistan can work as veterinarians in field?

A. VPPs in Afghanistan are trained to undertake specific practical tasks in the AH track. They do not work as Vets and consult with the Public Vet at Province level for tasks outside of their Job Description.

**Questions related to presentation from Myanmar:**

Q. What is Mythun?

A (Answered live). It is a kind of cattle raised in mountainous areas.

Q. What is gazetted VET and Non gazetted VET in Myanmar and Other in the Gazetted sector?

A (Answered live). Gazetted officers are recruited by specialized organisations (civil servant organization) while others are recruited directly by the departments.

This is a British system and India also has similar system.

Q. Do you have training institutions for VPPs in Myanmar?

A. In Myanmar we don't have specific training institution for VPP, but we are discussing with University of Veterinary Science to do so.

Q. What kind of intervention is included under "Minor operations" in Myanmar?

A. (Answered live) In the regulation, CHAWs are allowed to do minor operations include cleaning of wound, removal of abscess, and taking care of minor injuries. However, they are not allowed to make incisions (open the skin).

Q. What balances is in place for CAHW being non-governmental in terms of reporting of TADs compared to other services in animal husbandry

A. CAHWs can report TADs to the Deputy Township Officers and even directly to the LBVD township offices. This is one of main role for CAHWs for effective disease control measures.

Q. Very interesting on CAWHs in Myanmar, due to the they were trained and certified in curtained course, can we name them VPP?

A. In OIE definition, VPP doesn't include CAHWs. In Myanmar context, existing accredited CAHWs are not Match with OIE definition. That said, VSB (MVC) already endorsed CAHW regulation and training program and accreditation process.

A. It is up to countries to establish a regulatory body and for that body to determine the categories of veterinary paraprofessionals it will recognize based on training qualification, tasks allowed and nature of supervision.

Q. Are the VPPs trained prior to the training provided by LBVD ? Or are they fresh high school pass outs?

A. VPPs should be government staff, preferably university graduates in my understanding. We need to consider to train fresh high school pass puts as VPPs, but meanwhile we focus on existing staff to be trained as VPPs.

Q. Did Myanmar have Vet Nurse or Vet Techician Association? or only joining in CAHWS?

A. We don't have Vet Nurse or Vet technician association yet.

#### **Other**

Q. We have village livestock worker (VLWs) that was trained by government veterinarian. The duration for the training was less than one year, but one of the VLW are doing vaccinations and some other vet jobs. How we categorise these VLWs as VPP or animal health workers?

A. It is up to countries to establish a regulatory body and for that body to determine the categories of veterinary paraprofessionals it will recognize based on training qualification, tasks allowed and nature of supervision. If Timor-Leste wants to formally include VLWs in their vet workforce then they can and should establish that category and set the qualifications, activities and supervision required.