Council Agenda
Annexure 21
21 & 22 October 2014
Item 9.13 (b)

ANNEXURE 21
Veterinary Para-Veterinary Workshop
OUTCOMES OF THE MEETING OF THE REVIEW COMMITTEE CHAIRPERSON OF COUNCIL AND VETERINARY PARA-
PROFESSIONAL REPRESENTATIVES HELD AT THE BOARDROOM OF
THE SAVC, 26 VICTORIA LINK, ROUTE 21 CORPORATE PARK, NELLMAPIUS RD, IRENE
ON TUESDAY, 19 AUGUST 2014 at 9:30

Present:
Dr AP de Vos (Chairperson)
Representing the profession of laboratory animal technologists
Mr HJ Arendse

Representing the profession of veterinary technologists
Mr FDreyer

Representing the profession of veterinary nurses
Sr T Lötter

Representing the profession of animal health technologists
MW Kulu
Mrs J Matshe
Mr J Oosthuizen
Mr SP Shabangu
Mrs J Vermeulen

In attendance:
Mrs L Havinga (Registrar: SAVC)
Mrs D Stoltz (Director: Legal Affairs SAVC)

1. WELCOME

Dr De Vos welcomed everyone to the meeting and opened the meeting with prayer.

2. APOLOGIES

Apologies were noted as follows:

> Mr COR Bester [laboratory animal technologist profession]
> Ms L Du Plessis [Director Registrations, SAVC]
> Mr JJ Muller [veterinary technologist profession]

3. ADDITIONS TO THE AGENDA

There were no additions to the agenda, but the Day One skills documents of all four veterinary para-
professions were tabled at the meeting.

4. MATTERS DISCUSSED

The workshop proceedings transpired as follows:

The matters listed for discussion were incorporated into the discussions under the heading of each veterinary para-profession as reflected below.

4.1 THE VETERINARY TEAM: WORKING RELATIONSHIP WITHIN THE PROFESSION
4.2 SCOPE OF PRACTICE ASPECTS: PROCEDURES & MEDICINES
4.3 CODES OF CONDUCT: PROFESSIONALISM
4.4 ADVERTISING: PROFESSIONALISM

The Registrar informed the meeting that –

- The strategic plan of the SAVC determines that the Council and professions need to be relevant for the needs of the country and that the veterinary and para veterinary professions need to be unified.
- However, cognisance needs to be taken of the OIE standards in particular where it relates to regulatory matters and trade.
- The day one skills and scopes of practice of the four para-professions need to be relevant to the needs of the country, taking into account the employability of new graduates; the rules then have to be updated to come in alignment and the relevant curricula adjusted to allow for the desired outcomes.

Documents noted for relevant discussions are:

- The contents of the table setting out the various comparisons internationally included as Annexure 1.
  - The World Animal Health Organisation [OIE] defines veterinary para professions as follows: “means a person who, for the purposes of the Terrestrial Code, is authorised by the veterinary statutory body to carry out certain designated tasks (dependent upon the category of veterinary para-professional) in a territory, and delegated to them under the responsibility and direction of a veterinarian. The tasks for each category of veterinary para-professional should be defined by the veterinary statutory body depending on qualifications and training, and according to need.”
  - Mr Dreyer explained that the category of veterinary technologist profession was unique to SA and that the description of veterinary para-profession mainly relates to the profession of animal health technicians as is known in SA.
- The rules for Veterinary Para-Veterinary Professions included as Annexure 2.
- Day One skills included as Annexure 3.

The outcomes of the workshop are reported as follows:

4.5 Veterinary Nursing profession [VN]

4.5.1 Day One skills and Rules

- The rules for the VNs need to be aligned with the Day One skills for VNs as approved by Council.
- Sr Lotter will provide the Director Legal Affairs [DLA] [with further input, if required and if available] and the DLA will then finalise the drafting of the rules.
- The rules will thereafter be submitted to the VN profession for comment; and inputs will be tabled at the Review Committee for finalisation and recommendation to Council.

4.5.2 Business Plan

- Dr De Vos stated that the time was right for the veterinary para-professions to submit business plans relating to services rendered for own account to Council taking the veterinary team structure and veterinary responsibility into consideration.
- The terminology of veterinary supervision; direct supervision, indirect supervision and direction had to be defined and be reworked to address the principle that the level of supervision will depend on the competence of the veterinary para-professional as determined by the veterinarian.
- The DLA will provide clarity on the level of supervision relating to the use and sale of medicines, after consultation with Prof Vinny Naidoo, and provide the information to Sr Lotter before the levels of supervision are identified and redefined.
- Once the levels of supervision are identified and redefined or more specifically specified then it will be implemented across the board for all the veterinary para professions, where applicable.
- The principle as to who is responsible for the treatment of an animal had to be considered and if the animal is under treatment of a veterinarian then the veterinarian is ultimately responsible. The issue of referral by and report back to a veterinarian will have to be taken into account.
- The line of command in particular in disease surveillance and control of trans-boundary diseases had to also be taken into consideration and the veterinarian is to be the point of reference.
• Sr Lotter will solicit input and will draft the business plan on VN services rendered for own account relevant to the fields of VN practice where working for own account is feasible.
• The fields mentioned are: behaviour; physiotherapy; nutrition; and home nursing.

4.5.3 Code of Conduct and Practice

• The Codes of Conduct and Practice for professionals are essentially drafted as a means to explain or interpret the rules pertaining to the professions, but also deal with all situations that present in the practice of the particular profession.
• The members are referred to the website of the New Zealand Veterinary Council http://www.veticouncil.org.nz/CPCindex.php where the Code of Conduct of Practice for veterinarians can be found and in which guidance is well drafted for the veterinary profession in that country especially relevant to how to interpret rules and to deal with daily situations.
• All the veterinary para-professions were in the past requested to draft their Codes of Conduct and Practice, as distinguished from the respective ‘Course of Conduct’ sections of their Rules - however none was received.
• The workshop resolved that the VN profession will be requested to draft their Code of Conduct and Practice as a tool to interpret the rules and to guide the profession in daily situations. Sr Lotter will take responsibility for the process and submit the Code of Conduct and Practice to Council.

4.6 Veterinary Technologist profession [VT]

4.6.1 Day One skills and Rules

• The rules for VTs need to be aligned with the Day One skills for VTs as approved by Council.
• The rules will be changed to include all species for all testing [procedures].
• Messrs Dreyer and Muller will provide the Director Legal Affairs [DLA] [with further input, if required and if available] and the DLA will then finalise the drafting of the rules.
• The rules will thereafter be submitted to the VT profession for comment; and inputs will be tabled at the Review Committee for finalisation and recommendation to Council.

4.6.2 Business Plan

• A business plan for VT services rendered for own account will be considered for the VT profession taking into consideration that diagnoses cannot be made and that the VT works on referral of a veterinarian.
• The results of tests are to be communicated with the veterinarian, and where it relates to tests for regulatory [notifiable and controlled diseases] purposes the state veterinarian will be informed.
• Should a request for testing be received directly from a farmer then the farmer should be required to provide the details of his/her veterinarians and the results of the test/s should be communicated to both the farmer and his/her veterinarian.
• The reason for the line of command and line of communication via the veterinarian relates to who ultimately takes responsibility [diagnosis and certification].
• Farmers may not always act in accordance with the country’s regulatory requirements and the veterinarian should ultimately take responsibility.

4.6.3 Code of Conduct and Practice

• The workshop resolved that the VT profession will be requested to draft their Code of Conduct and Practice as a tool to interpret the rules and to guide the profession in daily situations.
• Messrs Dreyer [and Muller] will take responsibility for the process and submit the Code of Conduct and Practice to Council.

4.6.4 Concerns

• Questions were posed as to whether the VT profession was employable [market related] and whether the curriculum consisted of a broad enough framework to address the needs in the country. In particular whether the scope of practice and Day One skills should not be broadened to address the needs in the country.
• The questions originated from the amount of applications from employers for the authorisation of persons with other qualifications than VTs and the statements by employers that the VT qualification did not gear VT professionals for the
Mr Dreyer confirmed that the curriculum was changed and was being looked into to ensure that VT professionals are employable.

Furthermore, that the Day One skills included all the skills applicable for the market – and it was noted that Day One skills are realistic for new graduates.

It was noted that all four veterinary para-professions had to be marketed to the veterinary profession, as there was still a lack of awareness about exactly what they could do - and how the professions could work better in a team.

Sr Lotter advised that the VN's are in an advantaged position in that VN's train at the same Faculty as veterinarians and the veterinary profession therefore has insight into the training of the VN's and understands the value of the VN, which in turn lends to the employment of VN's in veterinary practices. This advantage is not the case for the VT's and other veterinary para professionals.

Mr Dreyer advised that the Tshwane University of Technology [TUT] was not willing to place it training of VT's under the auspices of the Faculty of Veterinary Science, UP. Such a transformation would add value to the training of the veterinary team, as it would lead to better exposure to each other's abilities.

The Faculty of Veterinary Science, UP was willing to train VT's and it was agreed that the Dean, Prof D Abernethy should again be approached.

The SAVC will visit the TUT in 2015 and evaluate the training. All stakeholders should then communicate the value of one campus for the training of the veterinary team to the attention of the visitation team.

4.7 Laboratory Animal Technologist profession [LATS]

4.7.1 Day One skills and Rules

- The Day One Skills for LATS do not exist as yet and needs to be drafted.
- Dr De Vos suggested that input from the profession on the Day One Skills be sourced in the format of a questionnaire and that the structure of the VN Day One Skills should be used as a guide but not to be copied for the Day One skills of LATS.
- The rules need to be revised after the Day One skills are finalised.
- Definitions: The word "Experimental" can be used but the definition of "Experimental animal" needs to be redefined to include invertebrates, and wild animals need to be defined. The wording ".../animals used for scientific purposes; research, testing and teaching..." should be considered to draft the definition.
- Sr Lotter advised that wild animals are no longer captured in the wild for research purposes, but are specially bred.
- It was proposed to consider changes as follows:
  - The structure of the LATS rule document be changed to resort "services" under one heading and "executing of services" under another;
  - The level of supervision be changed, if and where required, as for the VN profession;
  - Rule 2.10 be amended to make it applicable to tranquillisation only;
  - Rule 2.11 be completely removed;
  - Rule 4.2 is to be amended to include housing and production;
  - Rule 4.3 is to be amended to include housing and production of SPF animal;
  - The words "animal house" is to be replaced by the word "facility" throughout;
  - Rule 6.4 is to be rephrased to only relate to standards for facilities;
  - Chemical immobilisation is a veterinary procedure [Rule 10] and the DLA will clarify the details thereof.

4.7.2 Business Plan

No discussion took place as to whether there was a need for LAT services to be rendered for own account.

4.7.3 Code of Conduct and Practice

- The workshop resolved that the LAT profession will be requested to draft their Code of Conduct and Practice as a tool to interpret the rules and to guide the profession in daily situations.
- Mr Bester will take responsibility for the process and submit the Code of Conduct and Practice to Council.
- The same process will be followed as for the other veterinary para-professions.
4.8 Animal Health Technicians [AHTs] [Veterinary Health Technicians] [VHTs]

4.8.1 Day One skills and Rules

- The Rules need to be aligned with the Day One skills for AHTs as approved by Council. The Day One Skills will however be revisited to ensure that it is more concise and clear.
- The rules will be aligned with the Day One Skills after it is revised and the rules will be changed to:
  - better explain words such as “attend to” and “implementation of”.
  - Include “companion animals” under Primary Animal Health Care [PAHC] services.
  - Review the difference between “interpret” and “diagnose”. Sr Lotter proposed the wording “record and report findings”.
  - Rule 3.1 to be revisited in alignment with the Animal Welfare Act;
  - Rule 3.2 is to be amended to read: “An animal health technician may carry our procedures on animals on instruction of or in consultation with”. ...and the wording “…and supervision…” should be deleted. Rules 3.1 and 3.2 will be amended to clarify which procedures or functions need to be performed without any veterinary supervision, which with veterinary supervision and which only as assisting the veterinarian. The definitions should consider the consultation with the veterinarian even by telephone.
  - Consider how to deal with Artificial Insemination [AI] which required Pregnancy Diagnosis [PD] the latter is a veterinary function.
  - Consider inclusion of animal welfare guidelines for procedures such as open castrations.
  - Consider other legislation such as Act 101 of 1965 [medicines] and the DLA is to review the Rule 3.2.3 relating to the administration and injection of medicines accordingly.
  - The handling and sale of medicines in particular those registered under Act 36 of 1947 needs to be done by trained persons and preferably by AHTs to ensure stability, cold chain management etc.
  - Consider the inclusion of a dystocia on a cow under procedures performed by AHTs
  - Consider basic laboratory procedures after consultation with the Department of Agriculture, Forestry and Fisheries [DAFF] [Director Animal Health] re notifiable and controlled diseases.
  - AHTs should be able to use euthanae [small animals] in emergencies.
  - Include implementation of bio-security programs.

- Mr Oosthuizen will provide the Director Legal Affairs [DLA] [with further input, if required and if available] and the DLA will then finalise the drafting of the rules.
- The rules will thereafter be submitted to the VT profession for comment and inputs will be tabled at the Review Committee for finalisation and recommendation to Council.

4.8.2 Business plans

- Mr Oosthuizen will provide the business plan for AHT services to be rendered for own account, but on referral or contractual basis with a veterinarian. It was noted that AHT’s are over trained in some areas but under-utilised at the moment, and that there are areas in country where there are no veterinarians.
- The AHT services mentioned are:
  - Training in PAHC
  - Training and demonstration of Bio-security
  - Setting up Bio-security structures on farms
  - AI
  - TB and CA testing
- Consideration is to be given to the Rules relating to the services in the employment of a veterinarian and/or an who has a veterinarian in his/her employment and/or on a contractual basis under this heading as well as in the rules above.

4.8.3 Code of Conduct and Practice

- The workshop resolved that the AHT profession will be requested to draft their Code of Conduct and Practice as a tool to interpret the rules and to guide the profession in daily situations.
- Mr Oosthuizen will take responsibility for the process and submit the Code of Conduct and Practice to Council.
- The same process will be followed as for the other veterinary para-professions.
5. GENERAL

5.1 Advertising and Touting

The DLA advised that the rules regarding advertising and touting fell away for veterinarians and that a second process is on its way during which the rules for veterinary para-professions will be discussed with the Competition Commission.

5.2 Marketing the Veterinary team

- The workshop noted that it was important to market the services of the veterinary para-professionals.
- It was also important for State Veterinary Service to streamline what AHT’s may and may not do: for instance they are taught to, but not allowed to interpret TB results; while on the other hand the OIE remarked that some state veterinarians do not come in the field at all and rely too much on the work of the AHT’s.
- The Registrar in addition requested all stakeholders to please submit any marketing material in their possession to Dr Tembile Songabe of DAFF as DAFF was driving a marketing exercise using the World Rabies Day and the World Food Day for this purpose.

Dr De Vos thanked everyone and the workshop adjourned at 15:40.