



agriculture, forestry & fisheries

Department:
Agriculture, Forestry and Fisheries
REPUBLIC OF SOUTH AFRICA

SOUTH AFRICAN VETERINARY STRATEGY (2015-2020)

**We preserve the health of our animals, to produce enough for ourselves and share with the
world**

October 2015

EXECUTIVE SUMMARY

Livestock production in South Africa is a fundamental element of socio-economic development and significant contributor to food security and food sovereignty. Seventy percent of agricultural land in South Africa can be utilized only by livestock and game and on a weight basis, livestock foods contributes 27% of the consumer food basket. Veterinary Services play a key role in ensuring that the sanitary requirements for livestock production, health and trade is properly and that the food and other products produced from animals are safe for use.

Over the years, new challenges have emerged as diseases which were unknown a decade ago have appeared –EBOLA is an example – while others, such as foot and mouth disease and avian flu, have recently presented new challenges, reminding us that they remain very serious risks.

. Trading conditions have also changed radically with the volume of trade in animal products increasing greatly, both within South Africa and with overseas countries It is important that the State provides national leadership to ensure that South Africa's veterinary services is positioned effectively to protect animal and human health and ensure economic growth and wealth generation.

The Department of Agriculture, Forestry and Fisheries (DAFF) is pleased to present its proposal for a new Veterinary Strategy to improve the performance of Veterinary Services in South Africa based on the current South Africa legal framework, evaluation results of the World Organisation for Animal Health (Office international des Epizooties – OIE) and the stakeholder consultation on the animal diseases management plan, The current veterinary strategy has been developed with the mission “to ensure that human and animal wellbeing is optimized to strengthen the internal market and the competitiveness of the livestock sector value chain.

The Department of Agriculture, Forestry and Fisheries (DAFF) is pleased to present its proposal for a Veterinary Strategy to improve the performance of Veterinary Services in South Africa based on internal and external evaluation results including that of the World Organisation for Animal Health (Office international des Epizooties – OIE) and the stakeholder consultation on the animal diseases management plan among others. The proposed veterinary strategy provides a broad framework for the fulfilment of the national and provincial Departments of Agriculture’s responsibilities to guarantee citizens of South Africa “the right to have access to sufficient and safe food of animal origin and that “the State must take reasonable legislative and other measures, within its available resources, to achieve the progressive realisation of each of these rights. The strategy therefore aligns itself with the New Growth Path (NGP), the National Development Plan (NDP) and Industrial Policy Action Plan (IPAP) through the Agriculture Policy Action Plan (APAP) which seeks to assist in the achievement of decent employment through inclusive growth, and

comprehensive rural development and food security. The Strategy builds on national risk based studies as well as the international conventions and guidelines of the World Organization for Animal Health (Office international des Epizooties- OIE), Food and Agriculture Organization (FAO) and Codex Alimentarius.

SOUTH AFRICAN VETERINARY STRATEGY

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SOUTH AFRICAN VETERINARY STRATEGY

1 VISION, STRATEGY AND CORE VALUES FOR VETERINARY SERVICES IN SOUTH AFRICA

1.1 Vision

A science based, socially responsive and coherent veterinary services capable of preventing, detecting, containing, eliminating, and responding to animal and public health risks with an impact on food security through working in multi-sectoral cooperation and strong partnerships

1.2 Mission

Promote the wellbeing of animals and humans through creating systems and mechanisms for provision of effective and efficient veterinary services

1.3 Core Values

- Professionalism
- Responsiveness
- Inclusiveness

2 DEFINITION OF VETERINARY SERVICES IN SOUTH AFRICA

In the context of this plan, veterinary services means a South African governmental and/ or non-governmental organisations including individuals who implement animal health, food safety and welfare measures and other standards and recommendations on the animal production value chain (farming, slaughtering/harvesting, processing). As in the Codex, OIE *Terrestrial Code* and the *Aquatic Animal Health Code*, the veterinary services are under the overall control and direction of the national veterinary authority.

3 PURPOSE AND SCOPE OF THE VETERINARY STRATEGY

The purpose of this veterinary strategy is to provide direction for the improvement on the delivery of veterinary services (VS) to higher standards in South Africa. It will facilitate the establishment of priorities that are consistent with agreed strategic pillars and the revision of, and agreement on, acceptable and appropriate standards. In this manner, the strategy will ensure consistency with

key priority outcomes of the government of the Republic of South Africa to ensure a seamless, infallible, consistent and equal access to services across the country.

This strategic plan charts a new direction for rendering of efficient, effective, developmental veterinary services, supporting broader societal and governmental strategic objectives. Thus the veterinary services would contribute incremental value to South Africa, SADC, Africa and the World. Specifically, the strategy targets to:

- 3.1 To improve on the technical capabilities to address current and new animal health, welfare and production issues based on scientific principles;
- 3.2 To acquire sufficient financial capital to attract sufficient human resources and retain professionals with technical and leadership skills;
- 3.3 To promote and strengthen collaboration and partnership between government and non-governmental sector; and
- 3.4 To create / maintain an enabling animal and public health environment for the ability to access local and international markets

The plan builds on the priority outcomes as defined by government, the Constitutional and legislative mandate, the National Development Plan as well as the international conventions and guidelines of the World Organization for Animal Health (Office international des Epizooties- OIE), Food agriculture organization of the United Nations (FAO) and Codex Alimentarius.

The veterinary strategy supports the National Development Plan (NDP – Vision 2030) and the Medium-Term Strategic Framework (2014-19) outlines the priorities (fig 2) that must be achieved in the medium term in contribution to the long-term vision of the National Development Plan which has a vision of '*An Integrated and Inclusive Rural Economy*' by supporting the commercial agriculture with high growth potential (fig 1) while aiming at ensuring consistency with South African policies and its international commitments. The Agriculture Policy Action Plan (APAP), which is a consensus document around a job creation strategy within Agriculture, Forestry and Fisheries, proposes various interventions which this strategic framework will align with, key among them is an effective and efficient biosecurity systems.



Fig 1

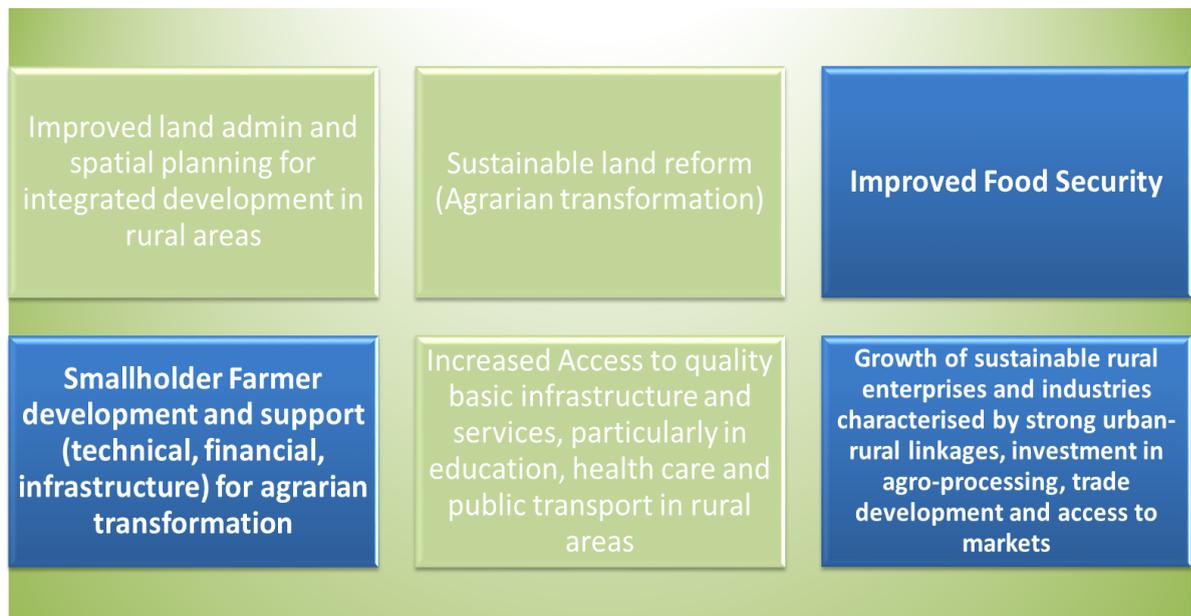


Fig 2

The strategic plan will further guide the development of new policies or guidelines and will enhance existing biosecurity arrangements based on risk assessments and taking into account social, economic and ethical considerations. The plan will support the achievement of high level environmental protection and sustainable livestock farming by considering the impacts on the environment in the development of policy framework.

The Veterinary strategy covers the health of all animals in South Africa kept for conservation, entertainment, zoos, food, farming and sport. It also covers wild animals and animals used in research where there is a risk of them transmitting disease to other animals or to humans. The strategy also covers the health of animals transported to, from and within South Africa. The implementation of the plan will encompass the entire country, including animal owners, the veterinary profession, food chain business operators dealing with animals and their products, animal health industries, animal interest groups, researchers and teachers in the veterinary and related fields, government bodies, veterinary pharmaceutical and feed manufacturers and distributors, sport and recreational organisations using animals, educational facilities, consumers and travellers.

4. INTRODUCTION

4.1 Historical perspective and background to Veterinary Services in South Africa

The role of the veterinary profession is to promote animal health, animal welfare, public health and the protection of the environment. Before 1972 veterinary services (VS) (including academia, laboratories and research) in South Africa functioned under the umbrella and control of the then equivalent of the Department of Agriculture, Forestry and Fisheries (DAFF). The Faculty of Veterinary Science was removed from the Department after 1972 and transferred to the University of Pretoria. Onderstepoort Veterinary Institute (OVI) was disentangled from the Department in 1992 and finally the Onderstepoort Institute for Exotic Diseases in 2001. In 2002, Onderstepoort Biological Products (OBP) also became a State Owned Entity (SOE).

The Constitution of the Republic of South Africa (Act No. 108 of 1996) brought about further changes in the delivery of veterinary services by decentralizing the veterinary services, making it a concurrent function to be performed by both national and provincial veterinary authorities. In schedule 5 (Part A) of the constitution, “abattoirs” and “veterinary services, excluding regulation of the profession” and in schedule 5 (Part B) “municipal abattoirs” are identified as functional areas of exclusive provincial legislative competence, however the definition and scope of exclusive is not clearly defined. In schedule 4 (Part A) “animal control and diseases” is identified as a functional area of concurrent national and provincial legislative competence. Section 156 of the constitution further makes provision to assign these functions to municipalities. It is on sections 40(1), (40(2), 41(1), 44(2), 100 and 146 that role and function of the national authority can be identified by implication.

The constitutional arrangements assigned the national Department of Agriculture, Forestry and Fisheries the mandate (although not sole responsibility) to set the norms and standards for the delivery of veterinary services, national disease control programs and the control of the import of

animals and animal products. The provincial veterinary authorities were made primarily responsible for implementation and enforcement of the national veterinary services standards, thereby enabling the sanitary guarantees for both the import and export of animals and animal products, in accordance with national and international norms and standards that must be provided by the national veterinary authority to our international trade partners.

The constitutional prescripts have had an unintended negative effect in the erosion of the line of command required for an effective and seamless control of diseases. In order to negate this effect, DAFF and the Provincial Departments of Agriculture signed a Memorandum of Agreement which would support the implementation of the spirit of the Intergovernmental Relations Framework Act 2005 (Act 13 of 2005), however this has had limited success in ensuring efficient and effective delivery of veterinary service and the chain of command problems.

The above organizational restructuring processes have had some serious unintended consequences such as the decline in the quality of disease diagnostics, the decline in the output of veterinary research and the inability of the state to supply strategic vaccines and biological products to the livestock industry, which places the country at major risk of serious animal disease outbreaks.

5. LEGISLATIVE MANDATES

According to section 27(1) (b) of the Constitution, “everyone has the right to have access to sufficient food and water among others” and “the state must take reasonable legislative and other measures, within its available resources, to achieve the progressive realization of these rights”. The state guarantees the right to sufficient healthy food of animal origin through various policies, strategies and acts which govern state veterinary services in South Africa among them is the Animal Diseases Act, 1984 (Act No 35 of 1984) and the Meat Safety Act 2000 (Act 40 of 2000).

In addition, the Veterinary and Para-veterinary Professions Act, 1982, (Act No of 1982), as amended provides for the establishment, powers and functions of the South African Veterinary Council (the Council), a statutory body responsible for the registration of persons practicing the veterinary and para-veterinary professions; for the control over the practicing of the veterinary and para-veterinary professions; and for matters connected therewith.

To date, the welfare of animals in South Africa is regulated under the Animal Protection Act, 1962 (Act No. 71 of 1962) and Performing Animals Protection Act, 1935, (Act No. 24 of 1935). Undoubtedly, the greatest driving force for improved health is public opinion and this demand is reflected in the activities of various lobbying organizations and through the media and ultimately at policy level, through improved legislation. However, legislators have been careful to obtain

scientific advice on animal welfare issues and to act within the scope of that advice. The Societies for the Prevention of Cruelty to Animals Act, 1993 (Act 169 of 1993) governs the organisation of the National Society for the Prevention of Cruelty to Animals.

The practice in the majority of countries is for similar animal welfare legislations to fall under the Departments of Agriculture consistent with the requirements of the World Organisation for Animal Health – Office Internationale des Epizooties (OIE). Prior to 1997, the Animal Protection Act and Performing Animal Protection Act were under the Department of Justice. Upon transfer to the Department of Agriculture, Forestry and Fisheries in 1997, they were initially placed under the Directorate of Animal and Aquaculture production and not with Veterinary Services. The transfer to Veterinary Services was only carried out in 2009.

Other pieces of legislation that provide the necessary mandate for the provision of veterinary services include the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947), the Medicines and Related Substances Control Act, 1965 (Act No. 101 of 1965), Animal Improvement Act, 1998 (Act No. 62 of 1998), Animal Identification Act, 2002 (Act No. 6 of 2002), Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), National Environmental Management Act, 1998 (Act No. 107 of 1998) and the National Environmental Management Amendment Act, 2008 (Act No. 62 of 2008).

6. KEY DRIVERS OF THE CURRENT VETERINARY STRATEGY FOR SOUTH AFRICA

6.1 NDP, APAP, MANAGING SPS RISK AND THREATS, IMPROVING MARKET ACCESS AND SPS COMMITMENTS.

National Development Plan (NDP) and Agriculture Policy Action Plan (APAP)

An integrated and inclusive rural economy is one of the main objective and a key chapter under the National development Plan (NDP) which identifies the agricultural sector as the key driver of rural development and economy. Livestock sector is identified as one of the industries with high growth potential and significant upstream and downstream linkages. It is therefore imperative that the livestock sector is well supported with regard to animal health programmes that may significantly impact on the productivity at the farm level and also access to both national and international markets. The veterinary strategy is geared toward the support of the various subsectors in the value-chain of the livestock and feed industry that contributes significantly toward rural development employment.

The Agriculture Policy Action Plan also recognises the livestock sector as a key agricultural industry that has potential for development and would contribute to rural deployment and

employment. The red meat and the poultry meat value-chain have been identified as subsectors with significant growth potential. The Plan stipulates challenges and constraints that hinder development in this subsector. Efficient animal production and control of animal diseases has been identified as one of the main challenges or constraint that needs urgent attention.

The plan also identified a need to support and grow the aquaculture and bee industries in the country. It is there imperative that aquatic and bee animal health plans are developed as part of the overall animal health plan to enhance productivity and to ensure compliance with SPS standards in order to attain access to lucrative international markets.

SPS Commitments

South Africa is a member of the OIE. This Veterinary strategy is consistent with the country's commitment as specified in international agreements and instruments under the WTO, Codex and the OIE. In developing this Strategy, the country would like to fulfill its international sanitary commitments in a consistent and sustainable manner, and exercise its rights under both the SPS Agreement and SADC SPS Annex.

Improving market access

World meat production is anticipated to grow modestly by 1% in 2014 to 311.8 million tonnes compared with 2013. Growth is anticipated to be concentrated in the developing countries, which are also the main centres of rising demand. Market access for many countries is centered on the animal health and Food safety status of the entire territory of an exporting country or part of it. Increased rigor in sanitary demands of export and potential export countries has dramatically increased the importance of maintaining a favorable animal health status if existing markets are to be kept and new ones found. The ability to effectively manage sanitary risks underpins access to high value domestic, regional and international export markets for animals and animal products.

Managing SPS risk and threats

In the past few years, the country has experienced an upsurge in demand for services among small scale farmers, declining funding in the Agriculture sector and the frequency and magnitude of serious infectious diseases, some of which were exotic diseases. An outbreak of any infectious disease is an indicator of the failure in the disease outbreak management chain such as; lack of an early warning system which relies on effective disease surveillance and diagnostics, lack of emergency disease preparedness, and or insufficient herd immunity which rests on the ability to produce high quality vaccines and ability to get effective vaccination campaigns implemented. The increase in the frequency of the disease outbreaks in the country is therefore a concern that needs to be addressed as a matter of extreme urgency.

The traditional mission of state veterinary services in South Africa has been to protect the domestic agricultural industry. This approach has resulted in most of the resources being channeled towards the control of diseases that threatened the productivity of primary production. The focus of the veterinary services provided as is in many other countries, was from the national borders inward. The credibility of these services has been to a large extent dependent on the effectiveness of the domestic programs, schemes, and response to disease emergencies arising from the entry of foreign and controlled diseases.

In light of the massive development of the international transportation of people, animals and animal products, increased understanding of veterinary public health and food safety matters by both the international and local consumers, the changing international standards for trade, increased welfare considerations, climate change and opportunities facing countries, VS should adopt a broader mandate and vision, and provide new services that complement the portfolio of existing services. This will entail stronger alliances and closer cooperation with stakeholders in the livestock industry value chain, national veterinary service counterparts of countries in the region and beyond, within the stipulations of the World Trade Organization rules.

Recent restructuring of DAFF also warrants a new approach in that fish and bee diseases must be included in the scope of work for veterinarians. The Animal Diseases Act, 1984 (Act No. 35 of 1984) as well as the Meat Safety Act, 2000 (Act No. 40 of 2000) have to be adapted to cater for this new mandate. The training of veterinarians and veterinary para-professionals at both undergraduate and post graduate levels must take into consideration this new mandate. Bee diseases such as American foulbrood are now required to be reported internationally to the OIE by state veterinary services.

Despite the achievements of the past to control and eradicate animal diseases of public health, trade and economic importance, the risks for these animal diseases are still present in South Africa. During the disease outbreaks, farming and trade activities are disrupted, rural livelihoods are jeopardized, food security is threatened, scarce personnel resources are mobilized and emergency funds have to be requested from national treasury. These disease outbreaks adversely affect the implementation of many of the government priorities and international trade on some agricultural products.

The occurrence of animal diseases outbreaks results in countries that import animals and animal products from South Africa exercising their right in terms of international trade rules that South Africa must give the guarantees that animals and animal products to be exported, do not pose a risk of transmitting these diseases within the country of destination. In addition, they also request

to evaluate and assess the standard of veterinary service delivery on site at a cost before accepting the guarantees provided by the country.

In the last few years South Africa have had inspection audits conducted by several countries and regions such as OIE, Malaysia, the European Union (EU), USA, Saudi Arabia, Cyprus, Italy, the People's Republic of China, Russia, Argentina and Brazil. Inspection audits by EU targeting different commodities have been taking place since November 2003. These inspection audits are conducted in thorough detail encompassing the assessment of public health protection guarantees and the management and control of important diseases at National and Provincial Veterinary Services levels.

Although South Africa has managed to secure some export markets, the number of commodities allowed to access these markets has been declining over the years. It is therefore critically important to restructure veterinary services so as to maintain sustainability in the delivery of veterinary services – especially in respect of veterinary public health, food hygiene, disease surveillance, disease control, diagnostic services and veterinary research. Ostrich meat and venison exports to the EU have been suspended on several occasions mainly because of outbreaks of diseases. The EU has made it clear that unless their concerns are addressed satisfactorily, there will be no guarantees of the continuance of exports to the EU in future. The concerns from other markets are similar.

The state veterinary services and the tendency to implement food safety controls driven largely by the needs of importing countries at the expense of food of animal origin intended for the local market is undesirable. This has major potential to erode the confidence of the local consumer in locally produced products. It could also lead to the prevention of access to the lucrative retail distribution chains for the small scale farm producers and processors who are unable to give the retailers guarantees on the safety and wholesomeness of their products.

6.1 Current Challenges

6.1.1 Management of animal health

The huge negative impact that animal diseases have on the production and food security in the country and ultimately the economy remains a possibility which inevitably will have a very negative impact on the trust which South Africa would have as a reliable exporter of disease free animals and animal products. The aim of CCS and PAHC is therefore to provide small farmers (estimated 1.2 million, owning 40% of cattle and 20% of small ruminants) with clinical veterinary services and extension.

The main paradigm shift in animal health will be the need to promote more regular contact between farmers/animals and veterinarians. This is required to increase the sensitivity and accuracy of disease surveillance, for early detection and rapid response, Official delegation can be expected to link hundreds of private veterinarians with the chain of command of the VS.

There is a lack of comprehensive national programmes for the prevention, control and eradication of endemic diseases. Though the constitution supports a national response in cases of emergency, the chain of command cannot be simply and quickly restored at local level for early detection and rapid response. Future policies should also clearly define “public good” activities, that are official programmes established to control zoonotic diseases, epizootic diseases or diseases of major economic importance which need to be tackled in a common and rigorous manner, and “private good” services that benefit individuals or companies. The needs for veterinary para-professionals should be re-evaluated taking into account OIE standards and the demands for a modern VS and livestock sector.

6.1.2 Compliance and enforcement

The Department of Agriculture, Forestry and Fisheries has a range of compliance and enforcement responsibilities which extend beyond veterinary services and is currently responsible for undertaking a range of traditional compliance and enforcement functions. Compliance and enforcement in the Department is currently characterized by the following:

- 6.1.2.1 It is conducted on a line function basis, which limits the potential for strategic approaches and/or optimization of current capacity.
- 6.1.2.2 Certain functions are not carried out at optimal levels due to capacity constraints, for example, inspections at ports of entry.
- 6.1.2.3 Comprehensive enforcement is limited i.e. the department has initiated very few prosecutions.
- 6.1.2.4 The focus of compliance and enforcement is reactive and based almost exclusively on traditional approaches. This emphasis does not contribute adequately to the requirements of sustainable development and policy principles of prevention of transgressions.
- 6.1.2.5 The capacity to conduct compliance, monitoring and enforcement is almost non-existent in the majority of the provincial veterinary departments which places the country and the general public at great risk.

In short, the current status of compliance and enforcement in the department does not meet the legislative requirements adequately. Therefore, DAFF needs to progressively implement a more effective and holistic compliance monitoring and enforcement system, and *inter alia*, engage in an environmental right as enshrined in the Constitution of the Republic of South Africa. Moreover, legislation without support of proper diagnostic capacity and accuracy of diagnostic methods is questioned and needs to be addressed.

6.1.3 Declining research and diagnostic capacity

Prior to 1990, South Africa was amongst the leading nations in veterinary research and diagnostic worldwide. Testimony to this was the accreditation of Onderstepoort Veterinary Institute by the OIE as a reference diagnostic centre for a number of animal diseases causing agents. This status is at risk of being lost because this capacity has been steadily declining and have arguably reached a tipping point.

This loss would also imply that veterinary services will be unable to diagnose emerging animal health diseases and foodborne pathogens. This capacity is necessary for the competitiveness of South African agricultural, forestry and fisheries sectors to manage the challenges of increasing livestock productivity, getting infectious diseases and food control under effective control as the world increasingly embraces new scientific technologies and bio-economy strategies. Decline in research and diagnostic capacity at OVI and ARC / Government in general is a source of serious concern to the livestock industry. Capacity to produce vaccines of strategic importance timeously and in sufficient volumes needs to be addressed.

6.1.4 Skewed delivery of Veterinary Services

Of the veterinarians registered with the SAVC, about 70% are in private practice, and 70% of these are predominantly in urban small animal practice. The level of private veterinary practice in South Africa is comparable to that of the developed countries and the scale of practice varies from one-man practices to multi-member corporate practices supported by sophisticated animal hospitals and specialist veterinary support services. Prior to 1994, the main emphasis of delivery of service by state veterinary service was biased towards regulatory work, except in the former homelands where there was an effort to provide some basic primary animal health services to the farming communities and the general public. The current veterinary services arrangement also fails to ensure a geographically and socio-cultural representative distribution of students impacting negatively on the distribution of veterinarians between the different production systems and geographic areas.

The new government has added a developmental role to the mandate of veterinary services which has placed an increased responsibility and budget requirement on the state veterinary services. Even in urban centres, the provision of services does not reach communities living in townships and informal settlements, something which has serious public health and animal welfare implications and negates the documented good health and social benefits which these communities could derive from owning pets. However, in some provinces, the urban population in townships and informal settlements has been receiving limited veterinary services from provincial departments of Agriculture and from animal welfare non-governmental organisations.

It is glaringly clear that accessibility, availability and affordability of veterinary services to all South Africans is skewed towards urban dwellers. This is so besides the fact that approximately 40% of South Africa livestock is in the hands of the rural communities. The opportunity to use this veterinary strategy for the upliftment of livelihoods in rural communities should be prioritized and pursued.

6.1.5 Training

There are a number of challenges pertaining to training and development of veterinary and para-veterinary professional skills and competencies in South Africa. These challenges include:

6.1.5.1 The tertiary education system is inadequately financed and should be addressed as envisaged in the report of the ministerial committee for the review of the funding of Universities (October 2013) and existing government funding structures.

6.1.5.2 The current veterinary and veterinary para-profession training institutions are insufficiently geared to address the diverse needs of the South African livestock sector and of government.

6.1.5.3 Too few black matriculates entering the veterinary profession as a result of a myriad of reasons. Of note is due to South African conditions of service for Veterinarians that do not compensate for the time and effort expended in getting a veterinary qualification compared to fields of studies such as legal, medical and commercials. The only faculty of Veterinary Science in South Africa is currently in a process of performing a comprehensive review of its current recruitment and selection procedures. Such a process may go a long way towards addressing some of the current challenges.

6.1.5.4 There is inadequate innovation in the training and skilling of veterinarians and veterinary para professionals in some emerging and critical veterinary competence areas by the

academic training institutions and Universities. The expanding requirement of day one competencies, the curriculum content as well as the sophistication of veterinary and para-veterinary professionals training needs makes it increasingly difficult within the allocated time, to train a person with the required scope of skills and knowledge to address the specified needs in a single programme as is currently structured. To date, the respective academic institutions have not been able to provide post-graduate training for some specialised services required by the state in a world which is increasingly becoming globalised and complex.

6.1.5.5 Lack of recognition and utilization of existing training institutions other than registered academic institutions. This is notable in the animal welfare and meat inspection sector.

6.1.6 Low ratio of Veterinarians per livestock unit and lack of career path for Veterinarians

FAO recommends a ratio of 1 veterinarian per 100 000 livestock units, and using this norm would result in the State requiring 253 State Veterinarians to carry out disease control, laboratory diagnostics and veterinary public health, which are the minimal requirements for a basic service. In a globalised, trade oriented world, the state service needs veterinarians for the management of international trade in animal and animal products, disease diagnostics, surveillance, risk assessments, apiculture, aquaculture, etc.

The current post establishments at national and provincial level do not necessarily reflect the optimal numbers of employees per livestock unit as well as other emerging critical areas of veterinary science and therefore the actual deficit in numbers is much worse than what has been listed in various audit reports.

The scope of state veterinary services in a modern and developmental economy is broader, however, there is no provision made for career path (there is no provision for the recognition of veterinary specialities required by the state veterinary service for efficient and effective service delivery) in the Veterinary profession unlike with other professions which are recognised in the Occupational Specific Dispensation (OSD). It is inevitable that lack of recognition of veterinary professionals and specialists will have a pronounced effect on the standards of services provided and contribute to the inability of the state veterinary services to execute its duties satisfactorily.

6.1.7 Animal welfare

Every society needs to have a culture of caring for all animals supported by effective legislation and regulations. Animal welfare matters are not only for social considerations but are important for providing assurances both locally and internationally for animal health

and constitute part and parcel of protocols for certification for trade on animals and animal products. The Department has already identified the need to review both Acts 71 and 24, particularly to take new developments into consideration because the Acts are outdated.

Whilst DAFF desires to incorporate all guiding principles for animal welfare and those of the OIE, DAFF understands that aspects of animal welfare are understood differently by the public and some aspects are culturally sensitive. Scientific considerations will form the most important part of the new policy which will guide our legislation.

6.1.8 Traceability of animals and animal products

Animal identification and animal traceability are tools for analysing and addressing animal performance, animal health (including zoonoses – diseases transmitted between animals and humans) and food safety issues. These tools may significantly improve the effectiveness of activities such as: the management of disease outbreaks and food safety incidents, vaccination programmes, herd/flock husbandry, zoning/compartmentalisation, surveillance, early response and notification systems, animal movement controls, inspection, certification, stock theft, fair practices in trade and the utilisation of veterinary drugs, feed and pesticides at farm level.

At the moment, South Africa does not have an integrated and comprehensive Animal identification, recording and traceability (AIRT) system to deliver benefits to farmers, consumers, and the nation as a whole. There are currently inconsistent AIRT standards with regard to products destined for local and export markets. Animal Traceability is also dependent on good movement control and this, along with individual animal identification needs to be addressed. The INTERGIS system (individual animal identification) is not linked to the AIDA database (owner identification). The current legislation (several Acts) referring to AIRT principles are not harmonized. Resources (human, financial and physical) to implement and maintain an effective AIRT system are limited.

6.1.9 Veterinary Public Health and Food Safety

There is general public and consumer dissatisfaction with the rendering of veterinary public health service with a perception that veterinary public health services are more skewed toward urban areas and to animal products destined for the export market. The more rural areas are generally neglected for meat inspection and other activities. The level of monitoring of use and application of veterinary medicines, pesticide, hormone and antibiotic residues is also very limited or non-existent. The disjointed legislation regulating

the food industry also means that gaps exist in the safeguarding of the hygiene control of products as it traverses the food processing and distribution chain. Currently, there is a limited level of residue monitoring of veterinary medicines, pesticide, hormone and antibiotics at abattoirs. The need to improve Sanitary and Phytosanitary (SPS) systems in particular food safety systems in South Africa is a long standing matter with the first iteration being in 1998 and subsequent follow ups in 2001, 2004 and 2007. At executive level, announcements were made by Republic of South Africa presidents Mr Mbeki and Mr Zuma in August 2008 and in October 2010 respectively. In response, the government of South Africa cabinet approved the National Policy on Food & Nutrition Security in 2014 where a pillar on Food Security and Risk management whose outcome must be formation of a centralized food safety control system (Food Safety and Quality Assurance Unit for South Africa). This is a step towards the creation of an integrated Food Control Agency; however there has been little progress in this area as no task team has been officially appointed to execute the deliverables.

6.1.10 Aquaculture and Bee Health

There is potential for the development of the aquaculture sector in South Africa and as such, DAFF has prioritized this sector. While the local abalone sector has grown to become the third largest producer in the world, the growth of other sectors, such as trout and marine finfish has been hampered in part by the lack of fish health and quality assurance services.

This lack of services in fish health extends to the lack of a national diagnostic and surveillance centre. In addition, most veterinarians are not trained in fish health matters, neither is there specialization at post graduate level in the country. There is also a need for DAFF and Department of Science and Technology (DST)/NRF to support tertiary institutions in funding post graduate training and research in fish health and harvesting hygiene. Animal health and Meat safety legislation will also need to be reviewed to ensure it addresses fish health and safety assurance issues.

6.1.11 Game Farming and Trans-Frontier Conservation Areas

The game ranching industry is a largely unsung success story that now ranks as SA's sixth-biggest agricultural sector. The past decade has seen a surge in the conversion of previously beef ranches into game farms to take advantage of booming game safari tourism and game and trophy hunting demand. A census in 1964 revealed that SA had a mere 557 000 heads of game, however this had since increased to 18.6 million by 2005.

Currently, there are approximately 10000 game farms in the country and new ones are entering. The wildlife conservation movement in the SADC region has also actively promoted the development of trans-frontier wildlife conservation areas.

A number of these trans-frontier parks encroach into predominantly communal livestock grazing areas which increase the likelihood of contact between wildlife and domesticated animals. The risk of transfer and spread of exotic diseases at this wildlife-livestock animal interface is magnified many fold. The need for a better coordinated game ranching industry and disease management would certainly appear critical given its rapid growth and scale and its emergence as a larger component of the agricultural sector.

6.1.12 One Health Initiative

The One Health initiative has assumed centre stage in the agenda of both international animal health and human health organisations, as well as national associations of both human and veterinary medicines. The track record for collaboration between the animal health and human health sectors in South Africa is very sketchy, and as is the experience in other parts of the developing world, driven largely by collaboration between interested and networking officials rather than a full fledged national initiative. This is an area where greater collaboration is required in order to address the future challenges where 80% of new infectious zoonotic diseases have a link to either domestic or wild animals.

6.1.13 Veterinary Statutory Body

Not all veterinary para-professionals in South Africa are licensed to practice and subject to legal disciplinary provisions for any professional misconduct by an autonomous Veterinary Statutory Body (South African Veterinary Council). This is evident in the case of Meat Examiners and Veterinary Public health officers. The problem is further compounded by the state not complying with the existing laws through employing unregistered professionals while registered professionals are unemployed.

7 ROLE PLAYERS

Veterinary services is provided by a number of different but equal service providers among them:

Public Veterinary Services: Providing an elaborate structure to maintain inbound, outbound and internal biosecurity for state controlled diseases funded by the public through taxpayer money.

Veterinary Animal welfare organisations: Providing a welfare service for public good through private funding by the public.

Private Veterinary services: Individual private veterinarians in livestock practice. Individual private veterinarians in mixed and companion animal practice and various associations such as Animal Health Forum representing specific interest groups.

Animal Health Industry: Individual animal health companies producing animal health related products. South African Animal Health Association and distributors and retailers of animal health products.

Veterinary Regulatory Body : South African Veterinary Council which regulate the standard of veterinary services and veterinary education provided through a registration and monitoring process.

Veterinary Academic Institutions: Education of veterinarians. Education of veterinary para-professions.

Other role players in providing veterinary services and extension such as: Department of Agriculture Forestry and Fisheries; Provincial Departments of Agriculture; Department of Health; Department of Trade and Industry; South African Police Services; South African National Defense Force; Local Government; Veterinary academic training institutions; National Agricultural Marketing Council (NAMC); Agricultural Research Council (ARC); Onderstepoort Biological Products (OBP); South African Veterinary Association (SAVA); Private sector veterinarians; Livestock Community; Private sector organizations

8 PILLARS FOR A TRANSFORMED VETERINARY STRATEGIC FRAMEWORK IN SOUTH AFRICA

The overall aim of this plan is to improve the contribution of veterinary services to the attainment of the key priorities of the South African Public at all spheres whilst building a cohesive and effective service that caters for the needs of all stakeholders over and above

improving the competitiveness of South African agriculture at regional and international and levels.

8.1 Pillar 1 – A strong and capable veterinary authority for better governance

The optimal strategy is to restore the national chain of command for all aspects of the VS. Dividing responsibilities and functions between national and provincial VS authorities to inevitably minimize loss of information, inability to react promptly and inconsistency in the implementation of veterinary activities.

The central veterinary authority will be driven by delivery of veterinary services as a public good and will have clarified roles and responsibilities of different spheres of government and other strategic partners. In line with trends worldwide and in recognition of scarcity of resources and the many competing needs which government faces, the central veterinary authority needs to:

- 8.1.1 Re-organize the VS organizational structure to ensure that all the aspects of VS are coordinated under the same authority at central level. Such reorganization to be captured in more detailed procedures to be developed in the legislation
- 8.1.2 Seek and nurture partnerships to ensure that all stakeholders contribute towards the common nation building vision.
- 8.1.3 Support the establishment of a veterinary training system for veterinarians and para-veterinary professionals.
- 8.1.4 Establish specific communication tools to target all categories of stakeholders, especially small scale farmers and non-commercial farmers.
- 8.1.5 Develop a system of official delegation to private veterinarians to increase the capacity of the VS.
- 8.1.6 Clearly define “public good” activities, that are official programs established to control diseases of major economic importance and “private good” services that benefit individuals or companies.
- 8.1.7 Source sufficient finances to support the Veterinary Strategic plan and capable personnel for the implementation of the plan
- 8.1.8 Revise the departmental strategic human resource management to make provision for the recognition of veterinary and para-veterinary professions specialties and career path like with other professions in South Africa.
- 8.1.9 Appointment of dedicated staff dedicated to risk analysis at central and provincial levels.
- 8.1.10 Risk analysis and Communication

8.2 Pillar 2 – Strengthening competencies for access to markets (international trade) and Food security

The national priorities in livestock development policies, as defined in several official documents include both the need to promote exports and to increase and safeguard domestic trade and marketing.

The strategy of the VS is thus to secure international and national trade, by preventing introduction of diseases in the country through relevant border and quarantine security, by securing exports through a relevant process of international certification that meets both international standards and importing country requirements, and by safeguarding internal trade.

- 8.2.1 VS to legally control and accredit expanding private initiatives on traceability of products of animal origin for the purposes of marketing and international trade.
- 8.2.3 Introduce an internal quality assurance system on Border security and quarantine
- 8.2.4 Establish an Auditing and Enforcement Unit to ensure effectiveness and to increase efficiency
Realignment of export and import control systems
- 8.2.5 Institutionalize private schemes such as the GFSI Global Markets Programme, Supplier development programs and HACCP training programs as one way of ensuring training and outreach programs are domesticated to cater for all categories of Small Holder farmers, slaughterhouses and processing facilities, including the informal sector that dominates the country.

8.3 Pillar 3 – Strengthening competencies for veterinary public health

The driving outcome is to ensure a similar level of food safety to all national consumers as to international consumers. Currently VPH authority is fragmented horizontally between DAFF and DoH. Moreover both authorities suffer the same vertical fragmentation of their chain of command between national, provincial, district and even municipal levels. In addition, the processing of animal products is under the responsibility of the VS when they are exported and under the responsibility of the DoH when they are sold on national market.

Recent scandals about food safety in South Africa have paved a way to unify the system by creating a single National Food Agency that should (i) incorporate all relevant directorates of the three departments (DoH, DAFF, DTI), (ii) restore the chain of command from central level to field level, (iii) ensure the technical independence of relevant inspection and control. In order to make such an agency functional, clear and simple delineation of

authority should be established both for categories of products and steps of the production chain.

8.3.1 Overall restructuring of VPH mandates and organisations

8.3.2 Focus on developing adequate legislation for the safety of products of animal origin. Attain regulatory convergence of safety of products of animal origin, aquatic, animal health and international health regulations through updating and strengthening regulatory frameworks based on WHO International Health regulations, Codex/OIE standards, guidelines and recommendations.

8.3.3 Restore the presence of public veterinary staff for ante and post mortem inspection at the all slaughter sites. A key point for the quality of the VS is to ensure a high level of competence in food inspection and less overreliance on veterinary para-professionals (e.g. meat inspectors) without effective supervision of veterinarians.

8.4 Pillar 4: Strengthening competencies for animal health

8.4.1 Develop and implement a national operational plan on animal, bee and aquatic disease surveillance networks, epidemiological surveillance and early detection

8.4.2 Attain regulatory convergence of animal, bee and aquatic health regulatory through updating and strengthening regulatory frameworks based on OIE standards, guidelines and recommendations.

8.4.3 Deliver more AH activities through private sector veterinarians, by involving them in national official programmes through official delegation.

8.4.4 Develop and implement a national strategic framework for animal welfare with relevant resources to Improve animal welfare activities

8.4.4 Implement Primary Animal Health Care (PAHC) and Compulsory Service programmes in order to reach all production systems and to connect them with veterinarians.

8.4.5 Strengthen the regular contact between veterinarians and most farmers and animals is key for the sensitivity and specificity of early detection and passive surveillance, and is seen as a major factor in the development of small farmers by providing them a flexible, innovative, and adapted range of services

8.4.6 Address the need to improve on capacity to produce vaccines of strategic importance in sufficient volumes for the country and region.

8.4.7 Strengthen the capability to implement and monitor animal and aquatic health measures that affect trade.

8.4.8 Promote communication, coordination and collaboration on issues related to animal and aquatic health measures through statutory regional and national SPS platforms

8.4.9 Improve consistency, predictability and transparency of animal and aquatic health measures

8.5 Pillar 5: Strengthening competencies for Veterinary laboratory diagnostics

The strategy of the VS is to strengthen competencies and accreditation for Food safety and animal health diagnostic laboratories through.

8.5.1 Introduce a laboratory accreditation and approval system

8.5.2 Overall restructuring of veterinary laboratory diagnostics mandates and organization and development of an integrated laboratory system

8.5.3 Strengthens veterinary services inputs to OVI annual strategic plans through realignment of Veterinary services needs

8.5.4 Establishment of a functional Food safety and disease diagnostic service and research capacity

8.6 Pillar 6: Development and Implementation of an Animal and Products Identification, Recording and Traceability (AIRT) System

Animal identification, recording and traceability (AIRT) is both a public and private good that delivers benefits to farmers, consumers, and the nation as a whole through control of infectious diseases, animal traceability, promotion of food safety, and improved livestock data quality and use. (AIRT) can be delivered through public or private sector initiatives.

(AIRT) is also regarded as a private good as it contributes to improved breeding and farm management, reduction on stock theft, increases in animal production and productivity, enhanced market access and competitiveness.

Public-private partnerships are critical elements in the development and operation of (AIRT) systems hence:

8.6.1 Undertake needs assessments; assess the prevailing conditions and existing systems, specify the objectives and determine what is feasible in each given situation.

8.6.2 An implementation plan should be developed to clarify on coherence in all official and private Initiatives relating to animal (AIRT) and ensure compatibility per animal species, their relevance for possible VS needs (e.g. outbreak tracing, animal health records) and their unification within a single system per animal species if ever needed for the future.

8.6.3 The overall cost of the system should be done including cost recovering through payment of fees by the respective producers, in order to be sustainable on the

long run.

8.6.4 Draft legislation for mandatory individual animal identification – either as a new Animal Identification Act or as an amendment to the existing AIDA.

8.6.5 Collect accurate animal census data and development of relevant livestock and public health information systems databases

The gradual introduction of electronic identification raises the question of how, in the short, mid to long-term, the different elements of the AIRT system for live animals and products can be combined and a South Africa integrated electronic system developed. Due to the cost/benefit ratio, small-scale livestock producers face specific challenges to introduce electronic identification. The future system should pay particular attention to the situation of SMEs, building on a thorough impact assessment.

9 SOUTH AFRICAN VETERINARY STRATEGIC APPROACHES

Although a country strategic approach to improvement in veterinary services is already emphasized above, it is important to note that various models are available which could be explored to improve the effectiveness of veterinary services in South Africa. These vary from complete central control to full devolution of power to provincial and or municipal spheres and to the establishment of a not-for-profit public company by South Africa, National and provincial governments and major national livestock industry organisations. The current strategic framework proposes ways forward to overcome the challenges in organization of the VS and recommends the development of clear implementation strategies for the next five years and more.

9.1 Hybrid approach

This will be a combination of provincially controlled and federal approach. Whilst, it is generally agreed that the international community recognizes a hybrid approach to veterinary services, conditions specific to the country need to be taken into consideration as well as the constitutional implications.

The national veterinarians will be placed in provinces over and above existing veterinarians and veterinary para-professionals in the provinces in critical and strategic areas. These officials will be accountable to the Chief Veterinary Officer. The advantage of this approach would be that it would satisfy concerns related to compatibility with the constitution and also the international acceptability and recognition.

10 IMPLEMENTATION FRAMEWORK

The main objective of this section is to define the broad implementation framework. Detailed strategic implementation plans to the current veterinary strategy will be supplementary to this framework and are in the process of being developed.

The implementation of this strategic framework will encompass the entire country, with stakeholders and participants expected from the following sectors: Role players mentioned as in section 7; Domesticated animal owners; The veterinary profession (private and governmental); The animals and animal products industry; Veterinary pharmaceutical industry; Laboratories; Veterinary and related fields research and academia; Other Government departments; Animal feed manufacturers and distributors; Animal sport and recreational organizations; Animal welfare organisations and meat consumers.

10.1 Conditions for successful implementation

This strategic framework is intended to support the development; implementation and monitoring of sanitary risk management strategies and other sanitary measures covered in the scope. The effective and efficient implementation is the primary responsibility of the Department of Agriculture executive management together with the respective provincial structures. Strong political will and commitment to the veterinary strategic framework by all the respective national and provincial departments and key stakeholders through alignment with national and provincial policies, strategies and programmes is a prerequisite.

Sufficient funding provision from national treasury and establishment of a strong monitoring and evaluation system are necessary tools. The execution of the legislation will need to be aligned with other relevant national laws and or standards. It is important for provincial Veterinary Services, to realign their function as closely as possible to the selected approach in this strategic framework for national uniformity. The implementation should also highlight regulatory and developmental functions.

10.2 Financial instruments

The financial resources and other capabilities in the private sector will be harnessed through an agreed cost sharing formula (levies etc) for deployment in disease control and veterinary public health as well as mentoring of small scale farmers in good farming practices so as to facilitate their smooth transition into profitable commercial production.

The levels of funding and types of resources, staffs compliments are defined and shown in the supplementary report attached (OIE gap analysis report, 2014). It is recommended that

the budget of veterinary services be centralized for all defined national functions and then distributed through the national office to provinces according to the Veterinary activities of national importance. The strategy will be operationalised in line with the overall national budgets of Veterinary services.

10.3 Institutional and corporate governance structures

In order to fulfil the requirements of this strategy, additional personnel (specialised, skilled, semi-skilled, and administrative) will be needed at both national and provincial levels. The current Veterinary Services in South Africa is fragmented and in order to be in the position to set and enforce appropriate effective and efficient norms and standards for South Africa with regards to Veterinary Trade, Animal identification and traceability, Veterinary Public Health, Aquatic and Bee health, Animal Health, Meat Safety, Veterinary medicines and biologicals, Animal Feeds, Export and Imports of Livestock and Livestock Products with due reference to the need for appropriate backing of such a system by Epidemiological and Risk Analysis expertise, Quality assurance, data management and Audit capacities, broad restructuring system is recommended. An efficient and effective central veterinary authority operational structure that extends to provinces on specific functions is needed in order to give direction of command and responsibility.

The use of the term “Chief Veterinary Officer” (CVO) is seen as necessary for the following reasons:

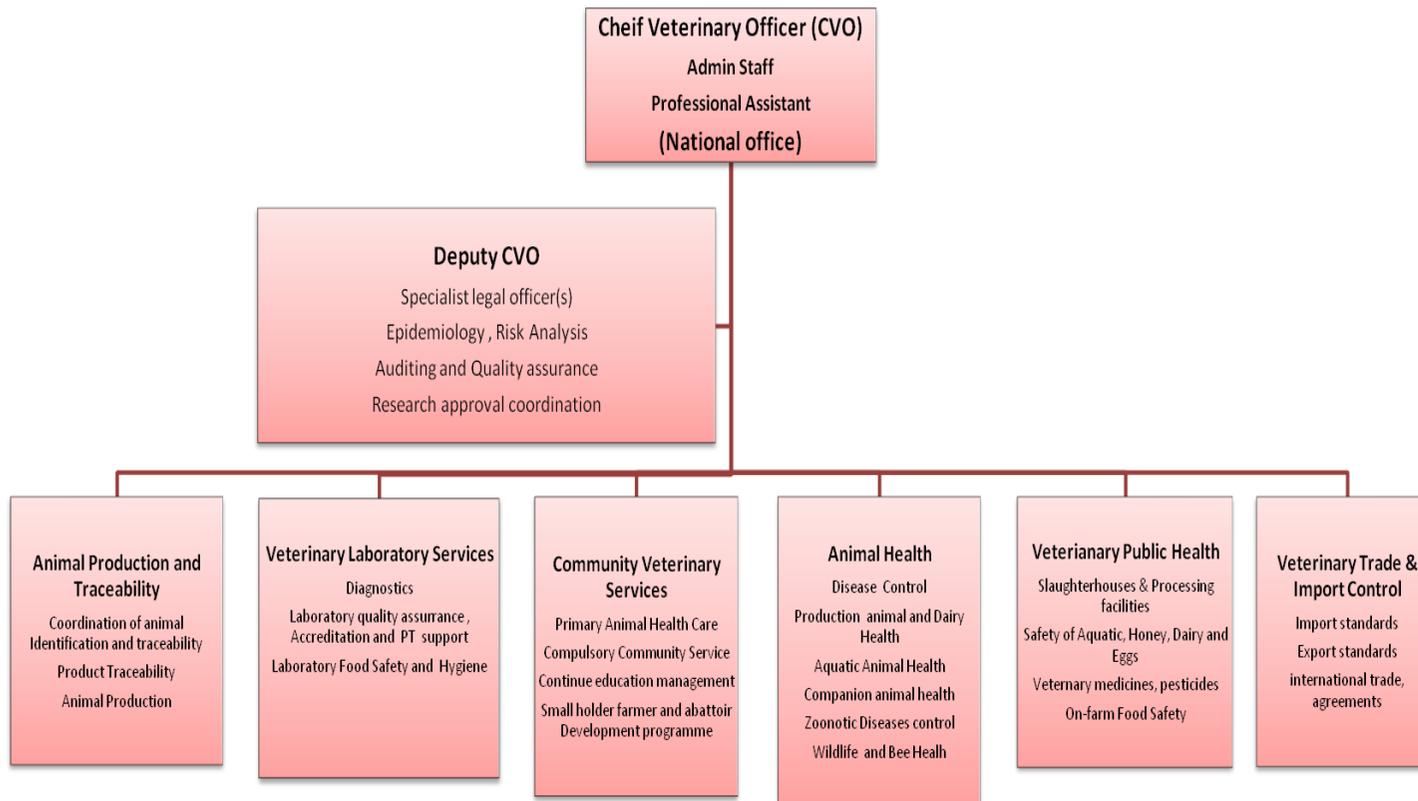
- The term CVO is internationally recognized and accepted. The term also encompasses the required holistic approach.
- The CVO should be at the level of Deputy-Director-General to be able to have authority over the Provincial Chief Directors.
- The CVO, according to international acceptance should be in the position to report directly to the Minister through the Director-General (as found for example in the Swiss Structure which works particularly well).

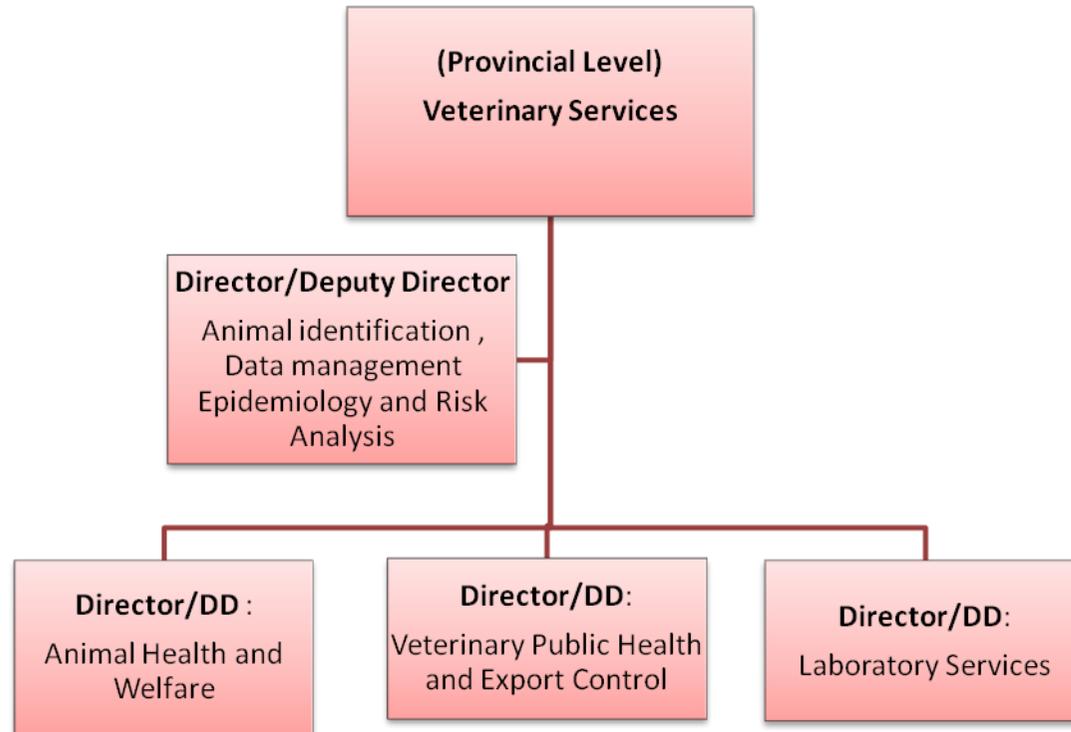
It is proposed that in the hybrid approach which is the preferred method, the hybrid structure be flexible and operative at three levels namely: national, provincial and district/site levels depending on the functional areas with each level having its own distinct functions. The central veterinary authority will carry all the functions that are of national interest and the province will carry out all other relevant functions as agreed upon. In special circumstances, provinces will be requested to sign Memoranda of Understanding (MOU) and Service level Agreement (SLA) to execute certain functions of national interest on behalf of the central veterinary authority.

The recognition veterinary sector experts within the Department would provide efficient and effective veterinary service and a long overdue option for career pathing of veterinarians towards specialist veterinary professions in critical areas rather than managers. It is thus suggested that a professional and specialist career pathing be implemented for state veterinarians with utmost urgency – without further delays-as an emergency measure to reverse the inevitable and irreversible skills attrition that is currently being experienced by Veterinary Services. It is suggested and recommended that the professional and specialist framework for veterinarians be molded such that:

- (a) A Veterinarian registered with SAVC who have achieved either a minimum of a relevant post graduate degree (masters) with at least 5 years state veterinary experience be recognized as such (Veterinary Professional-Level 12) should the position be available and funded.
- (b) A Veterinarian registered with SAVC and who has attained a relevant veterinary PhD degree and have a minimum of 8 years state veterinary experience should be recognized as a Veterinary Specialist (Level 12-13) should the position be available and funded. The level of appointment will be dependent on the scope of work and additional qualifications required in order to perform the work efficiently and effectively such as successful completion of the Senior Management Leadership Programme with either the National School of Government (NSG) or a Higher Education Institute (HEI) accredited or considered equivalent with the NSG.

The proposed overall organizational and management structure for the restructured Veterinary Services in South Africa is shown below:





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- 11.3 Draft Agriculture Policy Action Plan, 2014
- 11.4 Draft Literature review of Animal welfare strategic framework, 2014
- 11.5 Draft Literature review of Veterinary public health strategic framework, 2014
- 11.6 Game Industry in South Africa.
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- 11.8 Integrated Growth and Development Plan (IGDP), 2012
- 11.9 Modisane B.M., 2009. Field Services: Eradication and Control of animal diseases. *Onderstepoort Journal of veterinary research*, 76: 115-121
- 11.10 OIE PVS evaluation report of the veterinary services of the Republic of South Africa.
http://www.savc.org.za/pdf_docs/OIE%20PVS%20evaluation%20report.pdf

STRATEGIC ACTIONS

Technical independence

1. Definition of the Critical Competency	
<i>The capability of the VS to carry out their duties with autonomy and free from commercial, financial, hierarchical and political influences that may affect technical decisions in a manner contrary to the provisions of the South Africa Veterinary Council, Codex, OIE (and of the WTO SPS Agreement where applicable).</i>	
2. Desired Level of Advancement (DLA)	
4. The technical decisions are made and implemented in general accordance with the country's OIE obligations (and with the country's WTO SPS Agreement obligations where applicable).	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
Higher levels of VS technical independence will be improved drastically by restoring the national chain of command, establishing independent meat inspection and improving contact between veterinarians and farmers/animals in the field	
4. Activities to implement (chronological)	
Specific activities	restoring the national chain of command establishing independent meat inspection
Activities linked to	<i>Consultation</i>
	<i>Legislation</i>
	<i>Continuing</i>
	<i>Communication</i>
	<i>Management of resources</i>
	<i>Official</i>
5. Objectively verifiable indicators	
Chain of command is restored	
Procedures and human resources for food safety inspection	
An improved organizational and management structure is reconfigured and available	

Recognition of Specialized Veterinary Competencies and creating career path of veterinarians and veterinary para- professionals

1. Definition of this PVS Critical Competency		
<i>The capability of the VS to efficiently carry out their specialized veterinary and technical</i>		
2. Desired Level of Advancement (DLA)		
Critical Postgraduate Veterinary qualifications, knowledge and skills are recognised in public veterinary administration		
3. Strategy to reach the Desired Level of Advancement(if relevant)		
VS and the departmental strategic human resource management to revise and make provision for the recognition of critical veterinary and para-veterinary professions specialties and career path like with other professions in South Africa.		
4. Activities to implement (chronological)		
Specific activities	Development of duty sheets, competence required, specific functions Veterinary sector expertise (ie Professional veterinarian, Specialist veterinarian, Deputy CVO and CVO) required for state veterinarian and related occupations with critical skills and knowledge in the public sector VS and the departmental strategic human resource management Recognition and development of a list of professional and specialty at p	
Activities linked to	III.2	
	IV.1, 2, 3.	
	I.3.	
	III.1	
	I.11. Management	
	III.3. Official	
5. Objectively verifiable indicators		
<input type="checkbox"/> Postgraduate curricula aligned with the critical competencies and recognition of critical veterinary and para-veterinary professions by HR and Public administration (DPSA).		

Stability of structures and sustainability of policies

1. Definition of the Critical Competency	
<i>The capability of the VS structure and/or leadership to implement and sustain policies over time.</i>	
2. Desired Level of Advancement (DLA)	
4. Policies are sustained over time through national strategic plans and frameworks and are not affected by changes in the political leadership and/or the structure and leadership of VS.	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
Stabilisation of structure and policies is targeted through the overall proposed reorganisation of the VS with medium to long term strategic and technical planning in all aspects of VS including in; overall VS strengthening, national disease control programmes, animal production food safety, the field veterinary network and zoning.	
4. Activities to implement (chronological)	
	<ul style="list-style-type: none"> <input type="checkbox"/> Develop a national strategic plan for strengthening VS, building on the findings of both the OIE PVS Evaluation and the PVS Gap Analysis reports. <input type="checkbox"/> Develop national disease control strategies/plans for priority controlled diseases <input type="checkbox"/> Develop a national strategy for field animal health services provision. This may involve some adaptation to existing plans for livestock primary health care and
Activities linked to	<i>Consultation</i>
	<i>Legislative</i>
	<i>Continuing</i>
	<i>Communication</i>
	<i>Management of resources</i>
	<i>Official</i>
5. Objectively verifiable indicators	
Completed veterinary strategy as well as the Strategic implementation plans in all the veterinary domain pillars.	

Coordination capability of the Veterinary Services

A. Internal coordination (chain of command)

1. Definition of the Critical Competency

The capability of the VS to coordinate its resources and activities (public and private sectors) with a clear chain of command, from the central level (the Chief Veterinary Officer) to the field level of the VS in order to implement all national activities relevant for the Codes (i.e. surveillance, disease control and eradication, food safety and early detection and rapid response programmes).

2. Desired Level of Advancement (DLA)

4. There are internal coordination mechanisms and a clear and effective chain of command at the national level for most activities.

3. Strategy to reach the Desired Level of Advancement(if relevant)

The VS will restore the internal chain of command from central level to field level in all relevant activities mainly through institutional reform (including the possible creation of National Food Safety Authority inclusive of all VS domains), development of official delegation to private veterinarians in the field (to re-establish data and information flow and management of disease control activities from and to the field), and to organise institutional arrangements with provincial or municipal authorities for some remaining minor aspects

4. Activities to implement (chronological)

	Specific activities	<ul style="list-style-type: none"> □ Re-establish the national veterinary chain of command through reviewing DAFF organogram arrangements, considering opportunities presented by the single central food safety authority (including in animal health to develop a “farm to fork” approach), aligning animal health with functional national governance arrangements in plant health, and strengthening DAFF’s national audit functions in animal health and VPH. □ In the interim, strengthen collaborative policy and planning activities between the DAFF and provincial VS leadership in the development of agreed national policies, strategies and programmes in animal health and VPH to improve consistency of
Activities linked to	<i>Consultation</i>	
		Explore legislative opportunities to strengthen the chain of command, such
	<i>Continuing</i>	
	<i>Communication</i>	
	<i>Management of resources</i>	
	<i>Official</i>	
5. Objectively verifiable indicators		
Chain of command from national to field level Agreed national policies and programmes Updated DAFF organogram Higher levels of audit activity by DAFF in all domains.		

Coordination capability of the Veterinary Services

B. External coordination

1. Definition of the Critical Competency

The capability of the VS to coordinate its resources and activities (public and private sectors) at all levels with other relevant authorities as appropriate, in order to implement all national activities relevant for OIE Codes (i.e. surveillance, disease control and eradication, food safety and early detection and rapid response programmes).

Relevant authorities include other ministries and competent authorities, national agencies and decentralised institutions.

2. Desired Level of Advancement (DLA)

4. There are formal external coordination mechanisms with clearly described procedures or agreements at the national level for most activities, and these are uniformly implemented throughout the country.

3. Strategy to reach the Desired Level of Advancement (if relevant)		
The VS will enhance coordination and collaboration with relevant partner authorities in human health, including through a single food safety agency and in veterinary drug control, or provincial and municipal authorities with external arrangement for minor aspects not included in the chain of command		
4. Activities to implement (chronological)		
Specific activities	<input type="checkbox"/> The development of a single food safety agency will improve external coordination with DoH in food safety. Whole chain food safety collaboration and communication should be strengthened in the interim. <input type="checkbox"/> Collaboration with DoH will also be enhanced in veterinary drug control (such as through a single Act) and in residue testing. <input type="checkbox"/> Collaboration with customs and border police at the border, including to rationalise	
Activities linked to	Consultation	
	Legislation	Consider a single Veterinary Drug Act to bring together and simplify functions between
	Continuing Education	
	Communication	
	Management of resources and Official representation	
5. Objectively verifiable indicators		
Existence of the National Food Authority External arrangements with municipalities, provinces, customs, wildlife		

Trade: Identification and traceability

A. Animal identification and movement control

1. Definition of the Critical Competency
<i>The authority and capability of the VS, normally in coordination with producers and other interested parties, to identify animals under their mandate and trace their history, location</i>
2. Desired Level of Advancement (DLA)
4. The VS implement all relevant animal identification and movement control

3. Strategy to reach the Desired Level of Advancement (if relevant)

After defining all minimum requirements, the VS will harmonise and accredit all existing eligible animal identification systems, ensuring coherence, compatibility and further accessibility and relevance to the VS needs.

4. Activities to implement (chronological)

		<ul style="list-style-type: none"> <input type="checkbox"/> Standardise all private sector identification systems (such as those currently used for the purposes of trade, breeding etc.) through developing an accreditation process. ID systems is more easily aligned with future longer term planning for a national ID system. <input type="checkbox"/> Ensure that data collected at all level are collated to actualise the national livestock census <input type="checkbox"/> Develop and implement a national livestock property identification system including smallholders. <input type="checkbox"/> Undertake thorough planning, including cost analysis, for national compulsory lifelong individual identification of livestock, especially considering:
Activities linked to	III.2	Consultation with commercial farmer groups already implementing identification to ensure that the process to standardise their systems also incorporates their needs.
	IV.1, 2,	Develop and implement legislation/regulations to standardise existing private individual identification systems and explore requirements for a
	I.3. Continuing	If initiated there will be a need to progressively train staff, farmers or
	III.1	Develop a stakeholder communications plan relating to both standardised

I.11.		
Management		Explore the development of a database to record all identified animals, updating their movements, treatments, deaths etc. Ensure compatibility for
of resources		
III.3. Official		

5. Objectively verifiable indicators

Legislation on Animal ID is developed/updated

National livestock property identification system is developed

Existing ID systems is standardized and functioning

Trade: Identification and traceability

B. Identification and traceability of products of animal origin

1. Definition of the Critical Competency		
<i>The authority and capability of the VS, normally in coordination with producers and other</i>		
2. Desired Level of Advancement (DLA)		
3. The VS have implemented procedures to identify and trace some products of		
3. Strategy to reach the Desired Level of Advancement (if relevant)		
After defining all minimum requirements and harmonisation of systems, the VS will accredit existing eligible private initiatives (e.g. processor/retailer systems) on traceability of animal		
4. Activities to implement (chronological)		
	Ensure that the staff in charge of ID general design and management is	
Activities linked to	<i>Consultation</i>	Consult with relevant processors and retailers on standardisation
	<i>Legislative</i>	Develop a legislative framework for accreditation of animal product traceability to ensure accessibility and usefulness to the VS and avoid
	<i>Continuing</i>	
	<i>Communication</i>	
	<i>Management of resources</i>	Ensure product traceability systems have the capacity to be linked to the
	<i>Official</i>	
5. Objectively verifiable indicators		
Animal product traceability systems		

Trade: International certification³

1. Definition of the Critical Competency	
<i>The authority and capability of the VS to certify animals, animal products, services and</i>	
2. Desired Level of Advancement (DLA)	
5. The VS carry out audits of their certification programmes, in order to maintain	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
The credibility of the VS export certification system should be sustained and strengthened by progressively developing an internal QA system of export certification, restoring the chain of command, reviewing central VS structures, developing a field veterinary network in	
4. Activities to implement (chronological)	
	<input type="checkbox"/> Develop and implement an internal QA system for the export certification system. <input type="checkbox"/> Review the central VS organogram and provincial roles to analyse the internal chain of command relating to export certification. There should be a clear and direct link
Specific	
Activities linked to	Consultation
	Legislation
	Continuing
	Communicatio
	Management of resources
	Official
5. Objectively verifiable indicators	
QA system for export certification.	

Trade 5: Equivalence and other types of sanitary agreements

1. Definition of the Critical Competency	
<i>The authority and capability of the VS to negotiate, implement and maintain</i>	
2. Desired Level of Advancement (DLA)	
1. The VS have neither the authority nor the capability to negotiate or approve	
2. The VS have the authority to negotiate and approve equivalence and other types of	
3. The VS have implemented equivalence and other types of sanitary agreements with	
4. The VS actively pursue the development, implementation and maintenance of equivalence and other types of	
5. The VS actively work with interested parties and take account of developments in	
3. Strategy to reach the Desired Level of Advancement (if relevant)	
Continue to target new export markets and new risk based sanitary agreements,	
4. Activities to implement (chronological)	
	Allow sufficient time (FTE) to relevant DAFF staff to pursue
Activities linked to	III.2
	IV.1, 2,
	I.3. Continuing
	III.1
	I.11. Management
	III.3. Official
5. Objectively verifiable indicators	

Trade: Quarantine and border security

1. Definition of this PVS Critical Competency
<i>The authority and capability of the VS to prevent the entry and spread of diseases and</i>
2. Desired Level of Advancement (DLA)
4. The VS can establish and apply quarantine and border security procedures
3. Strategy to reach the Desired Level of Advancement (if relevant)

The VS should progressively develop and implement an internal systematic audit and QA system for quarantine and border security activities within the next five years. The ultimate

4. Activities to implement (chronological)

Specific activities		<ul style="list-style-type: none"> □ Undertake a resource allocation review of border inspection to better ensure that staff numbers and types reflect workloads and technical requirements at the numerous ports of entry (e.g. need for veterinary inspection). Consideration should be given to rationalise the overall network and to position professionals based on the type and quantity of consignments received yearly in each border post. □ Develop an audit and QA system for
Activities linked to	<i>III.2</i>	Continue to work closely with customs and police at the
	<i>IV.1, 2, 3.</i>	Ensure legislation is prepared and implemented relating to
	<i>I.3. Continuing</i>	
	<i>III.1</i>	
	<i>I.11.</i>	
	<i>Management</i>	Ensure border inspection data is collated nationally.
	<i>III.3. Official</i>	

5. Objectively verifiable indicators

Development and implementation of an internal border inspection QA system, including production of audit reports.

More efficient system of border inspection, incorporating the prudent allocation of

Risk analysis

1. Definition of the Critical Competency

The authority and capability of the VS to base its risk management measures on risk assessment.

2. Desired Level of Advancement (DLA)

4. The VS conduct risk analysis in compliance with relevant OIE standards and base their risk management measures on the outcomes of risk assessment.

3. Strategy to reach the Desired Level of Advancement (if relevant)

Appropriate level of protection (ALOP) is the most important policy statement by an importing country in relation to implementing animal health measures required to protect human or animal life or health.

The VS will strengthen capacity in risk analysis, including not just import risk analysis but also for animal health and VPH.

Concurrently the current classification of animal production systems (commercial, emerging, communal and subsistence) is inappropriate for risk analysis and diseases control plans, and should be totally reviewed to establish a relevant typology of farming systems which includes all aspects of animal production chain (species, breeds, land, feed, breeding, numbers, ownership, manpower, processing, sales, purchases...).

4. Activities to implement (chronological)

	Specific activities	<input type="checkbox"/> Build capacity to conduct scientific risk assessment based on OIE and Codex standards when determining appropriate levels of sanitary protection measures required to achieve the desired protection <input type="checkbox"/> conduct a national study on the types of livestock farming systems, including specifying breeding, management and marketing activity and associated producer numbers by type. <input type="checkbox"/> provide specialised training on risk analysis to relevant staff at
Activities	Consultation	
	Legislation	
	Continuing	Ensure that relevant staff at provincial level receive adequate training or
	Communicatio	

<i>Management of</i>	
<i>Official</i>	
5. Objectively verifiable indicators	
<p>National centre in SPS risk analysis established</p> <p>Trainings in risk analysis</p> <p>Documentation of risk analysis implemented.</p> <p>Detailed report on animal production systems in South Africa and classification, numbers and distribution</p>	

Accreditation / authorisation / delegation

1. Definition of the Critical Competency

The authority and capability of the public sector of the VS to accredit / authorise / delegate the private sector (e.g. private veterinarians and laboratories), to carry out official tasks on its behalf.

2. Desired Level of Advancement (DLA)

4. The public sector of the VS develops and implements accreditation / authorisation / delegation programmes, and these are routinely reviewed.

3. Strategy to reach the Desired Level of Advancement (if relevant)

In order to increase the presence of veterinarians in the field and in slaughter inspection, the VS will develop official delegation to assignees/authorized persons and private veterinarians to undertake national disease control programme activities. Possible delegated activities may include vaccination, surveillance/sampling, meat inspection, livestock identification and extension work. The establishment of veterinary contact should allow opportunities for developing sustainable private animal health care service delivery which in turn enhances passive surveillance and early detection.

4. Activities to implement (chronological)

Specific	<ul style="list-style-type: none"> <input type="checkbox"/> Rapidly expand levels of official delegation to private veterinarians in animal health (national disease control and identification programmes) and VPH (part time meat inspection). <input type="checkbox"/> Develop a laboratory approval program • Maintain and expand official delegation of controlled disease and 	
Activities linked to	<i>Consultation</i>	
	<i>Legislatio</i>	
	<i>Continuing</i>	
	<i>Communicatio</i>	
	<i>Management of resources</i>	Ensure data from officially delegated activity is recorded and feeds into national databases.
	<i>Official</i>	

5. Objectively verifiable indicators

regulations, procedures for official delegation

list of private veterinarians and laboratories with official delegation.

Participation of producers and other interested parties in joint programmes

1. Definition of the Critical Competency

The capability of the VS and producers and interested parties to formulate and implement joint programmes in regard to animal health and food safety.

This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.

2. Desired Level of Advancement (DLA)

4. Representatives of producers and other interested parties negotiate with the VS on the organisation and delivery of programmes.

3. Strategy to reach the Desired Level of Advancement (if relevant)

The VS will ensure that all producers form part of disease control programmes through their contact with public or private veterinarians and their contributions to voluntary disease control activity (e.g. non-compulsory vaccination and farm biosecurity)

4. Activities to implement (chronological)

	Specific	<ul style="list-style-type: none"> <input type="checkbox"/> Ensure that all producers need to be made aware of their need to report “specific signs” of specific controlled diseases e.g. FMD. <input type="checkbox"/> Implement activities relating to primary animal health care (PAHC) through official delegation as much as is feasible. <input type="checkbox"/> Develop joint programmes with commercial farmers with support from a subsidised annual visit and consultations <input type="checkbox"/> Ensure regular contact (once a year) between veterinarians and
Activities	Consultation	
	Legislation	
	Continuing	
	Communication	Deliver communication and awareness programmes for producers on controlled diseases, their reporting obligations and disease control

	<i>Management of resources</i>	
	<i>Official</i>	
5. Objectively verifiable indicators		
Relevant development of PAHC New disease control plans established as joint programmes		

Critical Competencies for Laboratory
LAB 1 Veterinary laboratory diagnosis

A. Access to veterinary laboratory diagnosis

1. Definition of the Critical Competency	
<i>The authority and capability of the VS to have access to laboratory diagnosis in order to identify and record pathogenic agents, including those relevant for public health, that</i>	
2. Desired Level of Advancement (DLA)	
5. In the case of new and emerging diseases in the region or world, the VS have	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
The VS will maintain access to excellent sub-national, national and international laboratory testing capabilities via its functional laboratory network. The VS should ensure that OVI's	
4. Activities to implement (chronological)	
	Ensure that OVI respond adequately to the needs of VS in term of reference laboratory, either by revising the MoU ensuring timely
Activities linked to	III.2
	IV.1, 2, 3.
	I.3.
	III.1
	I.11. Management
	III.3. Official
5. Objectively verifiable indicators	

LAB 2 Veterinary laboratory diagnosis

B. Suitability of national laboratory infrastructures

1. Definition of this PVS Critical Competency	
<i>The sustainability, effectiveness and efficiency of the national (public and private)</i>	
2. Desired Level of Advancement (DLA)	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
<p>The VS will improve existing laboratory infrastructure for diagnosis of controlled diseases. foodborne and zoonosis.</p> <p>The VS, in partnership with the South African Veterinary Council, should remove current restrictions on employment of non-Board registered staff (i.e. non-veterinarians and non-</p>	
4. Activities to implement (chronological)	
	<input type="checkbox"/> Develop project to develop food safety laboratory capacity to test the significant notifiable foodborne and zoonotic diseases in South Africa .
Specific	<input type="checkbox"/> Discuss smoothing laboratory procurement through centralised
III.2	
IV.1, 2, 3	Remove legislative irregularities relating to the restrictive employment of laboratory staff
I.3.	
III.1	
I.11. Management	<input type="checkbox"/> Develop a LIMS system, functional and efficient national laboratory information management system to collate data
III.3. Official	
5. Objectively verifiable indicators	
Merit based recruitment in veterinary laboratories	
A functional LIMS being actively used by all provincial labs enabling DAFF to produce	

LAB 3 Laboratory quality assurances

1. Definition of the Critical Competency

The quality of laboratories (that conduct diagnosis testing or analysis for chemical residues, antimicrobial residues, toxins, or tests for biological efficacy, etc.) as measured by the use of

2. Desired Level of Advancement (DLA)

5. All the laboratories used by the public sector VS and most or all private laboratories

3. Strategy to reach the Desired Level of Advancement(if relevant)

The VS will maintain and improve on the excellent progress made with ISO 17025 QA certification for controlled disease testing throughout the national laboratory network (public

4. Activities to implement (chronological)

		<ul style="list-style-type: none"> <input type="checkbox"/> Reorganization of the laboratory management structure at DAFF Progressively withdraw DAFF accreditation support as more provincial and private labs are able to sustain their own official ISO accreditation. <input type="checkbox"/> Maintain laboratory QA arrangements nationally targeting 100%
Activities linked to	III.2	
	IV.1, 2, 3.	Amend legislation to address the changes in mandate and organization
	I.3.	
	III.1	
	I.11. Management	
	III.3. Official	

5. Objectively verifiable indicators

Organisational structure for Laboratory is developed and approved

ISO 17025 accreditation of all the laboratories involved in official diagnostic activities

Continuing education

1. Definition of the Critical Competency

The capability of the VS to maintain and improve the competence of their personnel in terms of relevant information and understanding; measured in terms of the implementation of a relevant training programme.

2. Desired Level of Advancement (DLA)

5. The VS have up-to-date CE that is implemented for all relevant personnel and is submitted to periodic evaluation of effectiveness.

3. Strategy to reach the Desired Level of Advancement(if relevant)

The VS will maintain their high level of continuing education in both public and private sector, but in addition will develop procedures to evaluate the impact of this training on their activity in their workplace

4. Tasks to implement (chronological)

Specific tasks	<input type="checkbox"/> Maintain at least a minimum of 1% of the total salary bill of the VS expended on continuing education. <input type="checkbox"/> Maintain CPD requirements. <input type="checkbox"/> <input type="checkbox"/> Develop a training plan for staff that prioritises their training needs. <input type="checkbox"/> <input type="checkbox"/> Audit training including measurement of workplace effectiveness.
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Tasks linked to	Consultation	
	Legislation	
	Continuing	
	Communicatio	
	Management of	
	Official	

5. Objectively verifiable indicators

Training plan developed
 All technical staff receives approximately 5 days training a year. Training is audited.

Management of resources and operations

1. Definition of the Critical Competency

The capability of the VS to document and manage their resources and operations in order to analyse, plan and improve both efficiency and effectiveness.

2. Desired Level of Advancement (DLA)

4. The VS regularly analyse records and documented procedures to improve efficiency and effectiveness.

3. Strategy to reach the Desired Level of Advancement (if relevant)

The VS will deploy a huge effort to revamp all data management systems in the country so they are both national and functional.

4. Activities to implement (chronological)

	<input type="checkbox"/> Develop new national data collection and management systems that are compatible between provinces for livestock census and identification, disease reporting, laboratory information, VPH activity, border inspection etc.
Specific	<input type="checkbox"/> Increase the number of dedicated staff in data management to
Activities linked to	<i>Consultation</i>
	<i>Legislation</i>
	<i>Continuing</i>
	<i>Communicatio</i>
	<i>Management of resources</i>
	<i>Official</i>

5. Objectively verifiable indicators

Data management specialists employed. New national databases developed. Nationally collated data reported. Audits of data are conducted and confirm accuracy and completeness.

Communication

1. Definition of the Critical Competency

The capability of the VS to keep interested parties informed, in a transparent, effective and timely manner, of VS activities and programmes, and of developments in animal health and food safety.

This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.

2. Desired Level of Advancement (DLA)

4. The VS contact point for communications provides up-to-date information, accessible via the Internet and other appropriate channels, on activities and programmes.

3. Strategy to reach the Desired Level of Advancement (if relevant)

More closely link dedicated communications expertise with the work of the VS.

4. Activities to implement (chronological)

Specific	<input type="checkbox"/> Recruit 1 university degree communication specialist for coordinating communication across all veterinary domain and tailoring a communication framework for primary animal health care. <input type="checkbox"/> Ensure there is a focus on risk communication as well as general
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Activities linked to	Consultation	
	Legislation	
	Continuing	
	Communication	
	Management of resources	
	Official	

5. Objectively verifiable indicators

Communications specialist recruited.
 Effective communications across all veterinary domains.

Official representation

1. Definition of the Critical Competency	
<i>The capability of the VS to regularly and actively participate in, coordinate and provide follow up on relevant meetings of regional and international organisations including the OIE (and Codex Alimentarius Commission and WTO SPS Committee where applicable).</i>	
2. Desired Level of Advancement (DLA)	
4. The VS consult with stakeholders and take into consideration their opinions in providing papers and making interventions in relevant meetings.	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
4. Activities to implement (chronological)	
Specific	Dedicate approximately 30 international staff weeks per year to multi-lateral official representation (OIE-4, Codex-6, SADC-8, AU-4, SPS-10)
Activities linked to	<i>Consultation</i>
	<i>Legislation</i>
	<i>Continuing</i>
	<i>Communicatio</i>
	<i>Management of resources</i>
	<i>Official</i>
5. Objectively verifiable indicators	
International meeting attended	

Preparation of legislation and regulations

1. Definition of the Critical Competency

The authority and capability of the VS to actively participate in the preparation of national legislation and regulations in domains that are under their mandate, in order to guarantee its quality with respect to principles of legal drafting and legal issues (internal quality) and its accessibility, acceptability, and technical, social and economical applicability (external quality).

This competency includes collaboration with relevant authorities, including other ministries and Competent Authorities, national agencies and decentralised institutions that share authority or have mutual interest in relevant areas.

2. Desired Level of Advancement (DLA)

4. The VS have the authority and the capability to participate in the preparation of national legislation and regulations with a relevant formal methodology to ensure adequate internal and external quality, involving participation of interested parties in most fields of activity.

3. Strategy to reach the Desired Level of Advancement (if relevant)

The VS will continue to review and develop appropriate legislation in relevant domains, with the support of legal advisers

4. Activities to implement (chronological)

	Specific activities	Build capacity to develop and set regulatory standards using procedures that take stakeholder opinions into consideration and meeting notification requirements of both the SPS Agreement and SPS Annex. Implement new legislative reviews and requirements in areas such as VPH, livestock identification, disease control, animal welfare, border
Activities linked	<i>Consultation</i>	Consult with all stakeholders in developing and updating legislation.
	<i>Legislation</i>	Review existing legal frameworks related to sanitary measures that affect trade, basing them on OIE and Codex standards, guidelines and
	<i>Continuing</i>	
	<i>Communication</i>	

	<i>Management of resources and Official</i>	
5. Objectively verifiable indicators		
Legislation developed and/or updated in line with VS needs.		

Implementation of legislation and regulations and compliance thereof

1. Definition of the Critical Competency		
<i>The authority and capability of the VS to ensure compliance with legislation and regulations under the VS mandate.</i>		
2. Desired Level of Advancement (DLA)		
4. Veterinary legislation is implemented in all domains of veterinary competence and the VS work with stakeholders to minimise instances of non-compliance.		
3. Strategy to reach the Desired Level of Advancement (if relevant)		
The VS are confronted with the complexity of the juridical system in South Africa and need the support of legal advisers to ensure that all procedures are correctly implemented in order to get compliance of stakeholders		
4. Activities to implement (chronological)		
	Recruit 12 specialised legal advisors in the VS (3 central and one in each province, each with office equipment) to deal with the fact that	
Activities linked to	<i>Consultation</i>	
	<i>Legislation</i>	
	<i>Continuing</i>	
	<i>Communicatio</i>	
	<i>Management of resources</i>	
	<i>Official</i>	
5. Objectively verifiable indicators		
Enforcement of legislation including successfully issuing penalties across all veterinary domains.		

Operational funding

1. Definition of the Critical Competency		
<i>The ability of the VS to access financial resources adequate for their continued operations, independent of political pressure.</i>		
2. Desired Level of Advancement (DLA)		
5. Funding for all aspects of VS activities is adequate; all funding is provided under full transparency and allows for full technical independence, based on risk analysis and/or cost benefit analysis.		
3. Strategy to reach the Desired Level of Advancement(if relevant)		
Funding of the VS should be financed through levies applied in the animal production chain		
4. Activities to implement (chronological)		
	Specific	
Activities linked to	<i>Consultation</i>	
	<i>Legislation</i>	
	<i>Continuing</i>	
	<i>Communication</i>	
	<i>Management of resources</i>	Develop a financial data management system which allows to
	<i>Official</i>	
5. Objectively verifiable indicators		
Geographical and functional distribution of operational funding		

Emergency funding

1. Definition of the Critical Competency

The capability of the VS to access extraordinary financial resources in order to respond to emergency situations

or emerging issues; measured by the ease of which contingency and compensatory funding (i.e. arrangements for compensation of producers in emergency situations) can be made available when required.

2. Desired Level of Advancement (DLA)

5. Funding arrangements with adequate resources have been established and their rules of operation documented and agreed with interested parties.

3. Strategy to reach the Desired Level of Advancement (if relevant)

- The VS will formalise access to emergency funds at national level to better ensure its availability for emergency animal disease responses.
- The VS will develop legislation and regulations for compensation of producers and communicate its availability to producers.
- The VS will continue to work with industry to establish systems for co-contributions to compensation, as piloted successfully with the pig industry.

4. Activities to implement (chronological)

	Specific activities	Formalise access to emergency response funding.
Activities linked to	<i>Consultation</i>	Consult with industry on emergency response planning and funding
	<i>Legislation</i>	
	<i>Continuing</i>	
	<i>Communication</i>	Communicate with relevant producers the availability of compensation
	<i>Management of resources</i>	
	<i>Official</i>	

5. Objectively verifiable indicators

Formal process to access emergency response funding
 Compensation scheme legislated and includes industry contribution. Compensation successfully communicated to relevant producers

Capital investment

1. Definition of the Critical Competency		
<i>The capability of the VS to access funding for basic and additional investments (material and non material) that lead to a sustained improvement in the VS operational infrastructure.</i>		
2. Desired Level of Advancement (DLA)		
5. The VS systematically secures adequate funding for the necessary improvements in operational infrastructure, including with participation from interested parties as required.		
3. Strategy to reach the Desired Level of Advancement(if relevant)		
Financing of VS could be enhanced by levies paid by animal production chain		
4. Activities to implement (chronological)		
	Specific	
Activities linked to	<i>Consultation</i>	
	<i>Legislatio</i>	
	<i>Continuing</i>	
	<i>Communicatio</i>	
	<i>Management of resources</i>	
	<i>Official</i>	
5. Objectively verifiable indicators		
Geographical and functional distribution of capital investment		

Epidemiological surveillance and early detection

A. Passive epidemiological surveillance

1. Definition of the Critical Competency		
<i>The authority and capability of the VS to determine verify and report on the sanitary status of the animal populations, including wildlife, under their mandate.</i>		
2. Desired Level of Advancement (DLA)		
4. The VS conduct passive surveillance and report at the national level in compliance with OIE standards for most relevant diseases. Producers and other interested parties are aware of and comply with their obligation to report the suspicion and occurrence of notifiable diseases to the VS.		
5. The VS regularly report to producers and other interested parties and the international community (where applicable) on the findings of passive surveillance programmes.		
3. Strategy to reach the Desired Level of Advancement(if relevant)		
The VS will strengthen the field veterinary network in South Africa, whereby veterinarians (public and private) are in regular contact with all livestock farmers and the reliance on veterinary paraprofessionals (AHTs) in the field will be reduced. In order to achieve this the link with private veterinarians via official delegation of regulatory activity will be developed.		
4. Activities to implement (chronological)		
	Maintain current dip tank clinical surveillance for FMD in the protection zone implemented by public AHT	
Activities linked to	<i>Consultation</i>	Consult with private veterinarians, industry, smallholders and their
	<i>Legislatio</i>	Ensure that relevant legislative frameworks supports official
	<i>Continuing</i>	Train producers and veterinarians in their responsibilities in relation to
	<i>Communicatio</i>	
	<i>Management of resources</i>	Develop and implement a comprehensive national disease reporting
	<i>Official</i>	
5. Objectively verifiable indicators		
FMD passive surveillance reports in dip-tanks		

Epidemiological surveillance and early detection

B. Active epidemiological surveillance

1. Definition of the Critical Competency		
<i>The authority and capability of the VS to determine, verify and report on the sanitary status of the animal populations, including wildlife, under their mandate.</i>		
2. Desired Level of Advancement (DLA)		
4. The VS conduct active surveillance in compliance with scientific principles and OIE standards for some relevant diseases, apply it to all susceptible populations, update it regularly and report the results systematically.		
3. Strategy to reach the Desired Level of Advancement(if relevant)		
The VS will maintain current active surveillance activities for brucellosis, TB, AI, NDV, AHS, pig diseases (5) and BSE, and will progressively transfer these activities to private veterinarians under official delegation		
4. Activities to implement (chronological)		
Specific activities	<ul style="list-style-type: none"> <input type="checkbox"/> AHS – improve levels of active surveillance in the control zone (estimated some hundreds samples) <input type="checkbox"/> AI/NDV – maintain current active surveillance activity in ostrich farms. Enhance national active surveillance in the other poultry sectors. (estimated 40 000 samples) <input type="checkbox"/> Brucellosis/TB – Undertake active surveillance and collate data nationally to get clear information on the national prevalence levels 	
Activities linked to	Consultation	
	Legislation	
	Continuing	
	Communication	
	Management of resources	Establish a national laboratory information management system to
	Official	

5. Objectively verifiable indicators

Enhanced AHS active surveillance levels in the free zone. More precise national prevalence data for brucellosis and TB Official OIE freedom for BSE

Completed updated pig diseases survey

Procedures for official delegation and activity reports.

Emergency response

1. Definition of the Critical Competency

The authority and capability of the VS to respond rapidly to a sanitary emergency (such as a significant disease outbreak or food safety emergency).

2. Desired Level of Advancement (DLA)

4. The VS have an established procedure to make timely decisions on whether or not a sanitary emergency exists. The VS have the legal framework and financial support to respond rapidly to sanitary emergencies through a chain of command. They have national contingency plans for some exotic diseases that are regularly updated / tested.

3. Strategy to reach the Desired Level of Advancement(if relevant)

The VS will update and expand contingency planning and train staff, including considering a national simulation exercise for a major disease outbreak in the next five years.

The VS will continue to coordinate with disaster management agencies to ensure access to the police/military for emergency animal disease responses.

4. Activities to implement (chronological)

	<input type="checkbox"/> Restore the chain of command <input type="checkbox"/> Coordinate emergency response arrangements with the relevant external disaster management authorities.
Specific	
Activities linked to	<i>Consultation</i>
	<i>Legislation</i>
	<i>Continuing</i>
	<i>Communicatio</i>
	<i>Management of resources</i>
	<i>Official</i>

5. Objectively verifiable indicators

Updated and expanded contingency plans. Completed national simulation exercise

Disease prevention, control and eradication

1. Definition of the Critical Competency

The authority and capability of the VS to actively perform actions to prevent, control or eradicate OIE listed diseases and/or to demonstrate that the country or a zone are free of relevant diseases.

2. Desired Level of Advancement (DLA)

3. The VS implement prevention, control or eradication programmes for some diseases and/or in some areas with scientific evaluation of their efficacy and efficiency.

3. Strategy to reach the Desired Level of Advancement(if relevant)

The VS will develop, consult on, and document agreed national compulsory disease control programmes for priority animal diseases.

4. Activities to implement (chronological)

	<p>FMD – maintain current “dip-tanks” programme within the FMD protection zone alongside Kruger National Park including; FMD vaccination (3 times/year, double doses, on around 200 000 cattle), identification (branding and/or ear-tagging) and fortnightly clinical surveillance. Maintain FMD related movement restrictions and active surveillance including relating to the FMD protection zone, for buffalo movements nationally and for exports. <i>Note – Upgrading and maintenance of international and Kruger fences is covered under Zoning (critical competency IV.7).</i> This will be implemented by public AHT</p> <p>Brucellosis/TB – establish a central VS team to develop a compulsory control programme for the dairy sector, including a review of previous control policies for lessons learnt. First step is to undertake active surveillance to get accurate prevalence levels. Based</p>
Specific activities	
Consultation	Consult with relevant industries in the development and implementation of the
Legislation	Develop and implement legislative support required for the national
Continuing	
Communicatio	
Management of resources	
Official	

5. Objectively verifiable indicators

FMD vaccinations number
 TB and brucellosis testing and activity reports and official delegation to private veterinarians
 Other activity reports

AH/VPH: Animal welfare

1. Definition of the Critical Competency

The authority and capability of the VS to implement the animal welfare standards of the OIE

2. Desired Level of Advancement (DLA)

3. Strategy to reach the Desired Level of Advancement(if relevant)

The VS will develop an animal welfare strategic implementation plan with relevant

4. Activities to implement (chronological)

	<ul style="list-style-type: none"> <input type="checkbox"/> Establish an animal welfare unit with relevant expertise within the central VS. <input type="checkbox"/> Tasks are to update the two relevant Acts, provide independent review for animal welfare legal disputes (such as raised recently), develop a communication, compliance and enforcement programme (based on the new legislation) and develop capacity in animal welfare science. <input type="checkbox"/> Establish an animal welfare coordinator in each province 	
Specific		
Activities linked to	<i>Consultation</i>	Consult with relevant NGOs, industry and provincial authorities,
	<i>Legislation</i>	
	<i>Continuing</i>	
	<i>Communicatio</i>	
	<i>Management of resources</i>	
	<i>Official</i>	

5. Objectively verifiable indicators

Updated animal welfare legislation.
 An animal welfare unit in place at central level and animal welfare coordinators in place

VPH: Food Safety

A. Regulation, authorisation and inspection of establishments for production, processing and distribution of food of animal origin

1. Definition of the Critical Competency		
<i>The authority and capability of the VS to establish and enforce sanitary standards</i>		
2. Desired Level of Advancement (DLA)		
4. Regulation, authorisation and inspection of relevant establishments (and coordination, as required) are undertaken in conformity with international standards		
3. Strategy to reach the Desired Level of Advancement (if relevant)		
The VS will recover the authorisation to inspect all animal product processing establishments including for the national market (currently under the responsibility of DoH). The establishment of the single agency may present an opportunity to rebuild the chain of command to the field relative to meat, dairy and egg product inspection depending on the		
4. Activities to implement (chronological)		
	Specific activities	<input type="checkbox"/> Target gaining responsibility for processing food safety standards (including for establishments) in consultation with DoH. <input type="checkbox"/> Continue to work with DoH and DTI in the development of the single food safety agency including maintaining sanitary standards for relevant establishments. <input type="checkbox"/> Develop good data on the number of distribution outlets by
Activities linked to	<i>Consultation</i>	Work closely with DoH and DTI on food product establishment
	<i>Legislation</i>	Analyse the legislative authority that might accompany the
	<i>Continuing</i>	
	<i>Communication</i>	
	<i>Management of resources</i>	
	<i>Official</i>	
5. Objectively verifiable indicators		
Registration of facilities and agreement process all along the food chain		

VPH Food safety

B. Independent Meat Inspection-Ante and post mortem inspection at abattoirs and associated premises (e.g. meat deboning / cutting establishments and rendering plants)

1. Definition of the Critical Competency													
<i>The authority and capability of the VS to implement and manage the inspection of animals destined for slaughter at abattoirs and associated premises, including for</i>													
2. Desired Level of Advancement (DLA)													
4. Ante- and post mortem inspection and collection of disease information (and													
3. Strategy to reach the Desired Level of Advancement(if relevant)													
The VS will restore slaughter inspection as a function implemented by public staff (or													
4. Activities to implement (chronological)													
Specific activities	<ul style="list-style-type: none"> <input type="checkbox"/> The priority over the next 5 years will be to implement: full time veterinary inspection in all national <u>high throughput</u> slaughterhouses <u>rural and other</u> and low throughput slaughterhouses continuing to be inspected by meat inspectors with secondary veterinary inspection. <input type="checkbox"/> The VS directly or indirectly employ veterinarians and veterinary paraprofessionals in meat inspection. This service will be cost recovered through a levy per carcass inspected; ensuring that small establishments are not disadvantaged and 												
Activities linked to	<table border="1"> <tr> <td style="text-align: center;"><i>Consultation</i></td> <td>Continue to liaise with the meat industry in the development of</td> </tr> <tr> <td style="text-align: center;"><i>Legislatio</i></td> <td>Review legislation and regulations relating to slaughterhouse</td> </tr> <tr> <td style="text-align: center;"><i>Continuing</i></td> <td>Train private veterinarians involved in part time ante and</td> </tr> <tr> <td style="text-align: center;"><i>Communicatio</i></td> <td>Develop a communication plan relating to the new independent,</td> </tr> <tr> <td style="text-align: center;"><i>Management of resources</i></td> <td>Establish a database to nationally collate ante and post</td> </tr> <tr> <td style="text-align: center;"><i>Official</i></td> <td></td> </tr> </table>	<i>Consultation</i>	Continue to liaise with the meat industry in the development of	<i>Legislatio</i>	Review legislation and regulations relating to slaughterhouse	<i>Continuing</i>	Train private veterinarians involved in part time ante and	<i>Communicatio</i>	Develop a communication plan relating to the new independent,	<i>Management of resources</i>	Establish a database to nationally collate ante and post	<i>Official</i>	
<i>Consultation</i>	Continue to liaise with the meat industry in the development of												
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<i>Communicatio</i>	Develop a communication plan relating to the new independent,												
<i>Management of resources</i>	Establish a database to nationally collate ante and post												
<i>Official</i>													
5. Objectively verifiable indicators													
Single animal product food safety authority.													
At least one veterinarian involved with on site food safety inspection on all high throughput and rural slaughterhouses. Independent meat inspection with													

VPH: Food Safety

C. Inspection of collection, processing and distribution of products of animal origin

1. Definition of the Critical Competency		
<i>The authority and capability of the VS to implement manage and coordinate food safety measures on collection, processing and distribution of products of animals, including</i>		
2. Desired Level of Advancement (DLA)		
3. Implementation, management and coordination (as appropriate) are generally		
3. Strategy to reach the Desired Level of Advancement (if relevant)		
The VS will take responsibility for developing and implementing food safety standards in all animal product processing facilities. This will mean expanding responsibility from exported products to also include products processed for the national market. This aligns with the principle of maintaining consistent food safety standards between export and national markets, where the veterinary authority maintains whole chain responsibility for the purposes of food safety certification as required by international standards and trading		
4. Activities to implement (chronological)		
Specific activities	<input type="checkbox"/> A VS specialist veterinarian will be required to develop an on-site food safety risk analysis and risk management procedures for animal product food processing plants (meat, milk and eggs). The development of this protocol could be paid for by the processor (cost	
Activities linked to	<i>Consultation</i>	Close consultation with DoH on arrangements for food safety
	<i>Legislation</i>	
	<i>Continuing</i>	
	<i>Communication</i>	Enhance communication (including formal mechanisms) with DoH/DTI to link food safety aspects of farming, slaughter/collection, processing and
	<i>Management of resources</i>	
	<i>Official</i>	
5. Objectively verifiable indicators		
Registration of processing establishments by VS		
Inspection reports and files of each processing establishments		

VPH: Veterinary medicines and biological

1. Definition of the Critical Competency															
<i>The authority and capability of the VS to regulate veterinary medicines and veterinary biological, in order to ensure their responsible and prudent use, i.e. the marketing</i>															
2. Desired Level of Advancement (DLA)															
3. The VS exercise effective regulatory and administrative control for most															
3. Strategy to reach the Desired Level of Advancement(if relevant)															
The VS will develop regulations over distribution and usage of veterinary medicines															
4. Activities to implement (chronological)															
	<ul style="list-style-type: none"> <input type="checkbox"/> Enhance coordination and communication between the VS and DoH in veterinary drug control (scheduled and over-the-counter). <input type="checkbox"/> Improve expertise for evaluating applications for drug registration in certain specialist fields of regulatory science (e.g. toxicology). <input type="checkbox"/> Continue to explore the sharing and/or recognition of international evaluations of veterinary drugs to shorten time and effort involved in national registration. <input type="checkbox"/> Review and update veterinary drug legislative arrangements to introduce greater veterinary control of distribution and use, including 														
to	Specific activities														
linked	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;"><i>Consultation</i></td> <td>Consult closely with DoH and the veterinary pharmaceutical industry.</td> </tr> <tr> <td><i>Legislation</i></td> <td></td> </tr> <tr> <td><i>Continuing</i></td> <td></td> </tr> <tr> <td><i>Communication</i></td> <td>Develop communication about new regulations and prudent use</td> </tr> <tr> <td><i>Management</i></td> <td></td> </tr> <tr> <td><i>of resources</i></td> <td>Organise data collection about veterinary medicines distribution and</td> </tr> <tr> <td><i>Official</i></td> <td></td> </tr> </table>	<i>Consultation</i>	Consult closely with DoH and the veterinary pharmaceutical industry.	<i>Legislation</i>		<i>Continuing</i>		<i>Communication</i>	Develop communication about new regulations and prudent use	<i>Management</i>		<i>of resources</i>	Organise data collection about veterinary medicines distribution and	<i>Official</i>	
<i>Consultation</i>	Consult closely with DoH and the veterinary pharmaceutical industry.														
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<i>Communication</i>	Develop communication about new regulations and prudent use														
<i>Management</i>															
<i>of resources</i>	Organise data collection about veterinary medicines distribution and														
<i>Official</i>															
5. Objectively verifiable indicators															
Regulations on distribution and use of veterinary medicines															
Activity reports															

VPH: Animal feed safety

1. Definition of the Critical Competency	
<i>The authority and capability of the VS to regulate animal feed safety e.g. processing,</i>	
2. Desired Level of Advancement (DLA)	
3. The VS exercise regulatory and administrative control for most aspects of animal	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
The VS will achieve development of a formal national programme for feed safety based on the	
4. Activities to implement (chronological)	
	Identify priorities, needs and resources for an updated national feed safety programme, based on the new legislation.
Activities linked to	<i>Consultation</i>
	<i>Legislative</i>
	<i>Continuing</i>
	<i>Communication</i>
	<i>Management of resources</i>
	<i>Official</i>
5. Objectively verifiable indicators	

Trade: National and International certification

1. Definition of the Critical Competency	
<i>The authority and capability of the VS to certify animal products, services and processes</i>	
2. Desired Level of Advancement (DLA)	
5. The VS carry out audits of their certification programmes, in order to maintain	
3. Strategy to reach the Desired Level of Advancement(if relevant)	
The credibility of the VS export certification system should be sustained and strengthened by progressively developing an internal QA system of export certification, restoring the chain of command, reviewing central VS structures, developing a field veterinary network in	
4. Activities to implement (chronological)	
	<input type="checkbox"/> Develop and implement an internal QA system for the export certification system. <input type="checkbox"/> Review the central VS organogram and provincial roles to analyse the internal chain of command relating to export certification. There should be a clear and direct link
Activities linked to	Specific
	Consultation
	Legislation
	Continuing
	Communication
	Management of resources
Official	
5. Objectively verifiable indicators	
QA system for export certification.	