

References related to Veterinary Field Assistants (Para-vets)

in the

Final departmental roadmap report -2018

(Submitted to Department of Animal Husbandry and Veterinary, Government of Assam by Consulting company: Vet Helpline India Pvt Ltd.)

Under the section: Key Message

Sub-head: Monitoring of veterinary service delivery

Page: 16

Excerpts:

Veterinary service delivery is a regulated profession and such regulation is important in the context of food safety and issues like drug and anti-microbial resistance. Veterinary para professionals should be trained as per national standards. There should be statutory registration of para professionals and effective supervision of their service.

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Under the section: Innovation for sustainable livestock farming and climate change.

Sub-head: Key learning from expert consultation (Point 1)

Page: 60

Excerpts:

“Include subject of traditional knowledge system as CVME program for field vets and para-vets”

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Under the section: Man-power analysis

Sub-head: NA

Page: 91

Excerpts:

“The training of veterinary para professionals at School of Veterinary Science & Animal Husbandry at Ghungoor, Silchar, is irregular as intake is based on periodic government decision only. Since 2000, only 91para-professionals have completed the one-year course of elementary knowledge of veterinary science and animal husbandry (Veterinary Field Assistant Course). The school also trained 91Gopal Mitra’s (Artificial Insemination Technicians) in recent years”

Year of Pass out	Total Number of students
1959-60 to 1995-96	3949
2007-08	17
2010-11	45
2014-15	29
Total	4040

Table 16 Veterinary Field Assistant trained at School of Veterinary Science and A H, Ghungoor, Silchar

“The state is yet to have any private institution for training of veterinarians and long term trained veterinary para-professionals”

“Amongst the short-term trained para-veterinary workers, Assam State Rural Livelihood Mission has trained 400 people as ‘Pashusakhis’ (Village Animal Health Workers) within the state. RGVN (Rashtriya Gramin Vikas Nidhi) under its project Cross-border Transfer of Agricultural Technologies, Institutional & Market development (Bangladesh-India), have trained 25 Livestock Service Providers (LSPs) to support farmers in livestock and poultry farming”

Sub head: Manpower assessment of Department of Animal Husbandry and Veterinary:

Page: 93 / 94

Excerpts:

The professional cadre strength of the department of Animal Husbandry and Veterinary is 1003 numbers of veterinarians and 2506 para-veterinarians. As per the data shown in Table 17, percent vacancy is 21.4% for Veterinarian and 11.6% for para-veterinarians. The vacancy is more acute for senior leadership positions.

Name of the Designation	Strength	Men in position	Vacancy
Director	1	0	1
Additional Director	5	0	5
Joint Director	10	0	10
Deputy Director	56	7	49
Assistant Director	52	36	16
Sub Divisional Veterinary Officer & Equivalent	176	153	23
Veterinary Officer	703	592	111
Total of Veterinary cadre	1003	788	215
Para-veterinary staff (L.I./SVFA/VFA)	2506	2216	290
Supporting Office staff	6421	5169	1252
Grade IV staff	1919	1411	508
Driver	199	137	62
TOTAL	12048	9721	2327

Table 17 Manpower position of Department of Animal Husbandry and Veterinary as on Jan 2018

NB: Many officers oversee multiple sanctioned positions.

Source: All Assam Veterinary Service Associations

“The para-veterinary staff shown in above Table17 is more than sanctioned post of 1615 number of veterinary para professionals indicated in the -The Assam Animal Husbandry and Veterinary Subordinate Service Rules, 2002”

Sl No.	Designations:	Number of Post (Permanent and Temporary)
1	Technical Assistant (Non vety)	9
2	Fodder inspector	1
3	Fodder supervisor	3
4	Assistant Chemist	1
5	Model Farm organizer	1
6	Field supervisor	1
7	Livestock inspectors	46
8	Manager Gosadan	1
9	Poultry Inspector / Surveillance inspector	6
10	Senior Veterinary Field Assistant	320
11	Lab assistant / Veterinary Assistant (Lab)	71
12	Assistant Farm Manager	14
13	Assistant Fodder inspector	1
14	Exhibition assistant	1
15	Veterinary Field Assistant	1098
16	Poultry Assistant	41
	TOTAL	1615

Table 18 Various categories of para-veterinarians as per Veterinary Subordinate Service Rules, 2002

“Though it cannot be confirmed, the information in Table17and Table18 indicate that in last 15 years, the government may have increased the sanctioned post of veterinary para professionals by 891”

“The (Table18) also indicated that there are 16 different designations of Veterinary Para-professionals. A draft service rule of the department that describes job profile of various designations for veterinarians and para professionals is currently under the review of the government”

“Though it is important to understand the manpower status in terms of key functional areas of work assigned to a veterinarian and veterinary para-professionals, the same could not be attempted in the light of absence of approved service rule for both the cadre that define specific job roles”

Sub-head: Field assessment of man power in district level institutions based on primary data

Page: 101

Excerpts:

“The total number of para-vet positions in 9 districts taken for analysis was 680 while the actual manpower strength of para-vets in position was 403, which is also just 59% of the sanctioned strength.”

Under the section: Synthesis of stakeholder views on factors affecting delivery and gap related to veterinary services.

Sub-head: Point 1.

Page: 137 / 138

Excerpts:

Factors affecting:

“Less number of clinically skilled veterinarians and para-veterinarians in field service.”

Gap:

“Inadequate skilled veterinarians and veterinary para professionals at the front end of services”

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Under the section: stakeholder Views related to Manpower

Sub-head: Point 8 / 9 / 13/ 16 / 21 / 22

Page: 145 / 146

Excerpts:

“Panchayats can be encouraged to ensure engagement of trained para-vets (including retired person where available) from within the panchayat area itself for frontline veterinary and related public health services under the supervision of veterinarian”

“There are reports of growth of private village level animal health workers in some parts of the state. Steps should be taken to regulate such workers as per provision of minor veterinary practices regulation”

“Excessive and repetitive reporting requirement and engagement of public field veterinarians and para-veterinarians in other non-service related activities is hampering service delivery”

“There are limited opportunities for in-house training of veterinary service professionals (Vets and Para vets) based on skill gap assessment, assessment of the technical, managerial acumen and awareness of technological advancement in national and global context”

“Transfer related practices do not conform to its intended purpose. Veterinary / para-veterinary professionals being development worker needs enough time in a posting to understand local situation and contribute meaningfully”

“Though registration of para-vet under a statutory body is mandatory under the OIE guideline not much effort has been made to regulate, improve competency and maintain quality of para-vet services”

“Veterinarians and Para-vets works in day to day situations where there is risk of spread of diseases from animals. There exist limited provisions for providing support for immunization and / or personal protective equipment (Other than during emergency situations e.g. culling of birds during bird flu)”

Under the section: Strategy for internal strengthening of the department

Sub-head: Retraining of veterinarians and Para vets based on competency gap.

Page: 184-185

Excerpts:

“In the recent years, the World Organization for Animal Health (OIE) has worked on global standard and advanced competencies required by veterinarians and para-veterinarians to perform various public functions. Written and standard global competencies, which are required to be tailored to country and regional need, have permitted development of appropriate and uniform continuous veterinary medical education programs for re-training / continuous education of professionals. For strengthening of the department, targeted capacity building of veterinarians and para-vets as per identified competency gap will be a pre-requisite. The department should commission human resource audit essentially covering competency mapping of existing professionals’ vis a vis required competencies in local context. Assam Veterinary Council could implement such initiative under its mandated role of maintenance of professional standards. Registration, regulation and continuous veterinary medical education of para-vets is of equal importance in this regard. Department should decide to follow the OIE recommendation of registration and regulation of para-vets. The guideline for standard para-vet training is already available with Agriculture Skill Council of India. The department should affiliate its para-vet training schools to Agriculture Skill Council of India for standard and certified training that is recognized cross the country”

Under the section: Suggested 20-point action areas for animal disease control.

Sub-head: Point 15

Page: 215

Excerpts:

“Continuous skill training of field veterinarians and para-veterinarians and farmer level awareness development for availing laboratory services”

Under the section: 10 Point action areas for strategic human resource management.

Sub-head: Point 6 & 9

Page: 219

Excerpts:

“Initiative through Assam Veterinary Council to maintain sub ordinate council for para-vets ensuring monitoring, standard training and continuous skill improvement”

“Initiative for training of veterinary para-professionals and farm supervisors / workers in collaboration with Agriculture Skill Council of India”

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Under the section: 5-point priority areas for skill development.

Sub-head: For veterinarians and veterinary para-professionals

Page: 220

Excerpts:

For skill development of veterinary para-professionals:

1. Skill related to first aid, safe use of common drugs against basic ailments including permitted ethno-veterinary practices.
2. Skills related disease reporting, lab sample handling / dispatch and maintenance of bio-security and bio-safety as per standard protocol.
3. Skills pertaining to livestock / poultry farm management and implementation of animal breeding programs.
4. Skills pertaining to animal identification and data collection.
5. Leadership skill for community mobilization and engagement.

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Under the section: Reorientation of public veterinarians and veterinary para professionals

Sub-head: NA

Page: 221

Excerpts:

“Concurrent to skill development, both veterinarians and para-professionals within the state should be re-oriented on the following aspects. This is primarily in the context of the state.

1. Public veterinary service is the only option for poor livestock keepers’ in remote villages, who need the service to protect their livelihood. Public veterinary services in recent years within the state have shown a tendency of focusing only on areas showing commercial activity.
2. Personnel engaged with public veterinary service should think beyond just animal and its owner. Their prime duty is also to protect the interest of consumers of livestock product and public in

general. Service personnel working in field should be reoriented towards emerging areas of public health concerns.

3. Majority of the field service personnel with development related work responsibility, have limited idea of the contributions made by various types of activities or people within a livestock value chain. The tendency is to work with farmers alone to bring change. A value chain orientation is needed for effective design and implementation of projects.
4. Majority of field personnel's service approach is curative only and they operate at individual animal level only. To ensure adequate and affordable service, preventive / herd health orientation is a pre-requisite. Focus should essentially be on herd of animal.
5. The orientation about the importance of timely reporting, surveillance activity and confirmatory diagnosis using laboratory is a 'missing link' that have prevented effective designing and implementation of mass disease control programs.
6. Service personnel needs reorientation so that they focus not just on handling specific disease presented with but also on ensuring productivity of treated animal through better nutrition and farm management.
7. Field personnel needs orientation to form area specific teams to ensure follow up of cases and planned preventive interventions. The service outreach can be improved a lot with effective team building with participation of para-veterinarians.
8. The current veterinary service in field in most of the cases can be compared with 'fire brigade' service. A veterinarians / para-veterinarian, in most cases, needs to attend animals who are at the last stage of ailment with symptoms needing emergency care only. The situation forces service providers use excessive medicines. The treatment become costly and animal too losses its productivity even if cured with treatment. A re-orientation is needed where by, field personnel can work with group of farmers under an annual arrangement for periodic preventive health monitoring using laboratory services.

Under the section: Strategy related rejuvenation of government training institutions.

Sub-head: Point 4

Page: 222

Excerpts:

"Affiliation of veterinary field assistant and all farm training related institutions to Agriculture Skill Council of India (ASCI) for training under National Occupational Standards (NOS)"

Under the section: Priority infrastructure investment

Sub-head: Point 4

Page: 226

Excerpts:

“Setting up of new or enhanced facility at existing veterinary schools and support to private schools for production of skilled para-vets”

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Under the section: Flagship project

Sub-head: Project No.8 (Project component in phase -2)

Page: 246

Excerpts:

“Capacity building of border area para-vets on disease surveillance and biological threats and linking them to sentinel organizations”

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Under the section: Policy imperative for success of interventions

Sub-head: Point 14

Page: 299

Excerpts:

Permission to set up private veterinary colleges and para-vet training school.

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Under the section: Framework for inter departmental collaboration

Sub-head: Other collaboration with National Skill Development Corporation (NSDC)/ Agriculture Skill Council of India (ASCI)

Page: 302

Excerpts:

“Affiliation of veterinary para-professional training institutes for certified training of Veterinary Field Assistants, Veterinary Clinical Assistants, Artificial Insemination Technicians, Animal Health Workers”

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