



Group exercise 3

Practical PVS Evaluation of 'Tryland'

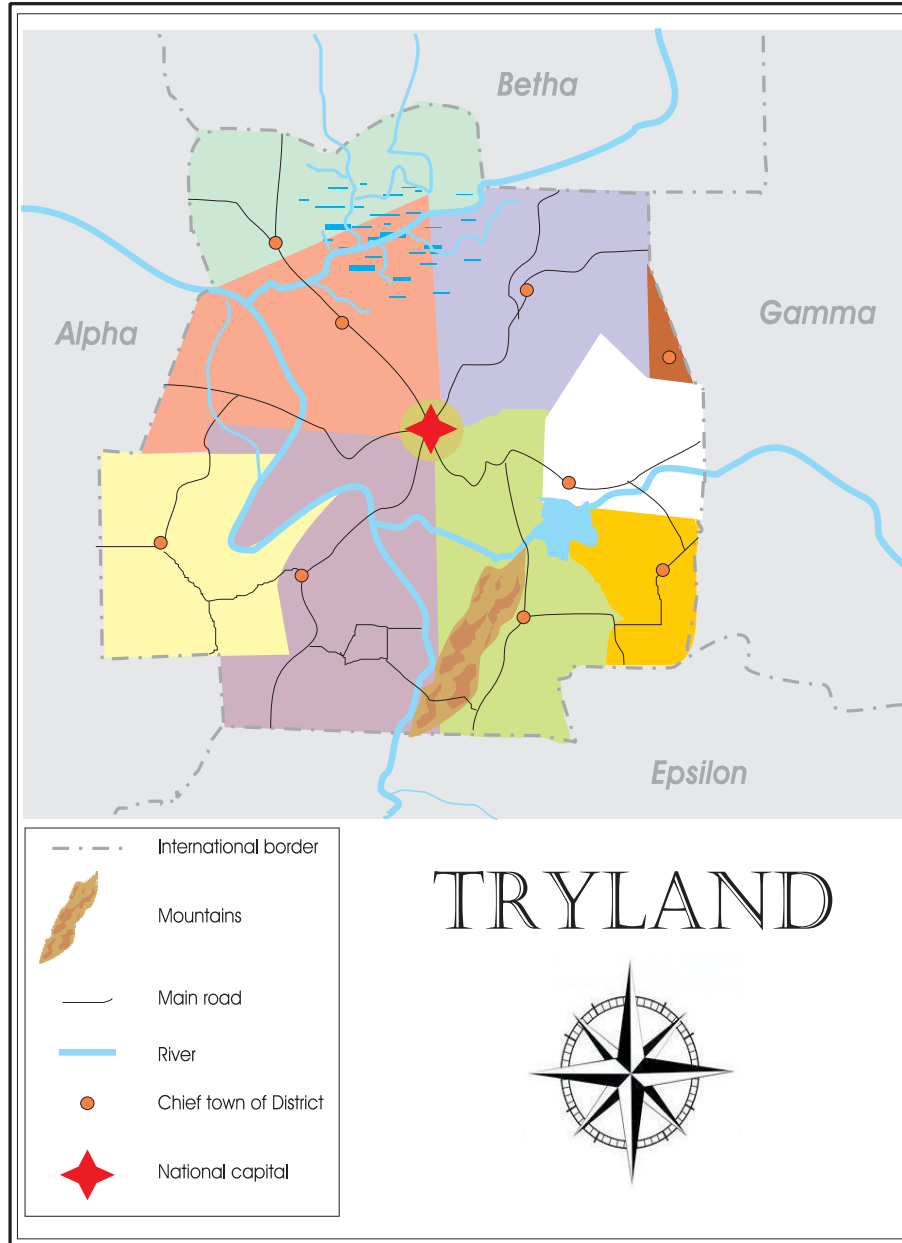
E. Leon

PVS Pathway Regional Orientation Training Workshop for Middle East
06-09 February 2023,
Amman, Jordan

- To put what you have learned during lectures about the CC into practice
 - To understand the Expert point of view for best outcomes for your future PVS engagement and actions
 - To better understand the structure and methodology of a PVS Evaluation
- Concretely...
- To understand how CC interact with and impact others
 - To understand the different types of evidence (baseline documents, interviews, observations) and their importance before and during a mission
 - To learn how to use and cross-check evidence, document your findings, and to present justifications for your level of advancement designation
 - To produce strengths, weaknesses, and recommendations based on your findings
 - To practice delivering key messages of Evaluation to decision makers

- A PVS Evaluation mission is being conducted in Tryland
- The mission is half-way through...
- Working groups will play the role of the **PVS Evaluation Team** and will have access to the following documents:
 1. **Map of Tryland**
 2. **Country baseline information**
 3. **Organisation chart of the Veterinary Authority**
 4. **Team notes on documents collected**
 5. **Team notes on the outcomes of the field visits and interviews**
 6. **Draft report on Critical Competencies - but 16 Critical Competencies have not yet been evaluated at all!**

#1





Country baseline information

#2

Geography

Tryland shares borders with the following countries: Alpha (west and northwest); Betha (north); Gamma (northeast) and Epsilon (east and south). See attached map

Tryland has abundant wildlife, which occupy vast wilderness areas dedicated to conservation. Some parts of the country have been designated as National Parks.

Administration

Tryland has a relatively stable political system and has held democratic elections since independence in 1930.

The judicial system is independent of the executive and the legislature. Tryland politics take place within a framework of a representative democratic republic, whereby the President is both head of state and head of government, and of a multi-party system. Executive power is exercised by the government. Legislative power is vested in the Parliament.

Tryland is divided into 10 administrative districts. Districts are then further divided into a total of 30 sub-districts based on population and economic activities. Veterinary Services follow these administrative divisions, which is not necessarily optimal – as the animal population and livestock industry are not proportional to the human population.

Agriculture

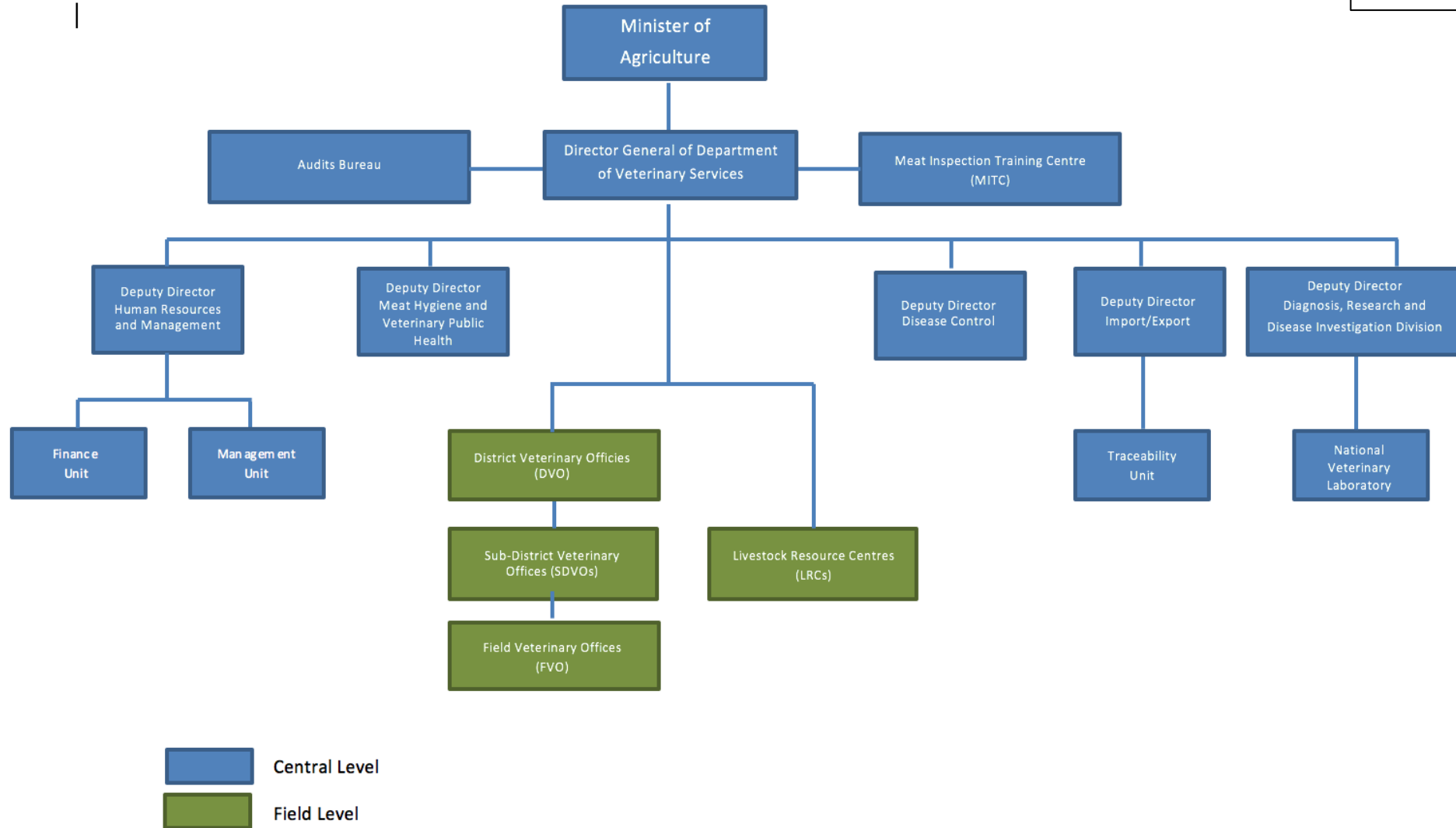
Agriculture in Tryland is primarily directed to the internal market, and not for export,



Organization Chart

#3

Organization Chart of the Department of Veterinary Services (DVS) of Tryland



PVS Evaluation Team notes' on gathered documents

#4

Title	Author / Date / ISBN / Web	Notes
PRE-MISSION DOCUMENTS		
General Country information	Several sources	Information provided in the country baseline information document
Description of DVS	DVS	
<u>Tryland</u> animal census	National bureau of statistics	
Organization chart of DVS	DVS	
MISSION DOCUMENTS		
DVS Staff list by sub-district and Division	DVS	Total number of veterinarians: 55 Total number of veterinary para-professionals and other technical staff: 730, distributed in the field throughout roughly 300 Field Veterinary offices Approximately 2900 non-technical support staff work within VS.
VS Positions descriptions (Draft)	DVS	Not all job descriptions are detailed and they are generally limited.
Performance Development Plan	DVS	A staff performance review programme has been in place since 2000 for all DVS employees.
Vacancy announcement	DVS	Some positions for veterinarians at central level, district, and sub-district levels are vacant.
Labelling of pre-packaged food regulation		Regulations are in place for traceability of meat destined for export.
Cattle livestock branding regulation		A branding act exists applying a standard methodology nationwide. Transport permits are issued by DVS and verified at internal check points.

Team notes from field visits, meetings and interviews

- DVS Human Resources and Management Director:
 - Veterinarians are mostly placed at central positions or as District Veterinary Officers (DVO). Veterinary para-professionals carry out most field activities in animal health, supply veterinary medicines, support border security and undertake food inspection.
 - Approximately 2000 non-technical support staff work in the VS. This number includes drivers, secretaries, cleaners and guards, and a large number of 'vaccinators' (with a primary school education and no formal technical training) who perform animal health activities under the supervision of veterinary para-professionals.
- DVO Field Staff:
 - Not enough veterinarians are present in the field to allow them to have direct knowledge of farmers and livestock. They intervene in the field only at the request of veterinary para-professionals. Veterinarians are overloaded with administrative activities; they support the veterinary para-professionals by reviewing some of their clinical diagnoses.
 - Non-technical staff are often asked to perform functions for which they are not trained; vaccinators are often asked by the veterinary para-professional to make 'diagnoses' and to 'report'.



#6

PVS EVALUATION REPORT OF THE VETERINARY SERVICES OF TRYLAND

2018-03-24



I.1A	Professional and technical staffing – veterinary and other professionals
I.5	Planning, sustainability and management of policies and programmes
I.6A	Coordination capability of the VS - internal
I.6B	Coordination capability of the VS - external
II.3	Quarantine and border control
II.5	Emergency preparedness and response
II.7B	Food safety – ante and post mortem inspection
II.9	Veterinary medicines and biologicals
II.10	Antimicrobial resistance and antimicrobial use
II.12A	Identification, traceability and movement control - animals
II.12B	Identification, traceability and movement control - products
III.2	Consultation with stakeholders
III.4	Accreditation/authorisation/delegation
III.7	Veterinary clinical services
IV.1B	Legislation - compliance
IV.3	International certification

- ❑ Use the information collected during the mission, each 'PVS Evaluation Team' will evaluate as far as possible the Critical Competencies that have not yet been evaluated, following the PVS Evaluation report template:
 - Level of Advancement (LoA)
 - Evidences
 - Findings
 - Strengths
 - Weaknesses
 - Recommendations

- ❑ The 'PVS Evaluation Teams' may also identify any inconsistencies and suggest modifications to the preliminary results or propose additional visits and interviews, if necessary, to assign a proper LoA

- Working Groups will be assisted by WOA H Trainers
- Results will be presented and discussed in a plenary session
- One person from each Working Group will be requested to submit the results of its Working Group for at least two Critical Competencies
- The other Working Groups will be asked to comment on the results



Critical Competencies	Groups			
	1	2	3	4
I.1A. Staffing of veterinarians and other professionals			X	
I-5. Planning, sustainability and management of policies and programmes				
I-6A. Internal coordination (chain of command)				X
I-6B. External coordination (including the One Health approach)	X			
II-3. Quarantine and border security	X			
II-5. Emergency preparedness and response			X	
II-7B. Ante- and post- mortem inspection at slaughter facilities and associated premises		X		
II-8. Veterinary medicines and biologicals				
II-9. Antimicrobial Resistance and Antimicrobial Use				X
II-12A. Premises, herd, batch and animal identification, tracing and movement control				
II-12B. Identification, traceability and control of products of animal origin				
III-2. Consultation with stakeholders		X		
III-4. Accreditation/authorisation/delegation	X			
III-7. Veterinary clinical services				X
IV-1B. Veterinary legislation - Implementation and compliance			X	
IV-3. International certification		X		



Welcome to Tryland and enjoy your mission!



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