

**Recommendations on Veterinary Workforce Development in the Asia Pacific region
Issued at from the OIE Regional Virtual Awareness Raising Workshop on Veterinary
Workforce and VPPs in Asia and the Pacific**

6 July 2021

Participants noted that,

- National Veterinary Services (VS) play critical roles in protecting animal health and welfare, and share responsibilities on issues for which a multi-sectoral One Health approach is required, such as zoonosis prevention and control, antimicrobial resistance (AMR), wildlife health and global health security, and for which they must ensure personnel with appropriate competencies are in place;
- An effective VS requires an adequate number of properly trained personnel representing different categories and skill levels, and systematic workforce assessments can identify gaps in the numbers and categories of personnel required in the country;
- Many OIE Members in the region face challenges in ensuring that an adequate enabling environment is in place in order for veterinarians and VPPs to work to their optimal capacity, including their prerogatives, appropriate legislation, regulation, coordination and communication among stakeholders, and educational provision;
- Many OIE Members in the region have limited systems in place at national level for veterinary workforce planning, for promoting interest in the veterinary and VPP pathways amongst young people, and for ensuring gender equity in education and career pathways for both women and men;
- VPPs can play crucial roles in VS, making up more than half of the workforce in much of Asia and the Pacific region, occupying a range of roles in animal health, veterinary public health and laboratories;
- The OIE continues to support the strengthening of the VS, Veterinary Education Establishments (VEEs), Veterinary Legislation and Veterinary Statutory Bodies (VSBs) globally and regionally through its global programme for PVS pathway, including PVS Evaluations and Gap Analysis and more targeted initiatives like VEE and VSB twinning projects and the Veterinary Legislation Support Programme (VLSP), as well as development of guidelines, and organising regional conferences and workshops;
- Members are increasingly gaining interest and experience of using some of the OIE recommendations and guidelines and welcome opportunities to use the more recently published OIE Guidelines for VPPs and online training, and to engage in PVS Targeted support programme and to learn from each other at a regional level.

RECOMMENDATIONS:

For OIE members (Veterinary Authorities, Veterinary and VPP associations, VEEs, VSBs, and other key stakeholders) to,

- Collect reliable data regarding the workforce distribution of veterinarians and VPPs and changes in animal populations to identify and address veterinary workforce demand, determine VS resource requirements and advocate for investments to achieve sustainability, possibly with support of the PVS Pathway;

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- Consider veterinary workforce requirements not only for animal health and welfare agendas but also for multi-sectoral agendas, including having a workforce engaged in One Health, wildlife, health, aquatics, emergency preparedness and response, and AMR prevention;
- Actively review and improve the enabling environment for VPPs with adequate and updated legislation, regulation and education, and promote sustainable business models which include appropriate direction by veterinarians, in consultation with stakeholders and taking into account needs at the field level;
- Continue their efforts to establish or strengthen the authority and capacity of VSBs for both veterinarians and VPPs including clarification on their roles;
- Foster in-country communication and collaboration among VEEs, VSBs and Veterinary Authorities and Veterinary and VPP Associations, and other Competent Authorities, in assessing workforce needs and strengthening capacity building for veterinarians and VPPs including curriculum development and implementation as well as continuing education;
- Review the capacity of VPP training institutions to deliver the required VPP competencies and where necessary, support curricular development to strengthen that capacity, with reference to the OIE Competency and Curricula Guidelines for VPPs;
- Explore, identify and address opportunities and barriers related to gender issues associated with veterinary service delivery and the veterinary workforce.

For OIE to,

- Continue developing and updating its PVS Pathway services, encouraging Members to access these services by providing opportunities for PVS self-evaluation, remote (virtual) or blended (virtual and face-to-face) PVS Pathway missions and future digitalisation of the PVS Pathway platform, and implement a PVS monitoring and evaluation system to assess the effectiveness of the provided services;
- Investigate new PVS Pathway services to respond to Members' evolving needs in developing and evaluating their VS, including new targeted support to Members, including:
 - the establishment of an OIE Ad hoc group on veterinary workforce development to create more robust tools for workforce assessment and planning;
 - support for the establishment of VSBs to regulate veterinary practice;
 - support to review the capacity of VPP training institutions to deliver the required VPP competencies and where necessary, support curricular development to strengthen that capacity;
- Support capacity building of VS and VEEs through various programmes including the new OIE Platform for the Training of the VS to support initial and continued professional development;
- Continue foster opportunities for regional and sub-regional experience-sharing among OIE Members.

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For technical and resource partners to,

- Consider the ongoing need for investment in VS and the need to build long-term and multi-sectoral capacity and resilience to deal with future and emerging challenges, including but not limited to, the changing nature of livestock industries, the need to tackle AMR and reduce risks of future pandemic threats of animal origin;
- Recognise the relevance of enabling factors such as relevant legislation, appropriate regulation, good quality education, and workforce planning and deployment mechanisms, to improving the quality of veterinary service delivery.