



World Organisation
for Animal Health
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Report of the sixth meeting of the WOAH ad hoc group on Community animal health workers (CAHWs)

Paris, October 2023

Executive summary

The sixth meeting of the CAHWs ad hoc group (henceforth referred to as “the Group”) took place from October 17th to 19th 2023, at WOAHA Headquarters in Paris.

A total of 7 experts were able to be present for this face-to-face meeting of the Group. They were welcomed by WOAHA Deputy Director General of Institutional Affairs and Regional Activities, Dr Jean-Philippe Dop, the WOAHA Secretariat (Dr Xyomara Chavez, Dr Johan Oosthuizen and Dr David Sherman) and a representative of VSF International (Dr Alexia Rondeau).

This was also the opportunity to formally introduce Dr Armando Hoet, representative of the Ohio State University, who is the new partner of this project following USAID’s approval of Phase 2 budget.

All the participants were able to get together for an icebreaker led by Dr Chavez before starting the work.

The 3-day meeting had as its main objectives the following:

- To provisionally endorse the list of competencies of CAHWs and to identify which of them were core.
- To develop learning outcomes for each competency.
- To agree on names for different hierarchical elements in the curricula, e.g., course vs module lesson vs unit, and the titles for the agreed upon elements.

Furthermore, Dr Chavez presented the final results of a survey addressed to four WOAHA Regional Representations, which aimed to collect information about CAHWs, their involvement in the veterinary workforce, and CAHWs regulation in their countries; and to assess their expectations on the challenges and opportunities of CAHW involvement in the veterinary workforce.

Finally, Dr Robyn Alders, Dr Satender Arya and Dr David Sherman presented three different curricula models for the Group, with the aim of brainstorming possible items to be included in the CAHWs curriculum.

Dr Ndudane, ended this session by congratulating the Group for their collegiality, inputs, contributions, efforts and the timely accomplishment of this meeting’s objective.

1. **Welcome and opening remarks**

Dr Jean-Philippe Dop welcomed the Group and thanked them for their involvement and commitment throughout this year. He also expressed gratitude to WOAHA Members for being able to contribute to the survey sent in August which aimed to better understand the CAHW state of play on each country in four regions: Africa, Americas, Asia and the Pacific and Middle East.

Dr Ndudane, the Chairperson, thanked the Group for their active feedback throughout the development and revision of learning outcomes.

2. **Icebreaker**

Dr Chavez encouraged the members to think about one advice they would give to their younger selves. The Group provided some insightful comments which could be found [here](#).

3. **CAHWs project progress (September-October 2023)**

- The Group was able to provide timely feedback on the learning outcomes developed for them to be validated during this meeting.
- The Secretariat analysed the CAHWs questionnaire and presented final results.

4. **CAHWs Questionnaire for WOAHA Delegates: Presentation of final results**

A survey was conducted to collect information about CAHWs, their involvement in the veterinary workforce, and CAHWs regulation in their countries; and to assess their expectations on the challenges and opportunities of CAHW involvement in the veterinary workforce.

Four WOAHA Regional Representations were contacted: RR Africa, RR Americas, RR Asia and the Pacific and RR Middle East.

Overall, the results are congruent with the work being carried out by the Group, which was a rewarding news.

The final results are displayed in Appendix 3.

5. **AHG group task to review together: Learning outcomes document**

The Group went through the feedback given on the learning outcomes document between September and October. They managed to validate the learning outcomes for each competency. It was agreed by the Group that learning outcomes belonging to a core competency would be all considered as core.

6. **AHG members presentations: my favourite CAHWs curricula**

Two members of the Group and one member from the Secretariat volunteered to present a curriculum template that they find interesting. This for the sake of inspiring the Group before developing curriculum items and content.

Dr Robyn Alders presented the [Newcastle Disease community vaccinator curriculum](#).

Dr Satender Arya presented the [curricula development for CAHWs from the Agricultural Skill Council of India](#).

Dr David Sherman presented a [review of the curriculum for Training of CAHWs in the Karamoja sub-region of Uganda](#).

All presentations were followed by questions and discussions.

7. The Ohio State University feedback for today’s meeting

Dr Armando Hoet, special invitee for this meeting, provided some general feedback on the Group’s last online meeting and provided an introductory framework to better guide the Group on the development of CAHWs curricula.

8. AHG group discussion on curricula structure

Dr Oosthuizen gave a presentation providing certain elements of curricula. He also explained the importance of having finalised the learning outcomes before developing the curricula, as they serve as the foundation before developing modules and units. His presentation can be accessed [by following this link](#).

9. Development of CAHWs curricula content

After a full day of work on Wednesday 18 October, the Group developed unit names for the competencies developed within each Sphere of Activity (SoA).

The provisional CAHWs curriculum document comprises a total of:

- 11 Spheres of Activities
- 39 units
- 40 competencies, including 22 core competencies
- 118 learning outcomes, including 63 core learning outcomes

The document with the elements listed above is yet to be provisionally endorsed by the Group, following some minor propositions and issues to be clarified.

10. AHG group discussion: Modules descriptions of CAHWs curricula

The Group worked in 2 groups to rename, where relevant, the SoAs previously created, so that they can be understood as training modules in the curriculum document. By the end of Day 3, the SoAs resulted in the suggested modules’ names below:

SoA number	Previous name	Suggested Module name
1	Scope of work for CAHWs	CAHWs scope of work
2	Basic principles of animal health	Basic principles of animal health
3	Animal husbandry and production	Animal husbandry and production
4	Animal diseases	Basic animal disease management
5	Basic clinical procedures	Basic clinical procedures
6	Sampling procedures	Sampling procedures
7	Veterinary medicinal products	Veterinary medicinal products (VMP)
8	Animal disease surveillance, prevention and control	Population disease management
9	Food hygiene	Keeping food safe
10	Communication and Community engagement	Engaging with community
11	Business and Entrepreneurial skills	Running a sustainable service

The Group also worked on developing a description for each Module, following the structure of the WOAHP VPP curricula guidelines, and the Group agreed on the content provided.

The working document will be cleaned and shared by the Secretariat for the final Group’s endorsement.

11. AHG group preliminary discussions: duration of courses for introductory guidance section, job descriptions, and method of delivery

The Group agreed on the following points:

- A training guide for trainers is needed and will be developed as a complement of CAHWs guidelines. The Group acknowledges the specificities of CAHW training compared to more

professional categories of workforce, such as VPPs. While VPP training is mostly delivered by professional trainers and/or academics in training institutions, CAHW training is generally delivered by trainers who aren't always qualified trainers and who do not always receive the appropriate level of support in the development of the training content and methodology. This training guide will be key to make sure that the particularities of CAHWs' profile (adults, generally low literate, with experience-based knowledge) are adequately considered for the development of the training programme, in a way to increase the effectiveness and impact of training. By tailoring the learning experience to the audience, we improve the quality of training and ultimately the quality of services provided by CAHWs.

- Vaccinators are not considered as CAHWs as we understand the working definition and therefore are not the intended audience of the guidelines. However, vaccinators could be considered as a subcategory of CAHWs, and this could be clarified in the guidelines. The guidelines could also be a tool for countries to upgrade their vaccinators as CAHWs through further training should they wish to do so.
- It is not in the scope of the Group to fix the duration of trainings. However, the Group will propose recommendations in the introductory document of the CAHWs guidelines.
- It will be the responsibility of each country to decide if they want to grant credits to CAHWs for future career upgrade into VPPs. This standardisation could encourage CAHWs to possibly develop a career.
- It will be the responsibility of the Veterinary Statutory Body to decide if the CAHWs registration is permanent or if it is decided to establish a continuous training with renewal of license.

12. Discussion on the need for a training guide for trainers

Given that CAHW training is often carried out by groups or organisations that are not primarily educational or training institutions (e.g., NGOs, Veterinary Departments), the Group agreed that it would be both beneficial and useful to develop a training guide for trainers of CAHWs to assist them in using the CAHW Guidelines effectively. The Group Members present voted unanimously in favour of this proposal.

In addition, the knowledge, skills and abilities first draft document previously developed by the Group, will be attached to the CAHWs guidelines as an annex for the sake of providing educational details of each learning outcome.

13. Logistics

The Secretariat informed the Group that in the framework of the final stages of Phase 1 of the project, the CAHWs guidelines needed to go through field consultations in Africa and Asia. Due to budgetary constraints, the Secretariat asked if the members of the Group were willing to support on this task, in case they might have any upcoming professional activity planned for February 2024. The Group responded positively and agreed on providing support where needed.

Due to professional commitments, the Chairperson asked the Group to change one date of the upcoming meeting.

The next meeting will take place on November 20-21, via Zoom.

Annex

- Task reviewed by the Group: Learning outcomes [working document](#)

Sixth meeting of the WOAHA ad hoc Group for the development of competency and curricula guidelines for community-based animal health workers (CAHWs)

October 17, 2023 | 10AM – 5PM (CEST)

October 18, 2023 | 9AM – 5PM (CEST)

October 19, 2023 | 9AM – 5PM (CEST)

WOAHA Headquarters, Paris – France

AGENDA ITEMS

Chairperson: Dr Nandipha Toyota Ndudane

Day 1: Tuesday 17 October

Item 1 Welcome from WOAHA, introductory remarks and adoption of agenda | WOAHA Representative and Nandipha Ndudane (10 minutes)

Item 2 Icebreaker | Xyomara Chavez (10 minutes)

Item 3 CAHWs project progress: September 2023 – October 2023 | Xyomara Chavez (5 minutes)

Item 4 CAHWs Questionnaire for WOAHA Delegates: Presentation of final results | Xyomara Chavez, David Sherman and Johan Oosthuizen (20 minutes)

Item 5 AHG group task to review together: Learning outcomes document | All (60 minutes)

~ Short pause (10 min) ~

Item 6 AHG members presentations: My favourite CAHWs curricula | Volunteers identified (60 minutes)

- Questions and discussion

~ Lunch pause (90 min) ~

Item 7 The Ohio State University feedback for today's meeting | Armando Hoet (20 min)

- Questions and discussion

Item 8 AHG group discussion on curricula structure | All (60 minutes)

- Two subgroups for discussion

~ Short pause (10 min) ~

Item 9 (ctd) AHG group discussion: Discussion on curricula structure | All (60 minutes)

Item 10 Closing of Day 1 | Nandipha Ndudane (5 minutes)

Day 2: Wednesday 18 October

Item 11 Recap of Day 1 | Nandipha Ndudane (10 minutes)

Item 12 AHG group discussion: Development of CAHWs curricula content | All

- Two new subgroups for discussion

~ Short pause (10 min) ~

Item 13 (ctd) AHG subgroup discussion: Development of CAHWs curricula content | All

~ Lunch pause (90 min) ~

Item 14 (ctd) AHG subgroup discussion: Development of CAHWs curricula content | All (60 minutes)

- Recap of both groups

~ Short pause (10 min) ~

Item 15 AHG group discussion: Development of CAHWs curricula content | All (60 minutes)

Item 16 Closing of the Day | Nandipha Ndudane (5 minutes)

Item 17 Dinner invitation by WOA:H: "[Le bistrot d'Yves](#)"

- Address: 33 Rue Cardinet, 75017 Paris
- Hour: 7:30PM

Day 3: Thursday 19 October

Item 18 Recap of Day 2 | Nandipha Ndudane (10 minutes)

Item 19 (ctd) AHG group discussion: Courses descriptions of CAHWs curricula | All (90 minutes)

- Two subgroups for discussion

~ Short pause (10 min) ~

Item 20 (ctd) AHG group discussion: Presentation of courses descriptions of CAHWs curricula and endorsement | All (60 minutes)

~ Lunch pause (90 min) ~

Item 21 (ctd) AHG group preliminary discussions: duration of courses for introductory guidance section, job descriptions, and method of delivery | All (time as needed)

Item 22 Discussion on the need for a training guide for trainers | All (time as needed)

- KSAs

Item 23 Logistics | Xyomara Chavez (5 minutes)

- AHG members regional or local activities for CAHWs guidelines field consultations
- Next meeting: 21 – 22 November (virtual session, from 12M to 3PM, CEST)

Item 24 Closing of Day 3 | Nandipha Ndudane and WOAHA Representative (5 minutes)

ANNEX: List of pre-meeting reading materials/action items

- TASK: [LO and KSAs document](#)

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Chairperson: Dr Nandipha Toyota Ndudane

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Final results of the CAHWs questionnaire to WOAH Members

1. Introduction

In 2021, the World Organisation for Animal Health (WOAH) launched a project entitled, 'Strengthening the enabling environment for community animal health workers (CAHWs) through development of competency and curricula guidelines'. This project, implemented by WOAH in partnership with Vétérinaires Sans Frontières International (VSF-Int), examines CAHW training programmes worldwide with the aim of developing guidelines on their competencies and curricula. The issues involved in this project were the subject of a joint communication issued to three Regional and Sub-Regional Representations in June 2022, and were also presented at the 90th General Session of WOAH in May 2023.

As part of its overall goal to strengthen the training and capacity of the veterinary workforce, WOAH is committed to developing these new guidelines for CAHWs, which will complement the existing guidelines for veterinarians and veterinary paraprofessionals (VPPs). Although similar in approach to the existing guidelines for veterinarians and VPPs, the guidelines for CAHWs will be adapted to the different nature of the activities and profiles of CAHWs, who often benefit from discontinuous professional training over a long period. As was done previously for the development of the WOAH veterinary and VPP guidelines, an ad hoc group has been set up specifically for the development of the CAHW guidelines.

In order to ensure that the CAHWs competency and curricula guidelines are both useful and relevant, WOAH Members from RR Africa, RR Americas, RR Asia and the Pacific and RR Middle East were contacted to fill a survey on CAHWs state of play in their countries.

2. Objectives

- To collect information from WOAH members, on the availability, involvement in veterinary workforce, and regulation of CAHWs in their countries.
- To assess their expectations on the challenges and opportunities of CAHW involvement in the veterinary workforce.

The results of this study aimed to assist the ad hoc group in framing the competency and curriculum guidelines for CAHWs to ensure that they are both useful and relevant.

3. Materials and methods

In collaboration with VSF-Int, WOAH identified relevant CAHWs topics for a better understanding of the current status of CAHWs in the countries, the main activities they perform in case of presence in the country, and the role that Veterinary Statutory Bodies play in regulating CAHWs, among others.

With the assistance of Data Integration Department, the WOAAH Secretariat drafted surveys using Microsoft Forms, in order to gather the most accurate and useful information possible from WOAAH Members. The survey consisted in 16 questions drafted in WOAAH's three official languages: English, French and Spanish. All surveys are displayed in Annex 1.

The target audience was selected by taking into account the relevance of CAHWs presence in the countries and the availability of WOAAH Members to assist on this task. For this reason, and after internal coordination, we considered 4 out of 5 WOAAH Regional Representations: RR Africa, RR Americas, RR Asia and the Pacific and RR Middle East. In total, the Delegates of 130 WOAAH Members were contacted through their Sub-Regional Representations.

To provide relevant context to the target audience, the WOAAH Secretariat drafted official invitations for WOAAH Delegates, so they or someone from their team could participate by filling in the survey (only one answer per country was requested). These invitations were sent via email to the Regional and Sub-Regional Representatives of Africa, the Americas, Asia and the Pacific and Middle East on August 28TH 2023, and a final deadline for WOAAH Delegates to fill the survey was set for September 29TH 2023.

In the period from August 28th to September 29th, 84 responses were collected. We observed that multiple responses were provided from the same WOAAH Member when the instructions were to provide only one response per Member. Among these multiple responses, we observed the following:

- 11 inconsistent duplicates (multiple team members from one country providing inconsistent responses).
- 4 duplicates from a team member and his/her respective Delegate.
- 2 people filled in the survey twice, providing very similar information.

For these reasons and to have accurate results, we cleaned the data and kept 67 responses for analysis.

4. Results

The 67 responses collected represent a response rate of 51,5%, exceeding our initial target of 50% response rate.

The regional distribution of these responses was as follows (Figure 1):

- 34 (51%) responses from RR Africa.
- 14 (21%) responses from RR Asia and the Pacific.
- 13 (19%) responses from RR Americas.
- 6 (9%) responses from RR Middle East.

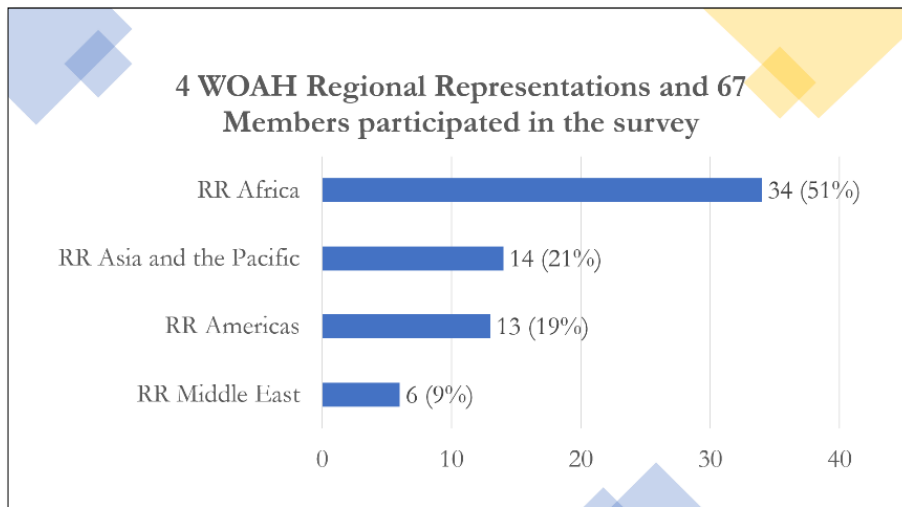


Figure 1: Number and percentage of respondents per WOA Region who participated in the survey

Among the people responsible for filling the survey, we identified 2 categories (Figure 2):

- 52 respondents were WOA Delegates.
- 15 were classed as “Others”. In this category we observed WOA Focal points, Department heads, VS Directors, VS agents, Epidemiologist and Senior advisor.

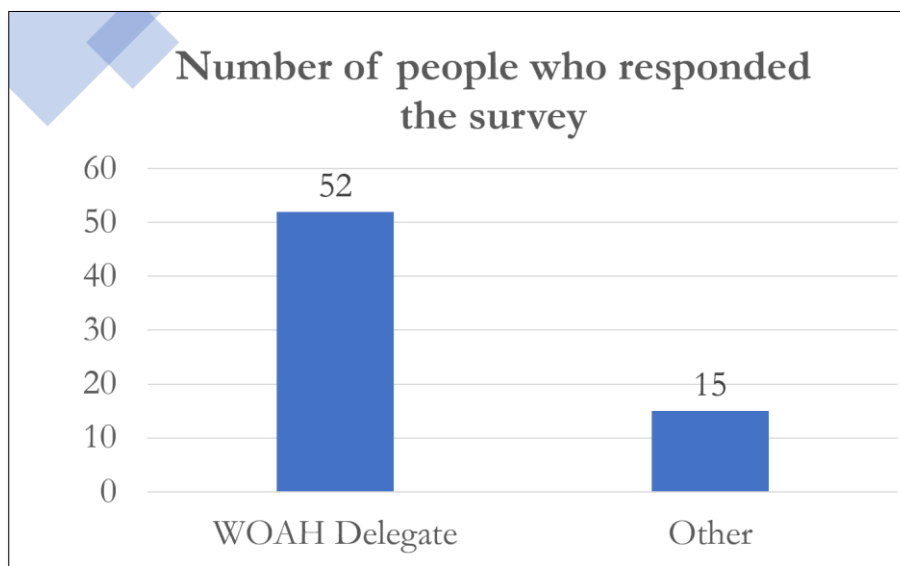


Figure 2: Number and category of respondents who participated in the survey

One of the main questions for WOA Members was to verify if they were aware of the presence of CAHWs in their countries. Of all respondents, 65.5% acknowledged being aware of CAHWs presence in their countries against 34.4% of respondents who were not. The detailed results were as follows (Figure 3):

- In RR Africa, 24 respondents were aware of CAHWs presence in their countries against 10 respondents who were not aware.

- In RR Americas, 5 respondents were aware of CAHWs presence in their countries against 8 respondents who were not aware.
- In RR Asia and the Pacific, 9 respondents were aware of CAHWs presence in their countries against 5 respondents who were not aware.
- In RR Middle East, 6 respondents were aware of CAHWs presence in their countries. We did not observe respondents from this region not being aware of CAHWs presence in their countries.

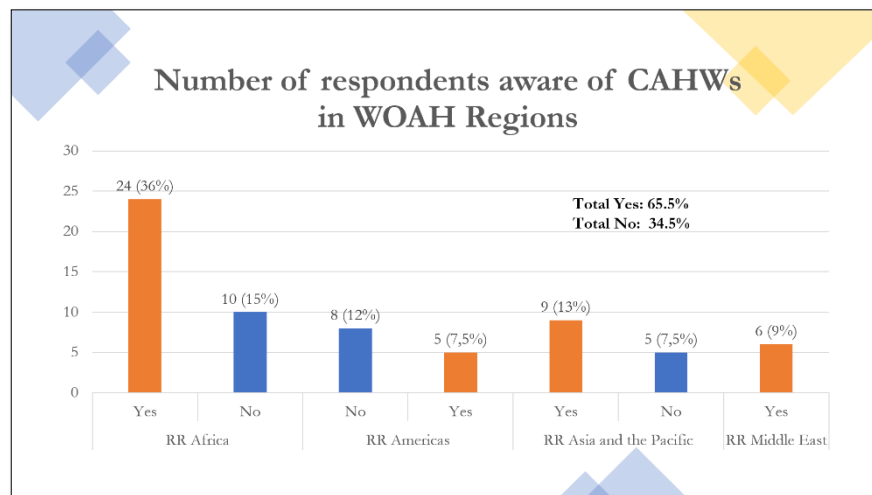


Figure 3: Number and percentage of respondents being aware or not of CAHWs presence in WOA Regions

WOAH Members who acknowledged the presence of CAHWs in their countries were asked about the areas in which CAHWs currently work. The results were as follows (Figure 4):

- 30 (68%) respondents indicated that CAHWs work in animal disease prevention activities, including vaccination.
- 29 (66%) respondents indicated that CAHWs do basic treatments (e.g., diarrhea treatment, internal or external parasite control, hoof trimming, ear notching, non-infectious conditions).
- 28 (64%) respondents indicated that CAHWs perform animal disease control activities including reporting and surveillance.
- 24 (55%) respondents indicated that CAHWs provide first aid (e.g., wound care, dystocia, bleeding, fractures).
- 17 (39%) respondents indicated that CAHWs perform basic surgeries (castration, dehorning, etc.).
- 13 (30%) respondents indicated that CAHWs do sampling procedures including sample handling, sample collections and sample transportation.
- 9 (20%) respondents indicated that CAHWs work in veterinary public health activities e.g., slaughterhouse inspections.

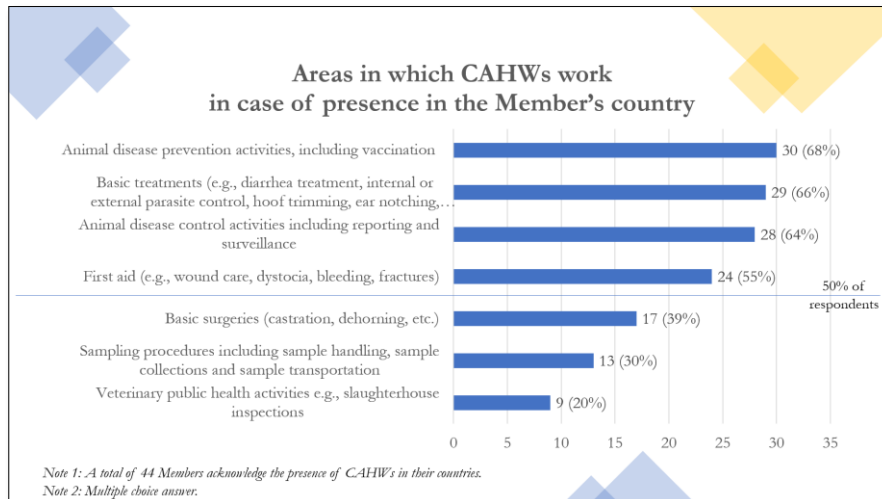


Figure 4: Number and percentage of areas in which CAHWs work in case they are present in the country (multiple choice question)

To compare the current areas in which CAHWs work against the areas that WOAH Members consider as core functions for CAHWs, we observed the following results (Figure 5):

- 27 (61%) respondents considered basic treatments (e.g., diarrhea treatment, internal or external parasite control, hoof trimming, ear notching, non-infectious conditions) as a core function for CAHWs.
- 27 (61%) respondents considered animal disease reporting as a core function for CAHWs.
- 26 (59%) respondents considered poultry vaccination as a core function for CAHWs.
- 25 (57%) respondents considered that advice to livestock keepers on good animal husbandry and production practices, importance of animal health services (including preventative and curative measures) as a core function for CAHWs.
- 24 (55%) respondents considered vaccination of livestock as a core function for CAHWs.
- 23 (52%) respondents considered animal disease surveillance as a core function for CAHWs.
- 21 (48%) respondents considered first aid (e.g., wound care, dystocia, bleeding, fractures) as a core function for CAHWs.
- 20 (45%) respondents considered fecal and other sample collection as a core function for CAHWs.
- 15 (34%) respondents considered dog vaccination as a core function for CAHWs.
- 14 (32%) respondents considered basic surgeries (castration, dehorning, etc.) as a core function for CAHWs.
- 13 (30%) respondents considered blood sample collection as a core function for CAHWs.
- 11 (25%) respondents considered treatments involving the use of antimicrobials as a core function for CAHWs.
- 7 (16%) respondents considered food safety/slaughterhouse inspection as a core function for CAHWs.
- 2 (5%) respondents were classed in the “Other” category. This comprised “castration when bloodless and dehorning when debudding only” and “technicians awaiting integration into the civil service”.

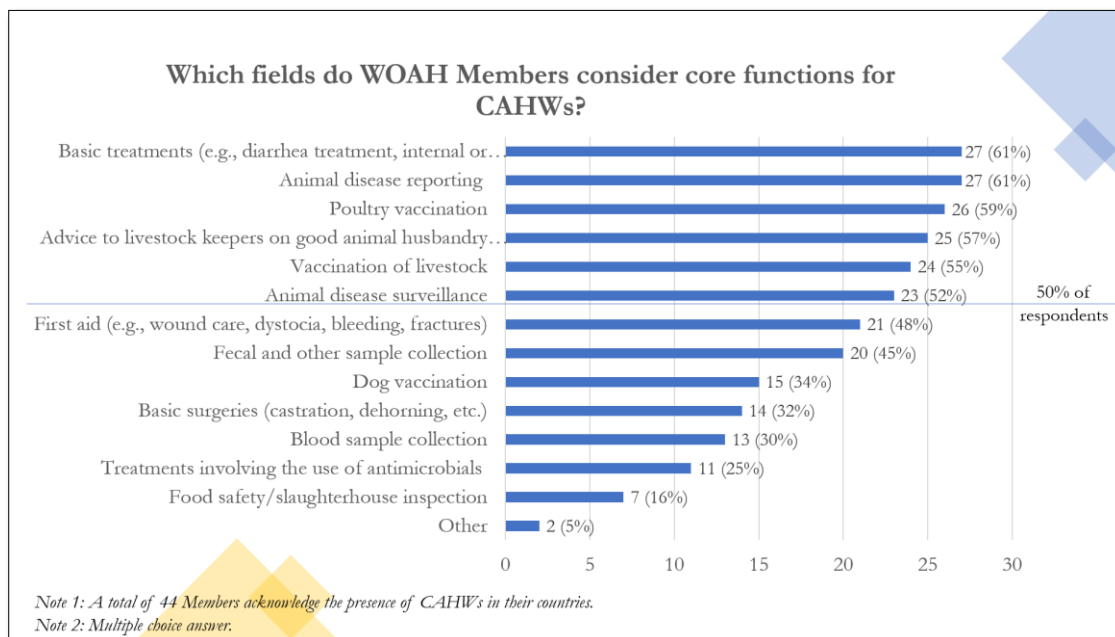


Figure 5: Number and percentage of fields which WOAH Members consider core functions for CAHWs (multiple choice question)

The WOAH Members who acknowledge the presence of CAHWs provided the following information regarding who employs CAHWs.

The detailed results of this multiple-choice question were as follows (Figure 6):

- 21 (48%) respondents indicated that CAHWs are employed by the government (federal, state or local)
- 15 (34%) respondents indicated that CAHWs are employed by NGOs.
- 13 (30%) respondents indicated that CAHWs are employed by private practitioners.
- 11 (25%) respondents indicated that CAHWs provide their services on a voluntary basis.
- 11 (25%) respondents indicated that CAHWs are self-employed.
- 11 (25%) respondents indicated that CAHWs are employed by an industry (for example poultry industry).
- 4 (9%) respondents selected the option “Other”. They suggested the following: farmers, VPPs, public interest group, local authorities and Food and Agriculture Organization (FAO).

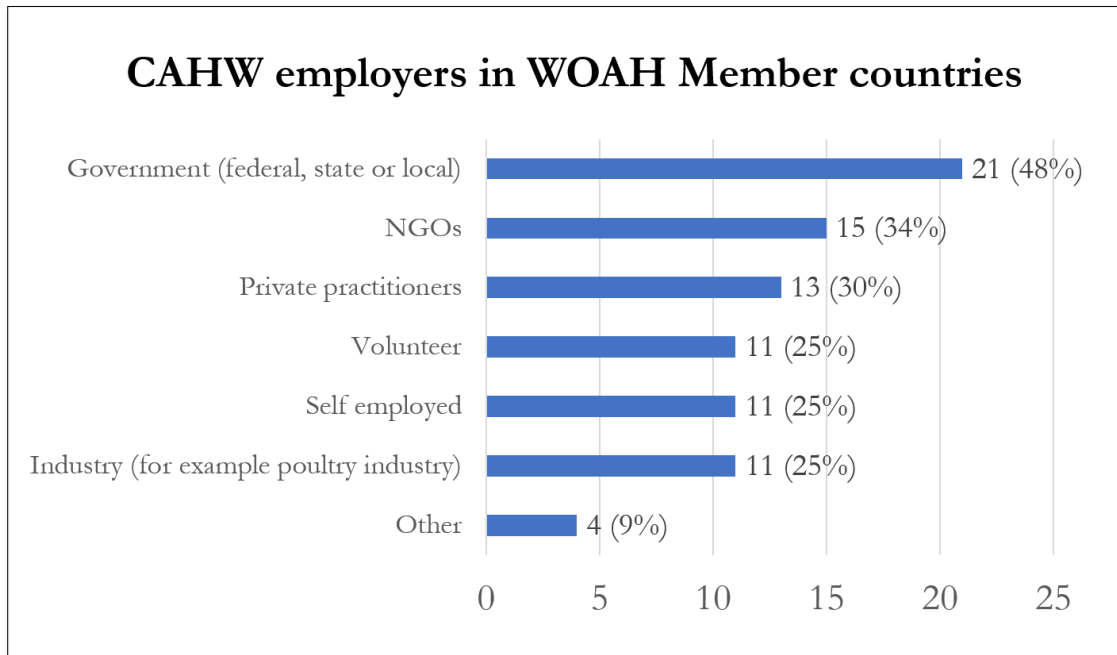


Figure 6: Number and percentage of entities who employ CAHWs (multiple choice question)

The respondents who were aware of the presence of CAHWs in their territory and who have a Veterinary Statutory body in their country, were asked if their VSB registers CAHWs. The responses, according to the different WOAH Regions, were as follows (Figure 7):

- In RR Africa, 16 respondents indicated that their VSB's do not register CAHWs against 4 respondents who indicated they do.
- In RR Americas, 3 respondents indicated that their VSB's do not register CAHWs against 2 respondents who indicated they do.
- In RR Asia and the Pacific, 5 respondents indicated that their VSB's do not register CAHWs against 1 respondent who indicated they do.
- In RR Middle East, 1 respondent indicated that their VSB's do not register CAHWs against 3 respondents who indicated they do.

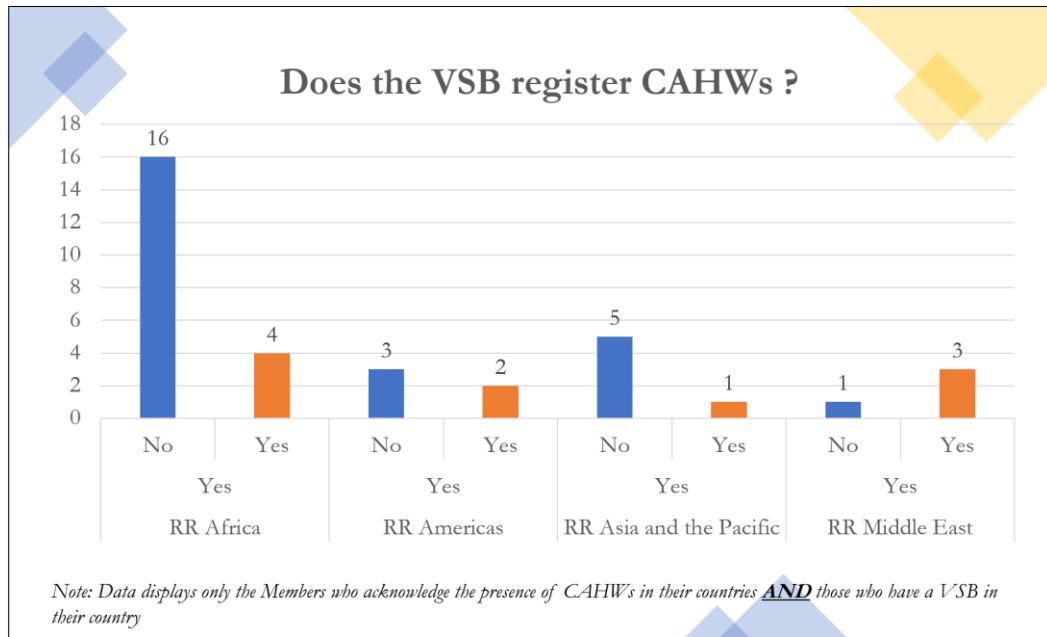


Figure 7: Number of respondents being aware that their VSBs register or not CAHWs in WOA Regions

Among the VSBs that register CAHWs, we observed:

- The Ministry of Agriculture, Livestock and Rural Development (MAEDR) through the Livestock Directorate (Togo).
- The National Order of Veterinary Surgeons of Togo
- National Order of Veterinary Doctors of Guinea
- Veterinary Council of Nigeria (VCN)
- Gambia Veterinary Council
- SENACSA (Paraguay)
- Veterinary Surgeons Board of Belize
- Agricultural and rural Affairs of the county level (China)
- Veterinary directorate (governates) and Veterinary syndicate (public association) (Iraq)
- Veterinary Syndicate (Egypt)
- Directorate of Animal Health in the Ministry of Agriculture and Agrarian Reform (Syria)

From the VSBs listed above, we observed those that review and approve the curricula by which the CAHWs are trained are as follows:

- The Ministry of Agriculture, Livestock and Rural Development (MAEDR) through the Livestock Directorate (Togo).
- The National Order of Veterinary Surgeons of Togo
- Veterinary Council of Nigeria (VCN)
- Veterinary Surgeons Board of Belize
- Agricultural and rural Affairs of the county level (China)
- Veterinary Syndicate (Egypt)
- Directorate of Animal Health in the Ministry of Agriculture and Agrarian Reform (Syria)

The respondents also provided the names of other entities besides VSBs, that regulate/register CAHWs, and from them, those who review and approve the curricula by which the CAHWs are trained. These entities regulate/register CAHWs in the absence of VSBs or if their VSBs do not regulate/register CAHWs (Annex 2).

WOAH Members were asked about the positive contributions of CAHWs in case they already exist or if they were to be introduced in their country as part of the veterinary workforce. We obtained the following statements:

- Basic care providers
- Collaborators on programmes against animal diseases
- Disease notifications, surveillance and/or reporting
- Labeling of livestock and poultry
- Last-mile animal health service providers
- Support and advice to farmers
- Support in case of lack of human resources (veterinarians/VPPs)
- Support in communication/information campaigns related to animal health/diseases
- Support in vaccination and deworming campaigns
- Support sustainability of veterinary workforce

WOAH Members were also asked about the problems or challenges CAHWs could possibly cause in case they already exist or if they were to be introduced in their country as part of the veterinary workforce. We obtained the following statements:

- AMR and other misuse of veterinary products.
- Incomplete treatments.
- Sustainability of CAHWs (remuneration, continuous training).
- Exercise outside technical supervision.
- Practice above their mandate (informal activity).
- “Intruders” to veterinary profession (fake presentations as veterinarians).
- Legal recognition.
- Use of illicit drugs.
- Equipment and financial support.
- Cultural obligations which conflict with the responsibilities of their role.

WOAH Members were given the opportunity to raise other issues they might find relevant to this topic. We obtained the following statements:

- “It would be interesting to hold a session or training for pre-selected community leaders and work on a pilot project in an established area”.
- “What should be the minimum educational background of CAHWs?”
- “Is formal registration of CAHWs required?”
- “Is their licensing indefinite or for defined periods?”

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- “Engage authorities for development of [CAHWs] programmes”
 - “The CAHWs actually work for the Ministry of Agriculture Veterinary Services, but were trained and are compensated by FAO because of no dedicated budget line to the veterinary services by government”
 - “How do we improve on the level of commitment of the CAHWs when they are volunteers?”
 - “Since they are engaged in treatment can they be supported to be trained as para-vet?”

5. Conclusion

Community animal health workers are reported to be present in two thirds of the countries that responded this survey. Although in some countries they are not yet legally recognised, the majority of respondents acknowledge the importance of CAHWs work in achieving last-mile service delivery, helping farmers who rely, sometimes exclusively, on livestock for their daily income, and supporting the veterinary workforce by performing basic activities. The satisfactory response rate demonstrates the growing level of interest of countries towards CAHWs and their possible integration into their veterinary workforce.

Survey responses about CAHWs challenges and opportunities are quite recurring and this highlights the relevance of the project Phase 2 to further engage with WOAHP Members.

In addition, the results obtained on this survey and the current work being done by the WOAHP CAHWs ad hoc group is coherent. The majority of core functions identified by WOAHP Members are the ones represented in the current competency guidelines provisionally endorsed by the WOAHP CAHWs ad hoc group. This outcome is very positive as it means the guidelines will be both useful and relevant.

This survey has had two positive outcomes:

- By consulting WOAHP Delegates, we ensure and maintain their level of awareness on the project and although difficult to assess we hope this will stimulate the uptake of the future WOAHP competency and curricula guidelines for CAHWs
- The core functions (either current or expected in the future) identified by WOAHP Members in the survey are very similar to the SoAs and competencies developed by the WOAHP CAHWs ad hoc group. This reinforces our confidence in the relevance and usefulness of our work.

Annex 1

[ENGLISH VERSION. French and Spanish versions upon request]

Community Animal Health Workers (CAHWs) Guidelines: Questions for WOAH Members

The World Organisation for Animal Health has launched a new project entitled, 'Strengthening the enabling environment for community animal health workers (CAHWs) through development of competency and curricula guidelines'. This project will review training programmes for community animal health workers from around the world and develop guidelines for their competencies and curricula. This activity complements work previously done at WOAH in the development of competency and curricula guidelines for both veterinarians and veterinary paraprofessionals.

In partnership with *Vétérinaires Sans Frontières International (VSF-Int)*, WOAH has therefore committed to reviewing and analysing CAHW programmes and training, from a global perspective.

An ad hoc group is currently developing competency and curricula guidelines for CAHWs, to improve their potential engagement and performance in the national veterinary workforce.

The purpose of this survey is to collect information from WOAH members, on the availability, involvement in VS workforce, and regulation of CAHWs in their countries, and to assess their expectations on the challenges and opportunities of CAHW involvement in the veterinary workforce. This will assist us in framing the competency and curriculum guidelines for CAHWs to ensure that they are both useful and relevant.

Thank you for accepting to fill the questionnaire. It should take you about 7 minutes.

Please assure you submit your answers by Monday 11 September, 2023.

1. Full name
2. Position
 - a) WOAH Delegate
 - b) Other
3. Based on the WOAH's working definition of CAHWs provided below, are you aware of any CAHWs working in your country?

The WOAH working definition for CAHWs is as follows : "A Community Animal Health Worker (CAHW) is a person selected from or by their own community and provided with short, initial, or recurring vocational training to perform very basic animal health and animal husbandry-related services in line with national animal welfare standards, who is accountable to a Veterinary Paraprofessional (VPP), a veterinarian and/or an appropriate official, and who is active in their community. The CAHW can also play an important role in a range of sanitary tasks such as disease reporting."

- a) Yes
 - b) No
 - c) I don't know
4. If 'Yes', please indicate the area(s) in which they work (tick any or all boxes that apply)
 - a) Animal disease control activities including reporting and surveillance
 - b) Animal disease prevention activities, including vaccination
 - c) Basic treatments (e.g., diarrhea treatment, internal or external parasite control, hoof trimming, ear notching, non-infectious conditions)

-
- d) First aid (e.g., wound care, dystocia, bleeding, fractures)
 - e) Basic surgeries (castration, dehorning, etc.)
 - f) Veterinary public health activities e.g., slaughterhouse inspections
 - g) Sampling procedures including sample handling, sample collections and sample transportation
 - h) I don't know
 - i) Other_____
5. Who employs CAHWs in your country? (tick any or all boxes that apply)
- a) Government (federal, state or local)
 - b) Private practitioners
 - c) NGOs
 - d) Industry (for example poultry industry)
 - e) Self employed
 - f) Volunteer
 - g) None of the above
 - h) I don't know
 - i) Other_____
6. Is there a veterinary statutory body in your country?
- a) Yes
 - b) No
 - c) I don't know
7. If 'Yes', does the veterinary statutory body or bodies register CAHWs?
- a) Yes
 - b) No
 - c) I don't know
8. If 'Yes', please provide the name of the body (bodies):
9. If 'Yes', does the veterinary statutory body or bodies review and approve the curricula by which the CAHWs are trained?
- a) Yes
 - b) No
 - c) I don't know
10. If 'No', is there another organisation or agency that regulates/registers CAHWs?
- a) Yes
 - b) No
 - c) I don't know
11. If 'Yes', please provide the name of the body (bodies):

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12. If 'Yes', does the regulatory body review and approve the curricula by which the CAHWs were trained?
- a) Yes
 - b) No
 - c) I don't know
13. Which of the fields below would you consider core functions for CAHWs? (tick any or all boxes that apply) (tick any or all boxes that apply)
- a) Poultry vaccination
 - b) Vaccination of livestock
 - c) Dog vaccination
 - d) Animal disease surveillance
 - e) Animal disease reporting
 - f) Blood sample collection
 - g) Fecal and other sample collection
 - h) Basic treatments (e.g., diarrhea treatment, internal or external parasite control, hoof trimming, ear notching, non-infectious conditions)
 - i) First aid (e.g., wound care, dystocia, bleeding, fractures)
 - j) Basic surgeries (castration, dehorning, etc.)
 - k) Treatments involving the use of antimicrobials
 - l) Advice to livestock keepers on good animal husbandry and production practices, importance of animal health services (including preventative and curative measures)
 - m) Food safety/slaughterhouse inspection
 - n) None of the above
 - o) I don't know
 - p) Other _____
14. If CAHWs already exist or where to be introduced in your country as part of the veterinary workforce, what positive contributions do or would they provide, if any?
- _____
15. If CAHWs already exist or were to be introduced in your country as part of the veterinary workforce, what problems or challenges are they causing or could they be causing, if any?
- _____

16. **About your personal data**

- a) I confirm I have read and understood the Information Notice related to the protection of my personal data

For any further questions, please do not hesitate to write them down here or contact the coordinator of the Workforce Development Programme Dr David Sherman (d.sherman@woah.org), and the CAHWs Project Manager, Dr Xyomara Chavez (x.chavez@woah.org)

Annex 2

WOAH Region	Other entities* that regulate/register CAHWs	Do they review and approve the curricula by which the CAHWs are trained?
RR Africa	L'Agence Nationale de l'Elevage (Central Africa Rep.)	No
RR Africa	Délégations Régionales du Ministère de l'Elevage et la DSV (Mauritania)	Yes
RR Africa	DIRECTION DES SERVICES VÉTÉRINAIRES (Ivory Coast)	Yes
RR Africa	DIRECTION D'ELEVAGE (Sao Tome and Principe)	No
RR Asia and the Pacific	General Directorate of Livestock and Veterinary under The Ministry of Agriculture, Livestock, Fisheries and Forestry (Timor Leste)	Yes
RR Middle East	Animal Health Directorate (Afghanistan)	Yes
RR Africa	Ethiopian Veterinary Association(EVA) in collaboration with CVO/WOAH delegate of Ethiopia	Yes
RR Asia and the Pacific	Registered by concerned local governments unit offices where they are connected with. (Philippines)	I don't know
RR Africa	Department of Animal Health and Livestock Development (Malawi)	Yes
RR Asia and the Pacific	Livestock Breeding and Veterinary Department (LBVD) (Myanmar)	Yes
RR Africa	Department of Veterinary Services supervise the community-based vaccinators (Zimbabwe)	Yes
RR Asia and the Pacific	Department of Livestock (Bhutan)	Yes
RR Asia and the Pacific	CAHWs may have [overYesght] from jurisdictional governments and/or private veterinarians to ensure appropriate training and access to controlled equipment or drugs. (Australia)	No
RR Africa	Presently, the one health platform (Ministry of Agriculture Veterinary Services & Ministry of Health Public Health Institute) (Liberia)	Yes
RR Africa	RED Cross, Brac, FAO Government (Sierra Leone)	Yes