

**SAVC STRATEGIC OBJECTIVES IDENTIFIED MARCH 2005 - ADAPTED AND CONSOLIDATED ON 11 MARCH 2008, 4 AUGUST 2009 AND 30 JULY 2010**

*Annexure 1 of the Minutes of the meetings held on 30 July 2010.*

| 1   | 2   | 3                     | 4  | 5  | 6  | 7   | 8  | 9               |
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| <b>Strategic objective</b>                | <b>Strategy</b>   | <b>Responsibility</b> | <b>Reflection<br/>1 August 2007 – 31 July<br/>2010</b>   | <b>Work Group<br/>A<br/>Dr JA Pretorius</b>  | <b>Work Group<br/>B<br/>Dr GAP Carlisle</b>  | <b>Work Group<br/>C<br/>Dr JR Adam</b>  | <b>Summary of<br/>Columns 4-7</b>  | <b>Comments</b> |
| <b>1. Awareness and<br/>Communication</b> | <p>Implementation of Public Relations [Communication] Plan</p> <p>Funding</p> <p>Involve DAFF &amp; institutions and associations</p> <p>Launch joint Committee</p> | Dr Adam               | <p>Create awareness, communicate and promote the significance, image and interests of the professions to the public and within the professions.</p> <p>The Committee on Public Relations was established with representation from the Council represented by Dr Q Sonnatg, Faculty of Veterinary Science, UP, South African Veterinary Association [SAVA], Department of Agriculture Forestry and Fisheries [DAFF] and the Black Veterinary Forum [BVF] with the view to look at various proposals to create awareness</p> <p>Representatives from the para-veterinary professions were invited to join the committee and suggestions from their side were awaited</p> <p>The Directorate of</p> | <p>Make more public statements</p> <p>Use Agric-TV and radio</p> <p>Use more SMS's and emails to communicate with the profession</p> <p>Find quicker methods to communicate SAVC decisions</p> | <p>Primary school: tertiary awareness</p> <p>April: Vet Month<br/>July: Vet Nurses' Month<br/>2011: World Vet Congress</p> <p>Public media releases</p> <p>Ongoing contact with relevant role players (DAFF)</p> | <p>PR exercise</p> <ul style="list-style-type: none"> <li>• Adopt-A-Vet or Para-vet professional</li> <li>• Visit Schools</li> </ul> <p>PR to go to State and Minister with solutions</p> <p>Create awareness and communication to poorer or indigent communities</p> | <p>PR Committee with representatives from para-veterinary professions to come on board - ongoing</p> <p>Educate communities from pre-primary to tertiary level on the veterinary profession and Encourage profession to involve schools in outreach programmes</p> <p>Use the Vet Month: April 2011 Advertise the profession.</p> <p>SAVC with SAVA put out regular media releases on latest developments with regard to policy</p> <p>Maintain contact with DAFF at all times and even during change in</p> |                 |

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|   |  |  | Education, Training and Extension of DAFF was approached several times to engage and to address the issue of creating awareness. Dr Moerane and Prof Swan in particular met with the Directorate but no progress was made. Council had to ensure that the involvement of the Directorate is fast-tracked   |   |   |   | personnel.<br><br>Fast track the pursuance of an engagement with the Directorate of Education, Training and Extension of DAFF.<br><br>PR incl meeting with Minister<br><br>Improve communication between SAVC and whole profession to get messages out quickly |  |
| <b>2. Effective Solutions for State Veterinary Services</b> | DAFF to be proactive in Occupation Specific Dispensation<br><br>Report to be discussed with new DAFF Minister. |  | Occupation Specific Dispensation (OSD) was implemented in the health sector but not in veterinary services, and was noted as a problem in the future<br><br>The Council needed to take the issue of OSD up with the DAFF once again<br><br>Dr Nombekela-Madiba led the drafting of a document which was submitted to DAFF;<br><br>Occupation Specific Dispensation (OSD) was implemented in the health sector but not in | Liaison with Animal Health Forum<br><br>Continued pursuance of engagement with Minister, or higher office<br><br>Implementation of CCS<br><br>Guidelines for public private partnership (PPP) | Workshop with relevant role players to determine the way forward<br><br>OSD<br><br>AHT extension recovery programme<br><br>Information from State Veterinary Services on problems faced | Address State veterinary Service delivery to all communities<br><br>Approach private sector to address shortcomings<br>• Animal Health Forum<br><br>Service conditions OSD<br><br>CCS<br><br>Refer to the report from Dr NVH Nombekela-Madiba | Relook at report by Dr Nombekela-Madiba<br><br>Representatives to advise state veterinarians that SAVC will act on receipt of submissions<br><br>Address OSD<br><br>Workshop with all role players to ascertain problems and service conditions faced by SVS   |  |

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|  |  |      | <p>veterinary services, and was noted as a problem in the future which should be addressed and pre-empted by receipt of another submission from the state veterinarians and the Minister of Public Service should maybe be engaged;</p> <p>The Council needed to take the issue of OSD up with the DAFF once again; and</p> <p>Dr Marwick proposed that the Council and Animal Health Forum considered engagement to address OSD</p> |  |   |   | <p>Extend recovery programme to include AHT</p> <p>Address SVS delivery in rural area and farming community</p> <p>Approach &amp; liaise with private enterprises (Animal Health Forum) to identify and address shortcomings with regard to Food Security</p> <p>Continue to pursue and establish a meeting with the Minister (or higher power)</p> |  |
| <p><b>3. Develop future visions for Professions including -Addressing the Shortage of all professionals and - the Provision of Services to all Communities</b></p> | <p>Comprehensive Rural Development Programme Targeted (CRDP) programs aimed at AHT</p> <p>Foresight Analysis</p> <p>Letter to KPMG MD by SAVC President on dissatisfaction of KPMG report.</p> <p>Independently draft a needs analysis in terms of local needs for services of</p> | KPMG | <p>This was still dependent on the final report from KPMG; and Only the draft report was available to date [Refer item 6.5]</p> <p>Since the new dispensation a meeting with the Minister of Higher Education was held, but a meeting with the DAFF Minister and the Minister of Science and Technology are yet to be secured;</p>   | <p>Meet the Minister of Basic Education</p> <p>Involve schools in various outreach programmes eg CVC's</p> <p>Participate in exhibitions and career week</p> | <p>Awareness / Education</p> <p>Para-veterinary Professionals: Primary Animal Health Care</p> <p>Needs Analysis (KPMG Report &amp; Foresight Analysis): numbers and trends</p> <p>Scenario creation workshops (region)</p> <p>The professions' place and function</p> | <p>Address shortage of all professionals</p> <p>Provision of service to all communities</p> | <p>Finalise the KPMG – ascertain whether a separate needs analysis is required</p> <p>Involve schools in various outreach programmes eg CVC's</p>   |  |

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|  | <p>veterinarians and para-veterinarians</p> <p>Engage Minister of Education Science + Technology *<br/>DAFF Minister</p> <p>Encourage Public/Private Partnership</p> <p>Identify/institute a process to evaluate the no of vets + para-vets leaving RSA + returning to RSA, and reasons thereof</p> <p>Admission and retention of students and professional to be ensured in liaison with DAFF</p> <p>Develop a plan of action for provision of vet services to all communities</p> |  | <p>As the Act resorts under the DAFF Minister and if she does not agree to meet with Council, the next step would be to engage the Portfolio Committee, the Deputy President and President of South Africa. Dr Ntshabele and the new Council should drive this process;</p> <p>To evaluate the number of veterinarians leaving the country, the applications for Letters of Good Standing requested that reasons be furnished when making application and results could be gauged from these applications; and</p> <p>With reference to the CPD Audit in item 6.1, 10% of veterinarians were abroad which when compared to the 1999 survey was the same percentage</p> <p>Council initiated a discussion on primary animal health care [PAHC] by getting stakeholders together;</p> <p>Continued engagement with the DAFF for finalisation of its policy; and</p> |  | <p>in the SADC</p> <p>Needs analysis</p> |  |  |  |
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|  |   |  | <p>Council encourages private veterinary involvement through community veterinary clinics;</p> <p>There are various activities taking place, the question was whether there was public awareness</p>   |  |  |   |   |  |
| <p><b>5. Effective Control of Animal Health Care</b></p> | <p>Adapt the UNISA curriculum</p> <p>Invite other Animal Health Professions on board.</p> <p>Facilitate implementation of CCS pending amendment of the Act</p> <p>Encourage Private public partnerships (PPP) in Vet services</p> <p>Amendment of Act</p> |  | <p>The animal welfare groups and training of Animal Welfare Assistants [AWAs] were considered;</p> <p>The intention was to include equine therapists, equine dental technicians, and meat inspectors (as veterinary public health officers) under the Council's umbrella; and</p> <p>The Council would be invited by the HPCSA Education meeting to discuss the scope of veterinary public health officers</p> | <p>Engage Minister on finalisation of proposed action plan</p> | <p>CCS</p> <p>Primary Animal Health Care</p> <p>AHT extension recovery programme</p> <p>Regional implementation: Curriculum</p> <p>Develop and Finalise AWA programme</p> <p>Identify other para-veterinary professions:</p> <ul style="list-style-type: none"> <li>• Farriers</li> <li>• Equine dentists</li> <li>• Rehabilitation practitioners</li> <li>• Equine therapists</li> <li>• Wildlife</li> <li>• Behaviourists</li> </ul> <p>Survey on food safety training</p> | <p>Control of animal medicines</p> <p>Research to investigate the abuse of medicines</p> <p>Control of animal health by professionals</p> <p>Broader inclusiveness of para-veterinary professionals</p> | <p>Finalise AWA programme</p> <p>Identify and bring on board other para-veterinary professions</p> <p>Animal medicines control to be given back to veterinary profession to curtail abuse by being OTC</p> <p>Continue to protect profession from unqualified persons</p> |  |

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| <b>5 Collaboration Efforts Regionally and Internationally</b> |  |  |  |  | 2 <sup>nd</sup> Veterinary Faculty (Mafikeng)<br><br>Global accreditation |  | Align standards regionally with those internationally |  |

NOTE: The following objectives were taken out as these objectives were regarded as operational i.e. the Education Committee had to take responsibility (part of Council's standing objects) for all education matters, CCS was in place and the amendment of the Act was an ongoing function and part of the existence of the Council.

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| <b>Effect the role of the Council in education and training</b> | <p>Letter to KPMG MD by SAVC President on dissatisfaction of KPMG report.</p> <p>Independently draft a needs analysis in terms of local needs for services of veterinarians and para-veterinarians</p> <p>Veterinary mentorship Programme</p> <p>Revisit 1 yr Certificates</p> <p>Review AHT scope of practice</p> <p>Define the requirements / framework for elective training in relation to the core elective (veterinary) approach</p> |  | <p>Council had to review skills training and after lengthy discussions regarding the Council's involvement with SETAs it resolved not to further pursue it further</p> <p>Council had to make its examinations accessible and this was on track with the computer based examinations already introduced for the veterinary and veterinary nursing profession</p> <p>KPMG had internally appointed a person to re-look the draft report to ascertain whether it complied with the terms of reference</p> |  | <p>Primary-tertiary awareness</p> <p>OIE day 1 competency</p> <p>Global Accreditation To be adapted to local and regional requirements</p> |  |  |  |
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|  | <p>Visitation to Cuban training institutes</p> |  | <p>and to address the deficiencies pointed out by Council at a meeting held on 1 June 2010. A draft report was again tabled for discussion and it should be determined whether a needs analysis would still be required</p> <p>The Food Safety &amp; Security Committee was also looking into drafting of a needs analysis</p> <p>It was envisaged that the veterinary mentorship would take effect once Compulsory Community Service [CCS] was implemented. The amendments to the Act was expected to be published by the end of 2010 to give effect to CCS</p> <p>Concern had been raised by the profession and stakeholders regarding the training of animal health technicians, which concerns will</p> |  |  |  |  |  |
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|   |   |  | <p>to a large extent be addressed by the outcomes of the two visitations to the two institutions in 2010; and</p> <p>The visitation to Cuba was postponed by the DAFF due to a lack of a terms of reference for the visitation and determination of availability of Cuban officials. DAFF had to inform Council of any progress; but to date nothing has come to the fore</p> |  |  |  |  |  |
| <p><b>Advise on the development of an optimal model for community service</b></p> | <p>Facilitate implementation of CCS pending amendment of the Act</p> <p>Encourage Private public partnerships (PPP) in Vet services</p> <p>Amendment of Act</p> |  | <p>Discussions were held with various roleplayers to ascertain what activities were undertaken. Many varied activities were undertaken and this was communicated in the Newsletter on an ongoing basis; and</p> <p>A meeting was also recently held with the SAVA's CEO and the SAVA animal welfare</p>   |  | <p>Faculty need to address students on requirements</p> <p>Funding</p> |  |  |  |

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|                            |   |  | representative, Dr A Pringle, to discuss primary animal health care and the SAVA's assistance in promoting it; and the private public partnership (PPP) in veterinary services |  |  |  |  |  |
| <b>Revision of the Act</b> | COCP<br><br>Put ACT to profession for changes based on motivation |  | The constitution of Council would be revisited; and<br><br>The renaming of Council having consulted various stakeholders was taken off the list of objectives                  |  |  | Amend Councillors' term of office to that of 4 years<br><br>Amend to make provision for roll over term: the inclusion of the immediate past President in the new term. |  |  |