

Tool for the evaluation of Performance of Veterinary Services

OIE PVS Tool



**Human, Physical
and Financial
Resources**

**Technical
Authority and
Capability**

**Interaction
with
Stakeholders**

**Access
to
Markets**

July
2008

Syria

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EVALUATION OF VETERINARY SERVICES IN SYRIA



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FOREWORD

This report was elaborated by a team of OIE experts composed of Dr. Hassan Aidaros, team leader and Dr. Fikri Abdessalam, technical expert, who visited Syria from July 1st to 14th, 2008, to carry out an evaluation of the country's Veterinary Services.

The mission was carried out following a request from the Ministry of Agriculture and Agrarian Reform, Syria, to the Director General of the World Animal Health Organization (the OIE) who agreed on the principle of organizing a mission to be funded under the World Fund for Animal Health and Welfare managed by the Organization. The dates and composition of the mission proposed by the OIE were agreed upon by the veterinary.

A work schedule had been set up during a preliminary meeting with Dr. Ziad Namour, Director of Animal Health directorate, and the staff of AHA. Accordingly, the team was able to visit many locations and places in the country and hold 21 meetings with staff of MAAR, Ministries of Health and Municipalities as well as with representatives of veterinary professionals and various stakeholders concerned by the Livestock sector and veterinary services.

The mission would like to thank Dr. Ziad Namour Director of Animal Health directorate, Dr. Marouf Al Sibai, Director of Veterinary drugs directorate, Dr. Georges Maksoud, Head of the veterinary laboratories department, and the staff of AHA at central and regional levels, for their support and facilitation of the mission through the organization of the meetings and transportation, providing the required documents and the facilitation of technical discussions at all levels and with other ministries and stakeholders. In this respect, the mission is particularly grateful to Dr. Basel Qaddour and Dr Mazen Deeb, for their keenness to facilitate all the meetings. Special thanks are extended to Dr. Mohammad Ali Al Abboud, Deputy director of Animal Health as well as the Secretariat of the Director of AHA for all the information they provided as well as their constant availability and hospitality.

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ABBREVIATIONS AND ACRONYMS

AHA	Animal Health Administration
AHA	Animal Health Directorate
AI	Avian Influenza (Highly Pathogenic)
AOAD	Arab Organization for Agriculture Development
AWA	Animal Wealth Administration
CE	Continuing Education
CVL	Central Veterinary Laboratory
FAO	Food and Agriculture Organization
FMD	Foot and Mouth Disease
FRF	Feed Revolving Fund
GDP	Gross Domestic Product
GOF	General Organization of Fodder
GOMC	General Organization of Mills and Cereal
HPAI	Highly Pathogenic Avian Influenza
IT	Information Technology
MAAR	Ministry of Agriculture and Agrarian Reform, Syria
NGO	Non Governmental Organization
OIE	World Organization for Animal Health
PVS	Performance, Vision and Strategy
SPS	Sanitary and Phyto – Sanitary measures
TADs	Transboundary Animal Diseases
VS	Veterinary Services
VSb	Veterinary Statutory Body
WFP	World Food Program
WTO	World Trade Organization
VPH	Veterinary Public Health

PART 1: EXECUTIVE SUMMARY

I.1 Introduction

The World Organization for Animal Health (OIE) defines Veterinary Services as “the *Veterinary Administration*, all the *Veterinary Authorities*, and all persons authorized, registered or licensed by the *Veterinary Statutory body*”. Accordingly, Veterinary Administration means “the Governmental Veterinary Service having authority in the whole country for implementing the animal health measures and the international veterinary certification process as recommended by the OIE, as well as supervising and auditing their application”.

In the era of globalization, the development and growth of many countries depend on the performance of their agricultural policies.

The number of animals in Syria are estimated at 22 millions head of Awass sheep; 1.16 millions head of cattle; 1.5 millions head of local and Shami goats; 27000 head of camels; 6000 head of buffalos, the Animal Wealth (livestock sector) Sector constitute 27% of the income of the Agricultural Sector, and animal production covers 94% of local consumption.

The mission of Veterinary Services is implemented by the Animal Health Directorate (AHD) of the Animal Wealth Administration (AWA) of the Ministry of Agriculture and Agrarian Reform (MAAR). AWA is concerned with raising agricultural standards as well as the diversity of animal production in Syria and providing animal health services to the breeders and producers. The traditional mission of Veterinary Services within MAAR is to protect domestic animal population from infectious and contagious animal diseases, regulate animal health practices and support public health through the control of zoonotic diseases. The credibility of these services, in the eyes of its users (the national stakeholders) and of other countries, depends in large measure on the effectiveness of these domestic programs, and the response of Veterinary Services to emergencies arising from the entry of foreign diseases.

I.2 Objectives, scope and context of the evaluation

The OIE has developed an evaluation process; the PVS (Performance, Vision & Strategy) tool to establish the current level of performance of the veterinary services in a country. The tool is composed of four fundamental components:

- Human and financial resources
- Technical authority and capability
- Interaction with stakeholders
- Ability to access the market

The evaluation of Syrian Veterinary Services has been carried out according to the PVS manual issued in 2006, with reference to the OIE Terrestrial Animal Health Code approved by the OIE Member Countries.

I.3 Summarized mission's findings for the four fundamental components

I.3.A Human and financial resources

As evidenced by the existing level of professional, technical and financial resources, the veterinary services are generally able to fulfill their role according to the standards set for Veterinary Services by the OIE. As a whole, the Syrian VS have a barely adequate number of veterinarians, biologists and veterinary technicians. The VS require significant support and increase in staff numbers and competence to meet their missions and responsibilities. A number of positions in the headquarters are occupied by veterinarians; at the province level there are permanent animal health specialists who are also veterinarians.

The competence of the veterinary personnel at management and field levels is reasonable and matches the needs of their daily work. The personnel have a clear definition of their roles and responsibilities but formal job descriptions do not exist. The majority of technical positions are effectively supervised on a regular basis.

Contingency funds need to be supported for animal health emergencies or emerging disease issues. Contingency funding should be under the direct responsibility of AHA.

I.3.B Technical authority and capability

The Veterinary Services in Syria are centrally administrated and the AHA has direct technical and administrative authority and supervision over all animal health branches in the country. The technical authority and capability of the Veterinary Services to develop and apply sanitary measures and science-based procedures are appropriate and comply with the defined OIE standards. The field Veterinary Services make use of laboratory diagnosis when necessary. Scientific risk analysis should be carried out. The quarantine facilities are managed through clear procedures but should be developed in line with OIE standards. National surveillance programs are conducted but require more planning and better reporting. The Veterinary Services can supervise the handling of veterinary medicines and biological products but only as the registration of these products is required by the Ministry of Health.

I.3.C Interaction with stakeholders

The capacity of the Veterinary Services to collaborate with and involve stakeholders in the implementation of joint programs should be further developed with more formal and ongoing arrangements. A focal point should be established at the AHA to facilitate this activity and to provide up-to-date information to stakeholders. Currently the VS tend to consult only selected stakeholders through informal communication systems. The VS (AHA) regularly participate in the OIE international and regional meetings as well as other international and regional organizations' meetings (FAO, AOAD, etc.).

1.3.D Ability to access the market

The authority of the Syrian Veterinary Services provides the support required by stakeholders for regional and international trade in animals and their products. This assistance is adequate and provides a good service to stakeholders including for quarantine. AHA is in the process of upgrading its procedures to bring them in-line with the international standards for animals and their products. The Veterinary Services participate in the preparation of national legislation and regulations but the process of developing the law and harmonizing it with international standards is not yet finalized. AHA occasionally carries out inspections and verifications of compliance with regulations but generally do not take further action. They are aware of gaps, inconsistencies and non-conformities in the national legislation, regulations and sanitary measures as compared to international standards, and are in the process of rectifying them.

I.4 Recommended action plans

On the basis of the findings, the mission formulated a number of recommendations and priority actions that would lead to significant improvements in the capacity and credibility of the Syrian Veterinary Services. They are presented below for each of the fundamental components as covered by the evaluation.

1.4.A Human and financial resources

Human resources are essential for the development of effective and credible Veterinary Services. Syrian decision makers need to consider:

- Personnel: Increasing the number and qualifications of personnel;
- Carry out an in-depth human resources assessment with forecasts for the needs in both the medium and long term;
- Better define the tasks, procedures and supervision systems for the technical staff according to their defined roles and responsibilities;
- Programs for training according to the fields of priorities should be urgently enhanced. These programs should include an annual work plan against budget and an annual report.
- Define and implement a continuing education plan adapted to the needs of the sector and staff shortages.

The financial resources made available to Syrian Veterinary Services are generally appropriate. The mission recommends that:

- Posts and salaries of the VS personnel need to be strengthened. The financial resources should be made available to Syrian Veterinary Services on a regular basis to allow their tasks. To be accomplished according to the OIE requirements.
- Budget: A special animal health contingency fund is created to which the Veterinary Services have direct access for emergency response;
- Investment budgets should be determined in accordance with a medium and longer term plans in order to improve infrastructure and equipment and to establish an appropriate and effective veterinary

services network for the country.

1.4.B Technical authority and capability

The credibility of Veterinary services depends on their ability to apply sanitary measures and science-based procedures in the control of animal diseases and protection of public health. Priority actions should include:

- Reinforcement of the authority and capability of the Veterinary Services to identify and record pathogenic agents, including those relevant to animal and public health (staff training, surveillance, laboratory capacities, risk analysis, etc.);
- Development and strengthening of necessary infrastructure and improved procedures for quarantine;
- Restoration of the Veterinary Services authority over the *inspection* of all products of animal origin (in particular meat and fish inspection and certification);
- Development of a sustainable national epidemio-surveillance network and of an early warning system involving all stakeholders;
- Assessment of risks associated with emerging issues, the implementation of appropriate prevention or control actions and the reinforcement of coordination with neighboring countries and trading partners;
- The reinforcement of the Veterinary Services capacity to exercise scientific control (technical standards) over the import, production and distribution of veterinary medicines and veterinary biological products;
- An epidemiology unit to be developed and provided with necessary personnel and delegated tasks (early detection, risk analysis);
- Laboratories to be better coordinated with other sections within AHA to support surveillance plans and strengthen the early detection system.
- The Veterinary Services should have more input into food safety issues and should have technical supervision over the slaughterhouses with the improvement of biosecurity measures;
- Extension services should be improved and plans should be developed for short and medium terms;
- Further strengthening of quarantine by upgrading the recording system for imported and exported consignments.

1.4.C Interaction with stakeholders

The understanding of stakeholders and their compliance in the application of regulations is a necessary component for effective veterinary services. It is therefore recommended:

- To create an official focal point for communications in order to provide up-to-date information to stakeholders;
- The Veterinary Services should develop and maintain appropriate consultation mechanisms with stakeholders;

- That the Syrian Veterinary Services (AHA) actively communicate with stakeholders on relevant meetings of regional and international organizations, including the OIE and Codex Alimentarius;
- The VS should develop joint programs between public and private stakeholders (including education/awareness programs), keep them up-to-date and ensure their effective implementation. Also the Syrian Veterinary Society should be involved in joint programs that support veterinary activities in the country.

1.4.D Ability to access the market

The ability to support stakeholders in order to access international markets for animals and their products is an important requirement of the Syrian Veterinary Services. Priority actions include:

- The reestablishment of the Veterinary Services authority over all activities under their mandate, including fish and meat inspection, in order to comply with international standards;
- The VS should develop bio-security standards for all animal production establishments and regulate the application of these standards, to protect public and animal health.
- The need to review, complement and harmonize the existing veterinary procedures, in consultation with stakeholders, with international regulations;
- The VS should carry out certification programs for all animals, animal products and services and processes and carry out audits of such programs, in order to maintain national and international confidence in their system.

GENERAL BACKGROUND



In Syria, the share of livestock and livestock related production accounts is a major portion of the national GDP as agriculture constitutes one of the main economic resource. Syria depends mainly on local production and export a considerable amount of live animals to the countries of the region

Geography and population

Syria, with a total area of 185 180 km², is bordered in the north by Turkey, in the east and southeast by Iraq, in the south by Jordan, in the south-west by Israel and in the west by Lebanon and the Mediterranean sea. Administratively, the country is divided into 14 governorates, one of which being the capital Damascus.

The country can be divided into 4 physiographic regions:

- the coastal region between the mountains and the sea;
- the mountains and the highlands extending from north to south parallel to the Mediterranean coast;
- the plains, or interior, located east of the highlands and including the plains of Damascus, Homs, Hama, Aleppo, Al-Hassakeh and Dara'a;
- the Badiyah and the desert plains in the south-eastern part of the country, bordering Jordan and Iraq.

Agriculture - products: wheat, barley, cotton, lentils, chickpeas, olives, sugar beets; beef, mutton, eggs, poultry, milk

Industries: petroleum, textiles, food processing, beverages, tobacco, phosphate rock mining, cement, oil seeds crushing, car assembly

Area:

- Total: 185,180 sq km
- Land: 184,050 sq km
- Water: 1,130 sq km

Note: includes 1,295 sq km of Israeli-occupied territory

People:

- 19,747,586
Note: in addition, about 40,000 people live in the Israeli-occupied Golan Heights - 20,000 Arabs and about 20,000 Israeli settlers (July 2008 est.)
- Annual growth rate (2006 est.): 3.52%.
- Languages: Arabic (official), English is widely spoken.

Administrative divisions:

14 provinces Al Hasakah, Al Ladhiqiyah, Al Qunaytirah, Ar Raqqah, As Suwayda', Dar'a, Dayr az Zawr, Dimashq, Halab, Hamah, Hims, Idlib, Rif Dimashq, Tartus

Economy:

GDP (2007 est.) is about \$ 87.09 billion and real GDP growth rate (2007) is 3.9% %. Imports commodities mainly, machinery and transport equipment, electric power machinery, food and livestock, metal and metal products, chemicals and chemical products, plastics, yarn, paper. Export commodities mainly, crude oil, minerals, petroleum products, fruits and vegetables, cotton fiber, textiles, clothing, meat and live animals, wheat. Natural resources include petroleum, phosphates, chrome and manganese ores, asphalt, iron ore, rock salt, marble, gypsum, hydropower.

Trade (2007 estimation):

Exports \$10.58 billion: Major markets--Iraq 27.4%, Germany 12.1%, Lebanon 9.5%, Italy 6.6%, Egypt 5.3%, Saudi Arabia 4.8% (2006). Imports--\$12.38 billion: food, construction materials, vehicles and parts, clothing. Major suppliers--Saudi Arabia 12.3%, China 7.9%, Egypt 6.2%, UAE 6%, Italy 4.8%, Ukraine 4.8%, Germany 4.8%, Iran 4.5% (2006).

Feed resources. The fodder situation: There has been increased consumption of livestock products due mainly to human population growth, resulting in denudation of natural grazing and limited grazing forage expansion because of cash crop competition. Under such a challenging situation, the state took measures to control and subsidize the barley grain (the major supplementary feed) and also the mill by-products (wheat bran, cotton cakes, beet pulp...). One of the measures was the supply to farmers of barley through the General Organization of Mills and Cereal (GOMC). The GOMC sells the feed to livestock owners through the General Organization of Feed (GOF) and stores the surplus for dry years. The second measure was the establishment of the Feed Revolving Fund (FRF) in 1964. The fund developed through World Food Program (WFP) assistance to farmers and livestock herder projects. The FRF which is attached to the Ministry of Agriculture and Agrarian

Reform (MAAR) has provided sheep fattening and sheep/range improvement cooperatives with short term loans for feed and long term loans for warehouse construction.

The third measure was the establishment of the General Organization of Fodder (GOF) in 1974, attached to MAAR. GOF does the marketing and distribution of controlled feed (barley and mill by-products) to animal sections according to regulations.

The livestock sector:

Dairy cattle are the most important livestock and are mainly kept close to towns where dairy product prices are good and also where water is available for forage production. The Friesian has almost replaced the local Shami breed which was kept in the Damascus Oasis. In the last decade, shami cow numbers decreased substantially after the import of Friesian cows which have a higher milk production, and only about 2000 head of the Shami breed remain. The color is between red and yellow. The chest and the rear parts are narrow. The back is curved. The limbs are tall. Annual milk production varies from 1.5 to 4 tons/cow. Dairy cows are raised on the farm margins. The average holding size is 1-3 cows/family. The feed consists mainly of concentrate, vegetable residues, and grazing barley in winter and grazing lucerne in summer. Private commercial dairies are rare and the majority are state enterprises. State farms are run by the General Organization of Dairy. The main constraints for dairy cattle expansion are the lack of free grazing and the high cost of forage due to competition from fruit and vegetables for land and irrigation. There is a local grazing breed called (Golani) located in the Golan Heights. The Golani (Akshi) cattle are characterized by small size, various colors and their ability to increase weight quickly. The main colors are black and black with irregular white spots. The average weight is 400-500 kg. and milk production is 550 – 650 kg/year. The breed survives on natural grazing and concentrates.

The local mountain goat is the major breed. They are kept as grazing herds in the mountain ranges close to forest areas. They graze during the day and return to village enclosures at night where they are fed some concentrates. The average herd size is 75 – 125. The other breed, the (Shami) is called the "cow of the poor family". It is prolific and raised in a similar way to dairy cattle. The main constraint of grazing goat production is the degradation of rangelands due to lack of property rights. The constraints for local (Shami) goat production could be eased by allowing export of some new born goats to neighboring countries which offer attractive prices.

Camels are raised in the Badia (Steppe). They have radically reduced in number due to competition from trucks in transportation and also to a low return compared with sheep. The total number is around 12,000 raised by Bedouins, largely for cultural reasons.

Rangeland sheep; The only local breed, the ‘Awassii’, which is well adapted to harsh desert conditions, its fat tail provides a reserve of nutrients for periods of feed shortage. They graze in the Badia from late autumn till late spring, with supplement, then they migrate to the rainfed and irrigated areas clearing all crop residues (cereal, cotton, beet, and summer vegetables) before returning again to the Badia.

The main constraints to sheep production are:

a – Due to degradation of grazing land, dependency on costly supplementary feed increased. The issue of degradation will be discussed under grazing resources;

b – The incompatibility of sheep in the farming systems. If the breed had been prolific in twinning, sheep might have been integrated into the farming system. Assisted farmers felt that lentils are more profitable than grazing forage due to low productivity of sheep. Small farm size may be a limiting factor for the medic system.

PART 3: CONDUCT OF THE EVALUATION

III.1 Introduction on the use of the PVS tool

In the era of globalization, the Veterinary Services (VS) have been qualified as international public goods. Their important roles include veterinary public health, including food-borne diseases, and regional and international market access for animals and animal products. To meet these new opportunities and challenges, VS will need to operate on scientifically-based principles and be technically independent from political pressures from all sources. Efforts to strengthen VS and to support them to comply with OIE international standards on quality, and evaluation of VS require the active participation and investment on the part of both the public and the private sectors. To assist in this effort, the World Organization for Animal Health (OIE) and the International Institute for Cooperation in Agriculture (IICA) have joined forces to develop the Performance, Vision and Strategy (PVS) tool meant to provide a common method and procedures for the evaluation of VS.

III.2 Objectives, scope and context of the evaluation

The PVS tool is designed to assist VS to establish their current level of performance, to identify gaps and weaknesses regarding their ability to comply with OIE international standards, guidelines and recommendations, and the SPS agreement of the WTO, to form a shared vision with stakeholders (including the private sector) and to establish priorities and carry out strategic initiatives.

In light of the growing international requirements and opportunities facing ~~the~~ each country, the VS have to adopt a broader mandate and vision, and provide new services to complement the portfolio of existing services. This will entail stronger alliances and closer cooperation with stakeholders, trading partners and other countries, national VS counterparts and relevant intergovernmental organizations (Codex Alimentarius, OIE, WTO, etc..).

The evaluation was conducted by a team of two OIE experts (a team leader, and a technical expert) at the request of the Ministry of Agriculture and Agrarian Reform (MAAR). It was funded by the International Fund for Animal Health and Welfare managed by the OIE.

III.3 Organization of the evaluation

The OIE has implemented procedures for the evaluation of Veterinary Services of Member Countries, at their request. The International Committee of the OIE endorses the recommendations of the Director General of the OIE in regard to the experts authorized by the OIE to conduct or to facilitate the conduct of an evaluation. The Director General may recommend one or more experts from the list for these purposes. The expert(s) perform(s) the evaluation of the VS of the Member Country in accordance with the provisions of Chapter 1.3.4. Of the OIE *Terrestrial Animal Health Code*, using the OIE Performance, Vision and Strategy (PVS) tool as a guide.

The expert(s) write(s) a report after consultation with the officials responsible for the evaluated VS. The report is presented to the Director General and it may be published by the OIE only with the consent of the Member Country concerned.

Organization of the evaluation visit was set up in the course of an opening meeting which took place on arrival of the mission, on Tuesday July 1st, 2008. The evaluation team drew up a broad definition of the scope and key activities of the VS and summarized the principles that would guide the team in carrying out the evaluation. The selection of sites to be visited was discussed and a work program was also set up including meetings and field visits as well as logistic arrangements. The closing meeting was scheduled to take place on Monday, July 14th, 2008.

III.4 Data requested and provided

The team had sent a list of documents required for the evaluation as per the Manual of Assessors before the start of the mission. However, due to the rapid organization of the mission, there was not enough time to send them before the mission's arrival. However, the documentation needed by the mission was discussed at length during the opening meeting and the documents provided during the course of the mission. In addition, a number of reports and useful documents were handed over to the mission on the occasion of site visits and meetings. A list of the documents consulted in English is presented in annex (6). Significant documents were provided to the mission when requested.

III.5 Sites visited and visits conducted

The mission was given the possibility to freely visit all facilities that it requested and to discuss with all public service or private persons that they found useful for the purpose of the evaluation. A list of locations and facilities visited is given in annex 2 and a list of persons met in annex 1.

III.6 Process for finalization of the report, including timeframes for consultation, editing and approval

The conditions under which the report was to be written, reviewed and finalized were explained during the closing meeting.

PART 4: RESULTS OF THE EVALUATION

IV.1 Human and financial resources

This part of the evaluation is meant to appreciate the institutional and financial sustainability of the Veterinary Services as evidenced by the level of professional/technical and financial resources available and the capacity to mobilize these resources. It comprises eight critical competencies:

1. Professional and technical competence of the personnel of the Veterinary Services
2. Continuing education
3. Technical independence
4. Stability of policies and programmes
5. Coordination capability of the VS' sectors and institutions
6. Funding
7. Contingency funding
8. Capability to invest & develop

The conclusions of the mission are presented thereafter for each of them.

IV.1.A Professional and technical competence of the personnel of the VS

A: Findings against critical competencies

Veterinarians and other professionals

As a whole, the Syrian VS dispose of an appropriate number of veterinarians, assistants and veterinary technicians. All the levels in the Headquarters and the governorates are occupied by qualified veterinarians. While the distribution of the personnel on the governorates level it requires reconsideration to cover the actual needs.

- Permanent staff in the VS:
 - Veterinarians: 1137
 - Para veterinarians: 1950
- Transit staff in the VS:
 - Veterinarians: 116
 - Para veterinarians: 112
- Lab staff are not accounted for as permanent VS staff:
 - Veterinarians: 65
 - Para veterinarians: 43

VS personnel require an important support and strengthening in technical competence and training.

Veterinary paraprofessionals and other technical personnel

The majority of technical positions are occupied by personnel holding adequate technical qualifications, while other positions need more specialized qualifications.

Some of the technical positions need more effective supervision on a regular basis.

For both Veterinary professionals, these findings of the evaluation mission led to the classification of Syrian Veterinary Services to level of advancement THREE also for paraprofessionals is at level THREE.

B. Proposed action plan

As evidenced by the existing level of professional technical resources available and their distribution in central and field technical positions, the veterinary services are presently not in a full position to fully accomplish their missions according to the standards for veterinary services as defined by the OIE.

In general, VS personnel require the support and strengthening in number and competence to fulfill their missions and responsibilities. On the basis of the evaluation findings, the main recommendations on human resources include the need to:

- Reinforce the veterinary personnel qualifications through the review and improvement of their professional level, through the review and improvement of the job descriptions and required qualifications as well conduct training needs assessment and provide capacity building activities.
- Better defining tasks, procedures for regular supervision of the technical staff according to their defined responsibilities.
- Veterinarians require important support and be strengthened in training and competence to conclude their tasks and responsibilities according to the OIE guidelines.

The VS should develop effective procedures for *veterinary paraprofessionals*, in accordance with the *Code*

IV.1.B Continuing education

A. Findings against critical competencies

Some of the supervisory and technical staff of the VS have access to specialized training courses abroad. National workshops and conferences are organized by the VS for the benefit of veterinarians, working in the VS offices.

The Syrian VS have access to CE that is reviewed annually, implemented for less than 50% of the relevant personnel

However, the VS need to develop sustained and clear plans that could be reviewed and regularly adapted to the needs of their personnel and according to the mission of animal health administration.

These findings of the evaluation mission regarding continuing education led to the classification of Syrian Veterinary Services to level of advancement THREE.

B. Proposed action plan

The VS need to develop clear plans for continuous education that could be reviewed and regularly adapted to the needs of their personnel (Veterinarians, technicians and assistant veterinarians) according to the mission of Animal Health Administration.

CE plans should be reviewed and updated annually and made accessible to all relevant personnel in the public and private sectors. The VS need to develop clear plans that could be reviewed and adapted to the needs of their personnel and according to the mission of the AHA.

IV.1.C Technical independence

A. Findings against critical competencies

The VS' technical decisions are based on the scientific evidence, but are subjected to review and possible modification based on non scientific considerations.

It is also noticed that not all decisions and regulations are sufficiently implemented therefore they need to be enforcement.

The evaluation team was frequently provided with verbal assurance as to the scientific integrity of the animal disease control decisions taken by the VS.

According to the PVS reference, these findings command to classify the Syrian VS to level of advancement THREE for this critical competency.

B. Proposed action plan

Technical independence is indeed vital to preserve the efficiency of technical decisions. These should therefore always be based on scientific evidence and are not changed to meet non scientific considerations supported by adequate regulations to which they can refer. Technical decisions should also be made and implemented in full accordance with the country's OIE obligations (and with the country's WTO SPS Agreement obligations to which Syrian is about to commit itself).

IV.1.D Stability of policies and programmes

A. Findings against critical competencies

Syrian Veterinary Services look as having been stable in terms of policy. There are generally only minor changes in the organisational structure of the public sector of the VS following a change in the political leadership.

Syrian Veterinary Services look as having been stable over the last years both in terms of policy and personnel but personnel are relatively less. There are generally only minor changes in the organizational structure of the public sector of the VS following a change in the political leadership.

Considering the current stability and according to the PVS reference, these findings have led the mission to classify the Syrian VS to level of advancement FOUR for this critical competency.

B. Proposed action plan

The mission is of the opinion that, in spite of minor changes in the veterinary organizational structure, there is a need to review and reinforce the veterinary policies and programs as a basis for a thorough reorganization of the VS allowing for better fulfillment of its responsibilities. Generally, there should be only minor changes in the organisational structure of the Animal Health and Wealth sectors of the VS following a change in the political leadership.

IV.1.E Coordination capability of the VS' sectors and institutions

A. Findings against critical competencies

There are some coordination mechanisms with unclear chain of command for some activities.

Coordination mechanisms require improvement especially between animal health and municipalities concerning slaughter-houses. These slaughter houses have no relationship with animal health. However, the coordination with human health sector appears to be working, but on an irregular base. There is a feed back from human health sector when requested but occasionally not in regular manner to monitor the health status of animal.

There are informal and irregular coordination mechanisms with the Ministry of Health and the municipalities for many activities but with no formal procedures. It is to be noted however that these frequent coordination mechanisms are based more on irregular procedures than on official common or specific programs.

For these reasons, the mission classified the Syrian VS to level of advancement THREE for this critical competency.

B. Proposed action plan

Coordination between all stakeholders being an important factor for the efficiency of veterinary activities and disease control programs, it is necessary that coordination mechanisms be properly defined and described in the regulations.

Intersectoral coordination mechanisms require improvement especially between animal health and municipalities concerning slaughter houses: the animal health should have a strong relationship with the municipalities concerning the supervision and data collection of the health of the slaughtered animals.

Agreed coordination mechanisms should include a clear chain of command at the national level that can be activated and implemented as necessary to address all activities. Such coordination mechanisms should be reviewed and updated regularly, including in regard to the private sector.

IV.1.F Funding

A. Findings against critical competencies

Funding for VS is clearly defined and regular, but is inadequate for their basis operations. Posts and salaries of the VS personnel are not sufficiently funded. These funds come from the MoA directly and there is no separate budget under the authority of the VS. the annual budget in 2006 was 290 Million Lira while in 2007 was 300 Million Lira (1 USD = 45 Syrian Lira)

As a whole, the advancement of the Syrian VS for this critical competency can be classified at level TWO.

B. Proposed action plan

Posts and salaries of the VS personnel need to be strengthened. Funding for the VS should be clearly defined and regular, and it should be adequate for their base operations. Funding for all aspects of VS activities should be adequate. All funding provided should be under full transparency and allows for full technical independences.

IV.1.G Contingency funding

A. Findings against critical competencies

Contingency funding arrangements with limited resources have been established but these are inadequate for expected emergency situations (including emerging issues).

For these reasons, the level of advancement of Syrian VS has been classified at level TWO.

B. Proposed action plan

Special veterinary Contingency funds should be created under MAAR to allow having direct access to respond to emergency situations. This fund should receive adequate resources and the rules for its operationalisation documented and agreed with stakeholders.

IV.1.H Capability to invest & develop

A. Findings against critical competencies

The VS regularly secures funding for improvements in infrastructure and operations, through the extraordinary allocations from the national budget or from other resources. But these funds are not sufficient and are allocated with constraints for their use.

The existence of these extraordinary allocations allows classifying the Syrian VS to Level THREE for this critical competency.

B. Proposed action plan

It is recommended that the VS should have the capacity to secure adequate funding for the necessary improvements in infrastructure and operations through extraordinary allocations, including from stakeholders within acceptable timeframe and to routinely secure adequate funding for the necessary improvements in infrastructure and operations.

Summary findings and recommendations for the Human and Financial fundamental component

Critical Competencies		Level of Advancement				
		1	2	3	4	5
I-	Human and Financial Resources					
I-1	(A) Professional and technical competence of the personnel of the VS					
I-1	(B) Professional and technical competence of the personnel of the VS (B)					
I-2	Continuing education					
I-3	Technical independence					
I-4	Stability of policies and programmes					
I-5	Coordination capability of the sectors and institutions of the VS					
I-6	Funding					
I-7	Contingency Funding					
I-8	Capability to invest and develop					

As evidenced by the existing level of professional, technical and financial resources available, the veterinary services need an important support in the qualified personnel to be in a position to accomplish their missions according to the standards for veterinary services as defined by the OIE.

On the basis of the evaluation findings, the main recommendations on human resources include:

- Reinforcement of the veterinary personnel qualifications through the review and improvement of their professional level,
- Applying better defining roles, tasks, procedures of regular supervision of the technical staff according to their defined responsibilities,
- Veterinarians need more support and appropriate number as well as competency to implement their tasks and responsibilities according to the OIE guidelines; especially in the animal health sector.
- The VS need to develop clear plans for continuous education that could be reviewed and regularly adapted to the needs of their personnel (Veterinarians, technicians and assistant veterinarians according to the mission of Animal Health Administration.
- Programs for training according to the fields of priorities: surveillance, zoonoses, food safety, risk assessment, epidemiology....., should be urgently enhanced. These programs should include an annual work plan against budget and an annual report.
- More specialized training both in VPH, Risk Assessment methodologies and general management would contribute to skill sets required in the move to the modernization of the VS. More personnel are needed for some key positions (pathologist, risk assessors, regional vet officers.).
- Posts and salaries of the VS personnel need to be strengthened. The financial resources should be made available to Syrian Veterinary Services on a regular basis to allow their tasks. To be accomplished according to the OIE requirements.
- Special veterinary contingency funds should be created under MAAR to allow direct access to respond to emergency situations.

IV.2 Technical authority and capability

This fundamental component of the evaluation intends to assess the authority and capability of the Veterinary Services to develop and apply sanitary measures and science-based procedures supporting those measures. It comprises 8 critical competencies:

1. Laboratory disease diagnosis
2. Risk analysis
3. Quarantine and border security
4. Epidemiological surveillance
5. Early detection and emergency response
6. Emerging issues
7. Technical innovation
8. Veterinary medicines and veterinary biologicals

The mission's conclusions are presented below for each of the competencies listed

IV.2.A Laboratory Disease Diagnosis

A. Findings against critical competencies

Some efforts have been made to improve the diagnostic capacity of the laboratories in some governorates, but laboratories need more support and the personnel are in need of training.

For diseases of zoonotic and economic importance presently not present in the country, but known to exist in the region and for which the country is at risk; The VS should be in a position to collect samples and ship them to a reliable laboratory in order to obtain a correct diagnosis.

The present situation of the laboratories allows classifying Syrian capacity for disease diagnoses to level of advancement THREE.

B. Proposed action plan.

Field Veterinary Services do not take full advantage of the existing diagnostic capacities due to the lack of training of personnel and the availability of insufficient reagents and diagnostic capabilities.

In the case of new and emerging diseases in the region or world, the VS have access to a network of national or international reference laboratories and can collect and ship samples to an OIE Reference Laboratory which results in a correct diagnosis.

The VS should also actively promote the implementation of a quality assurance in their diagnostic systems and audit the procedures for clinical diagnosis, the collection and shipment of samples, and laboratory diagnosis.

IV.2.B Risk Analysis

A. Findings against critical competencies

The VS compile and maintain data but do not have the capability to systematically assess risks.

No mechanism /policy for conducting scientific risk assessment in the Veterinary Services are present.

For these reasons, the Syrian VS capacity for this critical capacity has been classified to level of advancement TWO.

B. Proposed action plan

According to the present situation, it is recommended to progressively develop the assessment of risks associated with emerging issues, the implementation of appropriate prevention or control actions and the reinforcement of the coordination with neighboring countries and trading partners.

The VS can overcome this gap through establishing a well staffed epidemiology unit to assist or support the currently existing qualified epidemiologist. The VS should also systematically compile and maintain relevant data and carry out risk assessment based on scientific principles and evidences in compliance with relevant OIE standards, and base their risk management decisions on the outcomes of these risk assessments. Sanitary decisions are to be based on risk analysis, and be communicated internationally and meeting all their WTO and OIE obligations.

The VS should be capable of conducting risk assessments in compliance with relevant OIE standards, and base their risk management decisions on the outcomes of these risk assessments

IV.2.C Quarantine and borders security

A. Findings against critical competencies

The VS can establish and apply quarantine and border security procedures which systematically address legal pathway and to some extent illegal activities.

A special attention should be paid to the cross-border movements. Biosecurity measures in quarantine stations should also be enforced.

In view of the PVS indicators, the Syrian VS capacity in terms of quarantine and borders security has been classified at level of advancement FOUR.

B. Proposed action plan

The restoration of the Veterinary Services authority over the inspection of all products of animal origin, either imported or locally manufactured for domestic consumption, (in particular meat and fish inspection and certification).

Reinforce the Veterinary Services capacities to apply strict biosecurity measures to the quarantine facilities.

IV.2.D Epidemiological surveillance

A. Findings against critical competencies

Some National surveillance programmes have been put in a place by the Veterinary Services for some OIE listed diseases (Rinderpest, Avian Influenza, brucellosis, FMD), but is only partially implemented and remain subject to adequate planning and sustainability.

The VS can conduct active surveillance programmes in animal populations for some diseases of economic and zoonotic importance, but not on a regular base as HPAI, RP, brucellosis and FMD.

According to the PVS definitions, the Syrian VS have been classified at level of advancement THREE for this critical competency.

B. Proposed action plan

It is therefore important at this stage to:

- Develop a National epidemiological surveillance network and of an early warning system involving all stakeholders on the basis of a clear legislative framework and established procedures;
- Assess the risks associated with emerging issues, implement appropriate prevention or control actions and reinforce coordination with neighboring countries and trading partners.
- Establishing reliable electronic data gathering system supported by IT technicians,
- Establishing a GIS mapping System and enhance the capability to conduct risk assessment considering the regional situation.

The active surveillance programs in animal populations for diseases of economic and zoonotic importance to the country should be conducted and results systematically reported in compliance with the OIE standards.

IV.2.E Early detection and emergency response

A. Findings against critical competencies

The Veterinary Services have established field networks for some diseases and defined procedures to determine whether or not a sanitary emergency exists.

The VS have a financial support and legal framework to respond rapidly to sanitary emergencies, but the response is not coordinated through allocated emergency budget and chain of command

Classification of the Syrian VS has therefore been made to level THREE of advancement for this critical competency.

B. Proposed action plan

The respond to sanitary emergencies should be more efficient, it appear clear in case of HPAI, but less evident in case of other diseases.

Their efficiency in this regard is highly dependant on:

- Developing contingency plans for priority animal diseases other than AI which includes a mechanism to coordinate with/involve stakeholders;
- The establishment of procedures to make timely decisions on whether or not a sanitary emergency exists; and
- The elaboration of a contingency fund to which AHA has a direct access in case of emergency situation.

The VS should establish procedure to make timely decisions on whether or not a sanitary emergency exists. The VS have the legal framework and financial support to respond rapidly to sanitary emergencies through a chain of command. They have national contingency plans for some exotic diseases.

IV.2.F Emerging issues

A. Findings against critical competencies

The VS assess the opportunities of the identified emerging issues, including preparation of appropriate national preparedness plans.

The Veterinary Services need to develop specific procedures and enforced legislative framework, to identify in advance and take appropriate action in response to other emerging issues

These findings led to the classification of Syrian VS to level advancement THREE for this critical competency.

B. Proposed action plan

Although development of emerging issues is considerably monitored, it is necessary that the VS be given the authority and capability to take appropriate actions in response to likely emerging issues. They should in particular:

- Assess the risks, costs and/or opportunities of the identified emerging issues, including preparation of appropriate national preparedness plans;
- Implement, in coordination with stakeholders, prevention or control actions; and
- Coordinate actions with neighboring countries and trading partners to respond to emerging issues in their early stages.
- Coordinate actions with neighbouring countries and trading partners to respond to emerging issues, including audits of each other's ability to detect and address emerging issues in their early stages.

IV.2.G Technical innovation

A. Findings against critical competencies

The VS maintain a database of technical innovations through subscriptions to scientific journals and electronic media.

In regard to this critical competency, Syrian VS have been classified at level TWO of advancement.

B. Proposed action plan

In order to make sure that sanitary decisions are based on acceptable scientific standards, it appears necessary to the mission that The VS should actively identify relevant technical innovations and international standards and incorporate them into selected policies and procedures, in collaboration with stakeholders and systematically implement them.

IV.2.H Veterinary medicines and veterinary biologicals

A. Findings against critical competencies

The VS can exercise scientific control (technical standards) over the import, production, distribution and sale of veterinary medicines and veterinary biologicals.

The Syrian Vs have therefore been classified at level of advancement **FOUR** for this critical competency.

B. Proposed action plan

The VS should therefore exercise complete control on registration, sale and usage of veterinary medicines and biologicals.

Summary findings and recommendations for the technical authority and capability fundamental component

II-	Technical Authority and Capability					
II-1	Laboratory disease diagnosis					
II-2	Risk analysis					
II-3	Quarantine and border security					
II-4	Epidemiological surveillance					
II-5	Early detection and emergency response					
II-6	Emerging issues					
II-7	Technical innovation					
II-8	Veterinary medicines and veterinary biologicals					

- The technical authority and capability of the Veterinary Services to develop and apply sanitary measures and science-based procedures needs improvement to comply with the OIE standards.
- Priority actions should include the restoration of the Veterinary Services authority over the inspection of all products of animal origin (in particular meat and fish inspection and certification).
- Field Veterinary Services do not take full advantage of the existing diagnostic capacities due to the inadequate national disease control programmes.
- In quarantine stations, biosecurity measures should be enforced.
- Establishment of Epidemiological unit to be under the responsibility of the CVO, provided with an adequate number of qualified personnel. The unit should have a direct contact with the relevant departments including laboratories .The Epidemiological unit should be able to conduct its duties including risk analysis.
- The respond to sanitary emergencies should be more efficient, it appear clear in case of HPAI, but less evident in case of tuberculosis.
- Considering documentation when conducting risk based decisions.

IV.3 Interaction with stakeholders

This part aims at evaluating the capability of the Veterinary Services to collaborate with and involve stakeholders in the implementation of programs and activities. It uses six critical competencies to appreciate the level of advancement of the VS:

1. Communications
2. Consultation with stakeholders
3. Official representation
4. Accreditation/authorization/delegation
5. Veterinary Statutory Body
6. Implementation of joint programmes

IV.3.A Communications

A. Findings against critical competencies

The VS maintain an official focal point for communications but it is not always up-to-date in providing information.

Communication is carried out by formal and informal means.

The Syrian Veterinary Services have formal and informal communication mechanisms to inform stakeholders but should have a mechanism/focal point for regularly providing up-to-date information.

In reference to the PVS standards, Syrian VS have been classified at level **THREE** for this critical competency.

B. Proposed action plan

It is thus recommended to create in the veterinary Administration, an official focal point for communications in order to provide up-to-date information accessible via appropriate channels on activities and programs and to develop a communication plan in order to actively and regularly circulate information to stakeholders.

IV.3.B Consultation with stakeholders

A. Findings against critical competencies

The VS maintain a formal consultation mechanism with stakeholders.

The Syrian Veterinary Services have several channels of consultation with different stakeholders when dealing with a variety of issues.

Syrian Veterinary Services frequently consult selected stakeholders and maintain informal consultation mechanisms with them.

According to PVS scale, the present situation locates Syrian VS at level **THREE** of advancement.

B. Proposed action plan

The VS should develop and maintain appropriate consultation mechanisms with stakeholders through maintaining formal communication mechanisms with stakeholders, regular organization of workshops and meetings with stakeholders and consultation with and solicitation of stakeholders for feedback regarding current and future activities and programs.

IV.3.C Official representation

A. Findings against critical competencies

The VS participate actively in the majority of relevant meetings.

The Syrian Veterinary Services regularly participate in the OIE international and regional meetings and other international and regional organizations' meetings (FAO, AOAD, etc.)

The Syrian VS has been classified on these bases to level **THREE** of advancement.

B. Proposed action plan

It is recommended that the Syrian Veterinary Services consult with stakeholders and take into consideration their opinions in providing papers and making interventions in relevant meetings. This is to ensure that strategic issues are coordinated and jointly implemented.

IV.3.D Accreditation / Authorization / Delegation

A. Findings against critical competencies

The public sector of the Veterinary Services has neither the authority nor the capability to accredit / authorise / delegate the private sector to carry out official task.

The Syrian VS have therefore been classified at level **ONE** of advancement, according to the PVS indicators.

B. Proposed action plan

It is recommended, on the basis of the findings above that, the VS should develop accreditation/ authorization / delegation program and these are routinely reviewed. Subsequently, the VS should carry out audits of its accreditation /authorisation /delegation programs, through a chain of command, in order to maintain the trust of their trading partners and stakeholders.

IV.3.E Veterinary Statuary Body

A. Findings against critical competencies

The Veterinary Statutory Body has the legislative framework to regulate Veterinarians across the whole of the VS private and public sector

The Syrian VS have therefore been classified at level FOUR of advancement, according to the PVS indicators.

B. Proposed action plan

A VSB should be subject to proper evaluation procedures in respect to its autonomy, functional capacity and membership representation.

IV.3.F Implementation of joint programmes

A. Findings against critical competencies

The VS and stakeholders have established an education/awareness joint programme but these are not routinely updated.

The VS and stakeholders have established an education awareness program relevant to different areas of work. There are formal joint programs being planned or implemented at present especially for the field activities with contractors and breeders.

The current situation commands the classification of the Syrian VS to levels THREE of advancement.

B. Proposed action plan

The VS should keep joint programs (including education/awareness programs) with public and private stakeholders up-to-date and participate to their complete implementation.

Summary findings and recommendations for the Interaction with Stakeholders fundamental component

III	Interaction with Stakeholders					
III-1	Communications					
III-2	Consultation with stakeholders					
III-3	Official representation					
III-4	Accreditation/Authorization/Delegation					
III-5	Veterinary Statutory Body					
III-6	Implementation of joint programmes					

The capacity of the Veterinary Services to collaborate with and involve stakeholders in the implementation of joint programs and activities is limited and require more effort.

It is therefore recommended that:

- The Syrian Veterinary Services require a legislative framework permit to allowing the authority and the capability to accredit / authorize / delegate to the private sector to carry out official tasks.
- To create in the veterinary Administration, an official focal point for communications with the stakeholder in order to provide up-to-date information accessible via appropriate channels on activities and programs.
- The VS should develop and maintain appropriate and sustainable consultation mechanisms with stakeholders
- The VS should keep joint programs (including education/awareness programs) with public and private stakeholders up-to-date and participate to their complete implementation.

IV.4 Access to markets

This fundamental component intends to assess the authority and capability of the VS to provide support in order to access, expand and retain regional and international markets for animals and animal products. It includes o critical competencies:

1. Preparation of legislation and regulations, and implementation of regulations
2. Stakeholders compliance with legislation and regulations
3. International harmonization
4. International certification
5. Equivalence and other types of sanitary agreements
6. Traceability
7. Transparency
8. Zoning
9. Compartmentalization

IV.4.A Preparation of legislation and regulations and implementation of regulation.

A. Findings against critical competencies

The VS have the authority and the capability to participate in the preparation of national legislation and regulations, and to implement resultant regulations nationally

This situation corresponds to level THREE of advancement according to PVS standards.

B. Proposed action plan

Given their mandate and responsibilities, the VS should strengthen their leading role in the preparation and formulation of national legislation and regulations and should be granted the authority to implement them once promulgated. Such participation should include the consultation and participation of stakeholders to meet national needs and their support in the implementation of regulations in order to meet international trade needs.

IV.4.B Stakeholders compliance with legislation and regulations

A. Findings against critical competencies

If necessary, the VS impose appropriate penalties in instances of non-compliance. As well the VS work with stakeholders to minimize instances of non-compliance.

The Syrian Veterinary Services occasionally carry out inspection and verification of compliance with regulations relating essentially to animals and take further actions.

The Syrian VS have classified to level FOUR of advancement for this critical competency.

B. Proposed action plan

The VS should carry out audits of their compliance programs to ensure that stakeholders are in compliance with animal health and food safety regulations under their mandate.

IV.4.C International harmonization

A. Findings against critical competencies

The VS monitor the establishment of new and revised international standards, and periodically review national legislation, regulations and sanitary measures with the aim of harmonising them, as appropriate, with international standards, but do not actively comment on the draft standards of relevant intergovernmental organisations.

The Syrian VS is therefore to be classified at level THREE of advancement for this critical competency.

B. Proposed action plan

The VS should not only take into account relevant international standards, but they should periodically review national legislation, regulations and sanitary measures with the aim of harmonizing them. They should as well comment on the draft standards of relevant intergovernmental organizations actively participate in the formulation, negotiation and adoption of these standards.

IV.4.D International certification

A. Findings against critical competencies

The VS develop and carry out certification programs for certain animals, animal products, services and processes under their mandate in compliance with international standards.

Syrian VS therefore have been classified at level THREE of advancement for this critical competency.

B. Proposed action plan

The VS should develop and carry out certification programs for animals, animal products, services and processes and carry out audits of such programs, in order to maintain national and international confidence in their system.

IV.4.E Equivalence and other types of sanitary agreements

A. Findings against critical competencies

The VS have implemented equivalence and other types of sanitary agreements with trading partners on selected animals, animal products and processes.

A level of advancement THREE correspond the present situation in regard to this critical competency.

B. Proposed action plan

It is to be recommended that the Syrian VS actively pursue the development, implementation and maintenance of equivalence and other types of sanitary agreements with trading partners on all matters relevant to animals, animal products and processes under their mandate taking into account stakeholders interests and developments in international standards.

IV.4.F Traceability

A. Findings against critical competencies

The VS have procedures in place to identify and trace selected animals and animal products as required for disease control and food safety purposes, in accordance with relevant international standards.

They therefore have been classified at level THREE of advancement for this critical competency.

B. Proposed action plan

It is important that the Syrian VS and their stakeholders coordinate national procedures in place that can identify and trace animals and animal products as required for disease control and food safety purposes. The VS, in cooperation with their stakeholders, should carry out audits of their traceability procedures.

IV.4.G Transparency

A. Findings against critical competencies

The VS notify in compliance with the procedures established by these organisations.

The Syrian VS has been classified at level THREE of advancement.

B. Proposed action plan

It therefore recommended that the VS should regularly inform stakeholders of changes in their regulations and decisions on the control of relevant diseases and the country sanitary status, and of changes in the regulations

and sanitary status of other countries. The VS, in cooperation with their stakeholders, should carry out audits of their transparency procedures.

IV.4.H Zoning

A. Findings against critical competencies

As necessary The VS can identify animal subpopulations with distinct health status suitable for zoning..

The Syrian VS has therefore been classified at level TWO of advancement.

B. Proposed action plan

The VS should implement bio-security measures that enable it to establish and maintain disease free zones for selected animals and animal products, as necessary. The VS should collaborate with their stakeholders to define responsibilities and execute actions that enable them to establish and maintain disease free zones for selected animals and animal products, as necessary. The VS can also demonstrate the scientific basis for any disease free zones and can gain recognition by trading partners that they meet the criteria established by the OIE and the WTO.

IV.4.I Compartmentalization

A. Findings against critical competencies

As necessary the VS can identify animal subpopulations with a distinct health status suitable for compartmentalization.

The Syrian VS has therefore been classified at level TWO of advancement for this competency.

B. Proposed action plan

The VS should implement bio-security measures that enable it to establish and maintain disease free compartments for selected animals and animal products, as necessary.

Although establishing compartmentalisation would be of little use at present and difficult to implement, the VS could work at identifying sub-populations, in particular in the poultry sector, to which specific bio-security measures could be applied in collaboration with stakeholders.

When necessary, the VS can collaborate with their stakeholders to define responsibilities and execute actions that enable it to establish and maintain disease free compartments for selected animals and animal products. If also necessary, the VS can also demonstrate the scientific basis for any disease free compartments and can gain recognition by other countries that they meet the criteria established by the OIE and the WTO.

Summary findings and recommendations for the Access to Markets fundamental component

IV-	Access to Markets	1	2	3	4	5
IV-1	Preparation of legislation and regulations, and implementation of regulations					
IV-2	Stakeholder compliance with legislation and regulations					
IV-3	International harmonization					
IV-4	International certification					
IV-5	Equivalence and other types of sanitary agreements					
IV-6	Traceability					
IV-7	Transparency					
IV-8	Zoning					
IV-9	Compartmentalization					

- Reinforcing the veterinary responsibility over all animal health activities to be under their mandate, including fish and meat inspection and certification.
- The VS should develop bio-security standards for all animal production establishments and regulate the application of these standards, to protect public and animal health.
- The VS should consult their stakeholders in the preparation of the national legislation and regulations and in implementing regulations to meet international needs.
- The VS should invite the stakeholders to work together on national procedures that can identify and trace animals and animal products as required for diseases control and food safety purposes.
- The VS should regularly inform stakeholders of changes in their regulations and decisions on the control of relevant diseases and of the country's sanitary status, and of changes in the regulations and sanitary status of other countries
- The VS should carry out certification programs for all animals, animal products and services and processes and carry out audits of such programs, in order to maintain national and international confidence in their system.

PART 5: CONCLUSIONS

V.1 Summarized findings

Critical Competencies		Level of Advancement				
		1	2	3	4	5
I-	Human and Financial Resources					
I-1	(A) Professional and technical competence of the personnel of the VS					
I-1	(B) Professional and technical competence of the personnel of the VS (B)					
I-2	Continuing education					
I-3	Technical independence					
I-4	Stability of policies and programs					
I-5	Coordination capability of the sectors and institutions of the VS					
I-6	Funding					
I-7	Contingency Funding					
I-8	Capability to invest and develop					
II-	Technical Authority and Capability					
II-1	Laboratory disease diagnosis					
II-2	Risk analysis					
II-3	Quarantine and border security					
II-4	Epidemiological surveillance					
II-5	Early detection and emergency response					
II-6	Emerging issues					
II-7	Technical innovation					
II-8	Veterinary medicines and veterinary biologicals					
III	Interaction with Stakeholders					
III-1	Communications					
III-2	Consultation with stakeholders					
III-3	Official representation					
III-4	Accreditation/Authorization/Delegation					
III-5	Veterinary Statutory Body					
III-6	Implementation of joint programs					
IV-	Access to Markets					
IV-1	Preparation of legislation and regulations, and implementation of regulations					
IV-2	Stakeholder compliance with legislation and regulations					
IV-3	International harmonization					
IV-4	International certification					
IV-5	Equivalence and other types of sanitary agreements					
IV-6	Traceability					
IV-7	Transparency					
IV-8	Zoning					
IV-9	Compartmentalization					

V.2 General Recommendations:

V.2.A Short Term:

The Veterinary Services should establish a PVS evaluation action team to analyse and prioritize actions which can be undertaken in the near future.

Considering the fundamental principles of the VS to provide a quality level based on professional judgment, impartiality, integrity and independence, it is recommended that a PVS evaluation response team be established to undertake a periodical self evaluation mechanism and audit their achievements against job descriptions and objectives required. The Evaluation should analyse priorities and prepare an Action Plan in response to the report. The emphasis should be placed on human research development, laboratory capacity, a gate to plate approach to food safety, emerging zoonotic diseases, border strategy and Information Technology (IT) requirements.

A national disease preparedness plan based on risk assessment that will assist the AHA to control TADs and to ensure a rapid and effective response to new epidemic events is very much recommended. Such a plan should include contingency funding, to which AHA has a direct and easy access, should be secured. Training courses, nationally or regionally, should be organized to inform and train specific members of the VS on Risk Analysis methodologies. Training courses on veterinary public health and HACCP management should be organized nationally, with solid interaction between Veterinary Services (AHA) and Public Health authorities. The support of international expertise can be provided.

V.2.B Medium Term:

It is recommended that a plan be prepared as an essential step in the road map to upgrade the personnel of AHA and may include:

- Setting up a legal procedure for filling gaps and vacancies in the VS infrastructure and creating new positions taking in consideration new needs based on job descriptions, references and expertise and complying with the needs to perform risk assessment, technical innovation, rapid data collecting and communications improvement with stakeholders.
- Enhancing the surveillance system to meet the risk of emerging diseases and comprising the diagnostic capabilities of the central veterinary laboratory.

V.3.C Long Term:

- Personnel: Increasing the number and qualifications of personnel.

- Budget:

- A Special veterinary contingency funds should be created to which Veterinary Services have direct access to respond to emergency situations
- Subsidies and compensation should be studied and re-assessed to achieve the optimal benefits of disease control and animal production.

- Training and continuous education: Establishment of a training Center or Section under the responsibilities of the AHA.

- Extension: Establishing an extension section within the AHA

- Epidemiology Unit:

- Development through including specific terms of reference, job description for the personnel, responsibilities for the unit and applying disease mapping and GIS.
- Need more well trained personnel, its activities should include early detection, risk analysis and preparedness plans.

- Food Safety: VS should contribute to the food safety issues and fish diseases.

- Slaughterhouses:

- Improvement with the application of HACCP.
- Should be under full technical responsibility of the VS.
- Poultry slaughterhouses should also be under AHA responsibility with strengthened biosecurity measures.

- Laboratories:

- More coordination with other sections of the VS (AHA) is required.
- Should conduct research through using the available capacity and results of the daily work. This also could be achieved through establish a network exchange the information between the laboratory and other departments of animal health and stakeholders.

- Quarantine:

- 1-facilities: equine, bird and pregnant heifers' facilities should be established to avoid any stress factors in the already existing quarantine.
- 2- Implementation of regulations especially for the inspections and cross-border controls.
- 3- Strengthening quarantine bio-security measures and access

procedures to these quarantine in particular.

- Live animal markets: needs more monitoring and control, bio-security and supervision.

- Communication: updating the website with the latest information relevant to the services provided to stakeholders.

The mission wishes to acknowledge the kind support and assistance they received at all level in the course of their work.

ANNEXES

ANNEX 1: LIST OF PERSONS MET

- Dr. Abboud Salama , Head of Animal health Department in Tartous.
- Dr. Abd Al Latif Hassoun: Head of Equine Section.
- Dr. Abd Al Satar Al Sayed, Head of Zoonosis Department.
- Dr. Abdal Jabar Amyan; Owner of a veterinary clinic in Al Hasaka and he also has farm for breeding Arabic Equine(WAHOO).
- Dr. Abdul Mohsin Khadr, Vet. Associations
- Dr. Adnan Al Asaad, Director of animal Wealth researches organization.
- Dr. Ahmad Layla, Head of Animal Wealth department in Lathakia.
- Dr. Asad Ilya; Head Assistant of Animal Health Section.
- Dr. Atef AL ASIMI : Head of Quarantine section
- Dr. Ayman Allo; member in quarantine committee in the port.
- Dr. Basel Qaddour Head of follow-up the International Healthy situation section.
- Dr. Bashir Jasem; Director of veterinary medicine institution in Al Hasaka and Head
- Dr. Firas Najm: Head of Animal Production Section
- Dr. Fozan Khout; Head Veterinary Quarantine Section.
- Dr. Georges Khouri, technical advisor to the MAAR
- Dr. Georges Maksoud, Head of veterinary laboratories department
- Dr. Hussein Bakkour; Head of Agriculture and Agrarian Reform.
- Dr. Iyad AL SOUAIDAN, Head of Animal Veterinary Quarentine Center in Naseeb
- Dr. Khaled Deeb, head assistant of Animal Health researches Department.
- Dr. Lou'ai Mohammad, Head of Clinics Department
- Dr. Mamoun Shiekh Al Najjareen, Head of Vaccines production department
- Dr. Marouf Al Sibai, Director of Veterinary drugs directorate
- Dr. Mazen Deeb, Head assistant of Lab. Section – Head of viruses section
- Dr. Mohammad Ali Al Abboud, Deputy Head of department and Director of Animal Health
- Dr. Mudar Shada, Head of Animal Wealth Department in Aleppo.
- Dr. Muhammad Al Rhaya, Head of veterinary Drugs section.
- Dr. Muhammad HEREDIN : Head of Animal Health Department in Daraa governorate
- Dr. Najm Al Lababidi, Head of epidemiological Study Section in the Directorate of Animal Health.
- Dr. Ramez Shada, Head of Artificial Insemination Department
- Dr. Saleh Nasouh, Head of Animal Health Department in Palmyra.
- Dr. Sameer Ismae'l, Head of Veterinary Associations in Syria.
- Dr. Talal Soliman: Head of Clinics section.
- Dr. Waleed Al Guindi: Head of Labs Section.
- Dr. Yaseen Awad, Head of Poultry disease department
- Dr. Yehia Dawoud; Head of Veterinary Drugs Section.
- Dr. Ziad Namour, Director of Animal Health Directorate
- Engineer Abdel Hadi Badr, General Director Assistant for storing and marketing the agricultural and animal production in General Establishment for poultry
- Engineer Adnan Uthman, General Director in General Establishment for poultry.

Engineer Ayad Al shama'a, Technical affairs in General Establishment for poultry.
Engineer Eissam Kroma, Head of Fish Wealth Department.
Engineer Hamza Ismael, Director of Agriculture and Agrarian Reform in Tartou
Engineer Rufaida Al Shammat, Head of insecticides and General health Section in
General Establishment for poultry.
Engineer, Muhammad Deeb Dakkoury, Director of Animal Production Directorate
of veterinarians section in Al Hasaka.

ANNEX 2: List of locations and facilities visited and summary of discussions

02/07/08: Briefing about PVS objectives and procedures, presented by Prof. Hassan AIDAROS

- Meeting with director of Animal Health Directorate in Damascus Dr. Ziad Namour
- Welcome and presentation about the directorate tasks
- Meeting with staff of Animal Health department (20 participants from the senior veterinarians). A Presentation about PVS: (objective, steps, implementation, target) according OIE guideline; followed by an open discussion.
- Preparation of the program of sites to be visited and person met.

03/07/08:

- Preparation of logistics for the mission, confirmation of sites to be visited and meetings according to the agenda.
- Collection and consultation of documents.

04/07/08: Daraa Governorate (160 km south to Damascus)

- visits to Daraa governorate, first site visited is animal health and wealth departments; it is a newly constructed building, fitted with cooling room for storage of vaccine, emergency operation room fitted with suitable logistics, incinerator, veterinary mobile clinic, mobile incinerator. In general the department is fitted with very good facilities.
- Visit to the veterinary quarantine center in Naseeb and its facilities. It includes incinerator, four well established sheep and cattle pens, feed store, two ramps for loading and unloading. Three veterinarians and three assistants are working in the quarantine.

The following seniors were met during the visit of Daraa;

- Dr. Muhammad HEREDIN : Head of Animal Health Department in Daraa governorate
- Dr. Iyad AL SOU Aidan : Head of Animal Veterinary Quarantine Centre in Naseeb
- Dr. Atef AL ASIMI; Head of Quarantine section in Daraa governorate

05/07/2008: Damascus

A-The Animal Health Directorate

1) Clinics Department:

Dr. Lou'ai Mohammad, Head of Department.

Regarding to the budget of Directorate of Animal Health, it is prepared by statistic and planning Directorate in the Ministry of Agriculture and Agrarian Reform and the Ministry of Finance by its specialized authorities.

There are two budgets:

1. Investment budget.
2. Current budget.

Director of Animal Health is allowed to spend no more than 2000 \$.

There are no emergency or budget to compensate breeders in case of epidemic and stamping out.

2) Veterinary Quarantine Department:

Dr. Mohammad Ali Al Abboud: Head of department and Director of Animal Health Deputy.

A detailed interpretation was introduced about the tasks of this department and the mechanisms of its work in addition to its structure.

This department consists of: three sections.

1. Vet Technical agreements Section: Head of the Section is Dr. Muneeb Al Mulla. Its duty is to monitor importation and exportation of life animal and their products. It determines the Health technical conditions related to importing and exporting process, according to the rules of the decree No. 301/T 2006 and M.O.A.A and Ministry of economics decrees.
2. International Health Status Unit; Dr. Basel Qaddour is the head of the unit. The task of this unit is to receive the requests from companies intended to import life animals and animal products. It determine the countries that are permitted to import from, and countries that are not allowed to import from, according to international standard and animal health status referring to the OIE. Syria is considered as an active member in OIE since 1981. This unit is in direct contact with the OIE and other international organizations.
3. Veterinary Quarantine Department: Head section is Dr. Fozan Khout. The task of this department is to process quarantine processes in exits and to assure that the veterinary health certificate before import is identical with the adopted conditions according to decree No. 29 about Animal health protection and the executive procedures of the decree No. 301/T.

3) Poultry diseases Department:

Head of Department is Dr. Yassin Awwad.

Dr Awwad presents a brief on the department tasks, policy, vaccination program, structure, poultry diseases diagnosis and control and surveillance strategy.

4) Veterinary Laboratories Department:

Head of Department is Dr. Georges Makshoud.

This department consists of 7 sections as following:

1. Viral diagnosing Section.
2. Parasitic diagnosing Section.
3. Bacterial Diagnosing Section.
4. Food Control.
5. General Tests Section.
6. Clinical anatomy section.
7. Chemistry and poisons Section.

The tasks of this department in brief are as follows:

1. Laboratory examination of animal products.
2. Laboratory examination of field samples (Milk, Blood, and excreta)
3. Serological Tests Performance.

5) Department of Zoonoses:

Dr. Abd Al Sattar Al Sayied is Head of the Department.

This Department consists of 3 sections:

1. Brucella diseases Section.
2. Zoonoses diseases section.

3. Public health

The tasks of this department are as following:

1. Control of infectious disease.
2. Establish the national plan for controlling Brucellosis
3. Controlling of stray dogs in cooperation with Ministry of Health, Ministry of Internal Affairs, Ministry of Local Administration, and Ministry of Environment.

There is a plan to eradicate Leishmania diseases in cooperation with Ministry of Health, and Plant protection Directorate and the military.

A-Veterinary Syndicate:

Dr. Sameer Ismae'l, Head of veterinary syndicate.

Dr. Abdul Mouhsin Khadr.

Vet. Syndicate is established at 2002, the members are 4038 veterinarians, from both sectors, public and Private.

The syndicate aims, is to settle the veterinary profession, it publish a bulletin including all adopted decrees and regulations related to the veterinary profession.

The veterinary syndicate is funded by: fees of membership, advertising fund from companies and fees from slaughterhouses.

06/07/08: visit to Hama province in the middle region, 200 Km north to Damascus

1) AgaKhan Veterinary services laboratory in Salamyia:

The Programme organizer is Mr. Tamam Yahyia.

This lab belongs to the world wide **AgaKhan** Development Network, which has social, economical, educational and serving activities in 36 countries all over the world. This lab is licensed by directorate of Animal Health since month ago. The technical staff composed of 5 veterinarians including the lab director; professor Yasser Omar from the faculty of veterinary medicine, Hama University.

The main task of the lab in the region is adopting the bacterial, parasitic, viral and serological tests. The laboratory has ELISA, Real Time PCR equipments and facilities.

The lab send regularly reports to the regional (Hama Province) and central Animal Health directorate.

2) Agricultural Scientific Researches center in Al Salamyia:

The objective of the center is improving the national breed of **Awassi** sheep:

Mr. Rifaat Al Khateeb; Agricultural engineers and Director of the center, the center belongs to General Scientific Agricultural Research commission for improving milk and meat in Awassi sheep. This center staff consists of 100 members (Vets, Agricultural engineers, Vet. assistants, and workers); their contribution in the animal health through cooperation with regional and central Animal Health directorate in vaccinations campaigns and other activities.

3) Faculty of veterinary Medicine:

The Dean of faculty: Professor Abd Alkareem Kalb Al Louz.

This faculty was established in 1969, it consists of 8 departments, 4 research labs, museum, hospital and a farm of 1000 sq.m., a big library and internet rooms. The faculty grants the following scientific degrees: PhD, Master degree, Bachelor in

veterinary medicine. As well there are scientific cooperation programmes and agreements with several organizations, centers, Arabic and International Universities.

4) Animal protecting project SPANA:

The project director is Dr. Darem Tabba.

This project is for introducing veterinary services free of charge in Homs, Hama and Tartous provinces to small animals and working animals.

5) Technical Institute for Veterinary Medicine:

Institute Director; Dr. Muhammad Ali Al Imadi.

This institute was established in 1987, the duration of study in this institute is 2 years. It consists of 4 departments. About 100 veterinary Assistants are graduated annually. It contains 5 labs for educational purposes.

6) General Establishment of Cattle:

The director of animal health in the establishment is Dr. Merdas Baroudi.

This Establishment consists of 14 Cattle stations, and each one is supervised by 2 veterinarians, a group of veterinary Assistants, and agricultural engineers who are specialized in Animal Production. This Establishment cooperates with Animal Health Departments in the provinces and directorate of Animal Health in vaccination campaigns and laboratory diagnosis.

7) Animal Wealth department in Hama province:

Head of the department is Ziad Abi Zamr.

Note: No documents and information are prepared there, although they have been informed before about the visit and requested documents. Head of the Animal Health Section was not in the department.

06/07/2008: Damascus

1) Directorate of animal production in Damascus:

Director of Animal Production; Engineer Muhammad Deeb Dakkoury.

The economic importance of Animal wealth and its numbers in Syria has been viewed, it is estimated for 22 millions head of Awass sheep; 1.16 millions head of cattle; 1.5 millions head of local and Shami goats; 27000 head of camels; 6000 head of buffalos, the Animal Wealth Sector constitute 27% of the income of Agricultural Sector, and the Animal Production covers 94% of local consumption.

the directorate consists of 5 departments. The main task is increasing Animal production through programmes for improving local breeds of sheep and cattle. 2 to 2.5 millions head of Awass male sheep are exported every year to Saudi Arabia.

2) Artificial Insemination Department:

Dr. Ramez Shhada is the Head of the department. This department is responsible for producing semen and liquid nitrogen for artificial insemination for dairy cattle.

This center is responsible for producing frozen semen to cover the country needs. There are bulls which are used for semen collection from (Shami- Frezyan).

The center also has a hall for collecting semen from bulls, and a room for semen evaluation, filling, freezing and storing. There is a factory for producing liquid nitrogen in the center which cover all the country of its needs by special vehicles prepared for that job.

3) Animal production Center in Al Gyzlanyia:

Dr. Khaled Deeb is the head assistant of Animal Health researches Department.

This center contains 16 stations beside the head quarter, which consists of five departments: Breeding, nutrition, Pastures, Physiology, and Animal Health researches.

The objective is improving productivity of local breeds; a cooperation between some international organizations as (ACSAD- ICARDA-FAO) exists. The center distributes Shami male's sheep with accessible prices for the farmers; the center is responsible to protect local breeds, which has good productivity.

4) Fish Wealth Department:

Engineer Issam Kroma is the Head of the Department.

This department is responsible for improving fish wealth in Syria, observing, monitoring and protecting the healthy status in fish farms and selling places.

Aquaculture constitutes about 55% of fish production 9000 Tons annually. The production exists in North middle region and along Furat banks.

07/07/2008: visit to Lattakia and Tartous;

Lattakia and Tartous are about 260 and 360 Km North west to Damascus respectively,

Visit to Lattakia: 07/07/2008

Visit the Directorate of Agriculture and Agrarian Reform in Lattakia

During the visit we met the following persons:

Dr. Ahmad Laila, Head of the Animal Health department.

Dr. Muhammad Al Rhaya, head of veterinary Drugs section.

Dr. Firas Najm: Head of Animal Production Section.

Dr. Talal Slayman: Head of Clinics section.

Dr. Waleed Al jindi: Head of Laboratory Section.

Dr. Abd Al Latif Hassoun: Head of Equine diseases Section.

The animal health department includes administration and laboratory. The activities of this directorate have been viewed in the entire province it includes the regional Animal production and Animal Health directorate, Dr Laila brief us about the activities of the department.

Visit to Lattakia port: Ayman Allo; Responsible of the veterinary quarantine in the port. The port is used for import and export of goods not for live animals; it contains a well equipped quarantine for controlling all imported and exported animal products.

Visit to the development center for the middle and costal region: Dr. Basel Ganima is the Head of center; the center helps the farmers to get loans for buying animals through the agricultural bank, it is a governmental center for supporting the farmers economically and socially.

Visit to Tartous:

The Directorate of Agriculture and Agrarian Reform in Tartous; Engineer Hamza Ismael is the head of the directorate. Dr. Abboud Salama is Head of Animal health Department in Tartous

- Visit to the land quarantine point on the border with Lebanon (Aryidah), it is a good quarantine point controlling animal movement to and from Lebanon.

- Visit to the port animal quarantine, it is a well established quarantine, fitted with good facilities for loading and unloading of live animals, several well constructed animal pens, incinerator, administration, and a small laboratory

08/07/2008 Aleppo visit, Aleppo is situated 300 km north to Damascus:

The Directorate of Agriculture and Agrarian Reform in Aleppo

Dr. Mudar Shhada, Head of Animal Health Department in Aleppo.

This province considers as the most important one in animal population density especially goat, sheep, cattle and also poultry. There are 85 veterinary officers, 20 veterinary drug stores, 80 veterinary clinics.

It was clear that facilities for transportation and communication are not enough to fulfill the needs in order to afford good services for animal health in the province.

A visit is done to a Veterinary clinic, veterinary services office, a veterinary drug store, and for an advanced poultry slaughterhouse, which belong to Shahba Company for poultry production. This slaughterhouse is licensed and accredited for frozen poultry export and contains all the required sections for slaughter packaging cooling and freezing.

09/07/2008 visit to AlHasaka Province

It is located 700 Km. North East to Damascus.

Meeting with:

- Dr. Housin Bakkour; Head of Agriculture and Agrarian Reform.
- Dr. Yehia Dawoud; Head of Veterinary Drugs unit.
- Dr. Asad Ilya; Head Assistant of Animal Health unit.
- Dr. Bashir Jasem; Director of veterinary medicine institution in Al Hasaka and Head of veterinarians section in Al Hasaka.
- Dr. Abd Al Jabar Amyan; owners of veterinary clinic in Al Hasaka and he also have a farm for breeding Arabic Equine (WAHOO).

AlHasaka Region has an acute hot dry weather which does not encourage animal production.

The fodder are not enough available, the head of the directorate inform us that a plan will be prepared in order to supply fodder to the region. In spite of this environment AlHasaka region is considered an area of a very important Animal Sources in syria.

- Visit to Der Al Zour
It is located at 450 km far to the east north of Damascus; it is specialized in camel and Awass sheep breeding.
- Visit to Palmyra it is a city related to Hims province, it is located 250 km far from Damascus in the east North border region with Iraq.

We met Dr. Saleh Nasouh, Head of Animal Health Department in Palmyra.

10/07/2008 Damascus

General Establishment for poultry:

Engineer Adnan Uthman is the General Director.

The establishment is connected with the building of the directorate of Agriculture and Agrarian Reform.

It is a governmental body responsible for 90% of poultry production in public and private Sectors

It has been established at 1974. Its production is 350 million eggs annually and 4000 tons of poultry meat. It has seven modern slaughterhouses which are licensed and

accredited for export. It has an administrative board which is nominated by the minister of Agriculture and Agrarian Reform.

There is a general manager in every province to manage the activities all over the province, beside a veterinarian from the animal health directorate work for the establishment.

Ministry of Administration, Environment and local Administration:

We met the director of Technical affairs: Mr. Ayyad Al shama'a.

Head of General health Section and insecticides directorate: Rufaida Al Shammat; Agricultural engineer.

This directorate is responsible for the administration of the governmental slaughterhouses in Damascus as well is responsible for issuing the license for the private ones

Ministry of Economic and Trades:

Directorate for storing and marketing the agricultural products; this directorate is managing the trade of animals and animal production too; we met Engineer Abd Al Hadi Badr the assistant of the director. It govern the import of animal and animal products

There are projects concerning developing Damascus slaughterhouses and constructing new ones with updated hygienic and sanitary requirements for affording meat through both Damascus and Homs provinces.

11/7/2008 Damascus

Following up collecting Data, regulations and information related to veterinary services with

Dr. Basel Qaddour Head of follow-up the International Healthy situation section.

Dr. Mazen Deeb, head of viruses section.

Dr. Ziad Namour, director of Animal Health.

Dr. Marouf Al Sibai, head of Vet drugs.

12/7/2008

Meeting in Animal Health Directorate and discuss the preliminary finding during the PVS mission in Syria with:

Dr. Ziad Namour Director of Animal Health.

Dr. Basel Qaddour, head of follow-up the International Healthy situation section.

Dr. Mazen Deeb, Head of viruses section.

Preparation of the preliminary report of the mission

13/7/2008

Meeting with the deputy minister of Agriculture and Agrarian Reform:

Dr. Nabi Rasheed Mouhamad accompanied with Dr, Ziad Namour Director of Animal Health and Dr, Mouhammad Ali AlAboud Deputy Director of Animal Health.

Main discussed issues:

- PVS tools and its objectives
- Present the primary evaluation findings.
- General discussion.

Open meeting in the Directorate of Animal Health: during which a presentation on the primary findings in the presence of the Heads of Departments and units in Animal Wealth Administration.

14/07/2008
- Departure

ANNEX 3: SUMMARY OF PRELIMINARY FINDINGS

a. **Training:**

Training centre should be established and specified for providing a technical training for veterinarians and para-veterinarians as well as for improving their language skills especially in English.

b. **Slaughterhouses:**

- Slaughter houses should be at least technically supervised by animal health services.
- Slaughter houses require a great support from various aspects particularly in administrative performance, technical improvement, modernized technique and veterinary public health awareness.

c. **Monitoring and Evaluation**

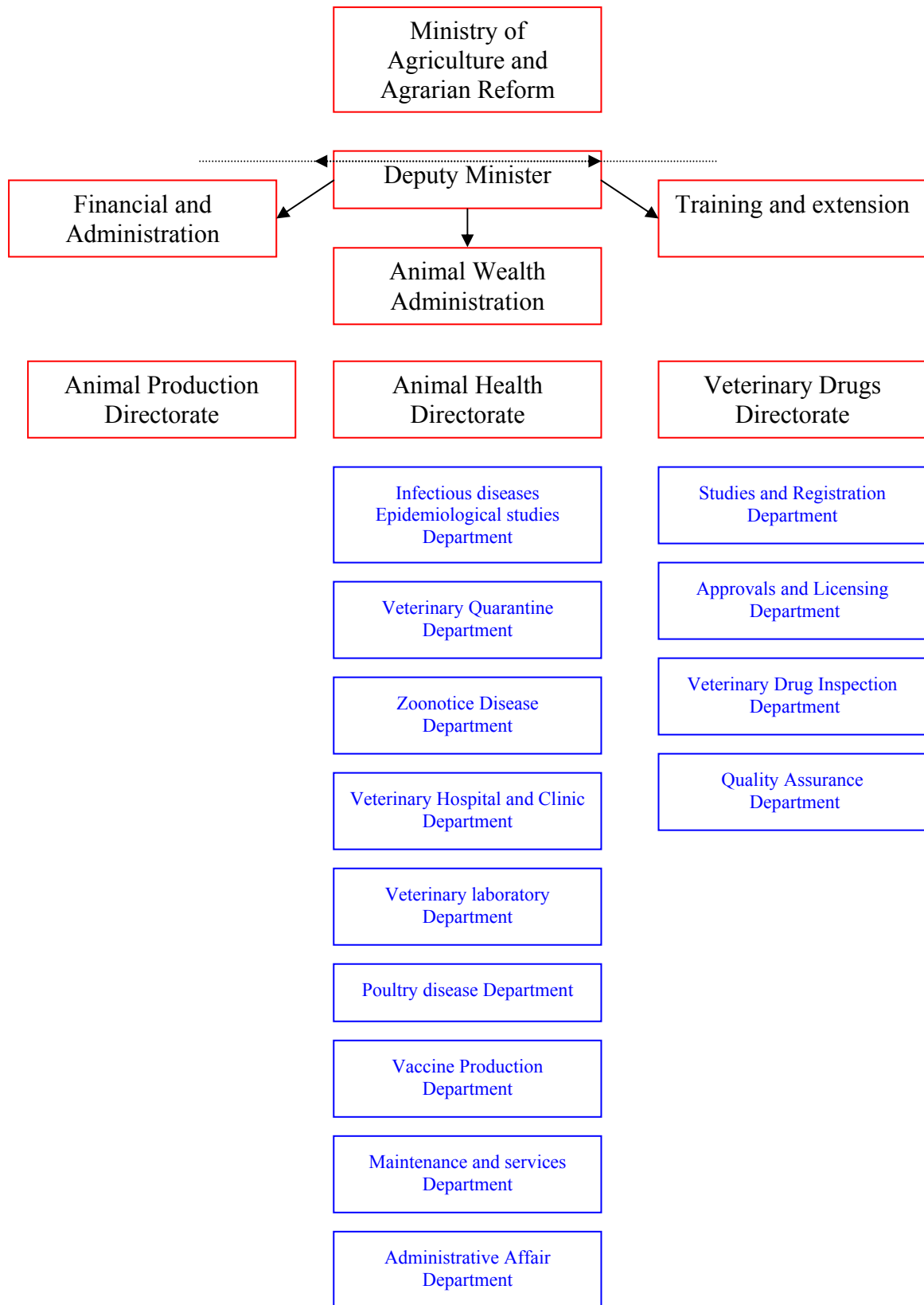
Unit for monitoring and evaluation should be constructed. Its duties suggested to be as the following:

1. Develop and implement a monitoring and evaluation methodology in line with the overall strategy and vision.
2. Maintain monitoring of all veterinary activities accomplished by veterinary services at all level.
3. Follow up progress of activity using the appropriate indicators.
4. Prepare monitoring and evaluation reports with findings and recommendations.

d. **Improve human and financial resources of the veterinary services:**

- Veterinary services need financial and administrative support. Two separate unit should be established. One for financial and the another to follow up the administrative procedures with AHA or Animal Wealth Administration to improve the activities and regularly monitoring with the relevant departments.
- Improve salaries of personnel working in the AHA to improve their performance.
- The elaboration of a contingency fund to which AHA has a direct access in case of emergency situation.
- Veterinary extension should be under full technical and administrative responsibility of the VS.
- Regular and continuous coordination and cooperation with the Ministry of Health and all relevant parties should be established and maintained.
- Strengthening the relation with veterinarians in the private sector as well all stockholders, farmers, importers and exporters by securing an continues communication channel to contribute them in any decisions or conditions taken
- Develop an Epidemiology Unit in AHA through including specific terms of reference, job description and specific training courses.

ANNEX 4: ORGANISATIONAL STRUCTURE OF AWA



ANNEX 5: LIST OF DOCUMENTS CONSULTED

1. Decree No. (1309) concerning the establishment of slaughterhouses and their health conditions dated 8/12/1947.
2. Minutes of steering committee for setting conditions of constructing technical slaughterhouses instate of the traditional slaughterhouses , 487/ق 7/7/2003.
3. Decree No. (86), on 13/11/2003 concerning the conditions for importing marine water fish.
4. Decree No. (770) concerning the slaughtering conditions in local slaughterhouses in Syria dated 21/6/1972.
5. Decree No. (526) dated 5/5/2003 concerning the guidelines and conditions of meat transport.
6. Decree No. (396) for establishment technical slaughterhouse directorate in Damascus dated 15/4/1972.
7. Instructions No. (55) for enforcement the decree No. (526) of meat transport.
8. Decree No. (4921) concerning the conditions of live birds selling shops dated 21/4/2008.
9. Decree No. (110) for inspecting the veterinary drugs stores and issuing license of approval.
10. Decree No. (2765) proceeding subjective evaluation about what have been implemented and applied of issued legal legislations and organizing decrees dated 24/4/2008.
11. Decree No. (101) modifying of health and technical conditions of animal and animal products importing dated 13/4/2008.
12. Decree No. (3565) concerning monitoring of veterinary drugs factories dated 17/6/2008.
13. Decree No. (3564) concerning the setting up rules on good manufacture practices for veterinary drugs industry dated 16/6/2008.
14. Decree No. (3715) concerning establishing administrative board for funding the agricultural production.
15. Decree No. (1991) concerning financial and technical conditions for importing 40 bulls for artificial insemination dated 31/3/2008.
16. Decree No. (54) concerning technical conditions for providing license of pet animals trade and selling dated 2/4/2008.
17. Decree No. (22) conditions for approval of veterinary lab, dated 10/2/2008.
18. Decree No. (123) concerning sanitary and technical conditions for approval the veterinary labs dated 6/6/2007.
19. Administrative order No. (638) dated 25/2/2008, concerning a study on the health situation for Shami Cattle in Der Alhagar research station.
20. Administrative order No. (925) dated 18/3/2008, concerning a study on the causes of sheep abortion cases after vaccination campaigns.
21. Administrative order No. (25) dated 3/1/2008 concerning collecting samples of cheese for test from Bab Al hawa – Idleb .
22. Administrative order No. (2568) dated 4/5/2008 concerning a study on Syrian annual needs plan of veterinary vaccines.
23. Administrative order No. (1775) concerning examining sardines cans loading from Morocco dated 2/7/2008.
24. Decree No. (301) concerning the executive procedures for protection of animal health (Veterinary Quarantine) dated on 6/12/2006.

25. Law No. (29) concerning protection the animal health from endemic an exotic diseases.
26. Annual and Monthly report of directorate of Animal Health in January 2007,
27. Report on the achievements adopted in the production of veterinary drugs and vaccines
28. Report on the developments of vaccination strategy.
29. Report on the activities of clinical treatments during (2003-2007).
30. Report on the developments of veterinary quarantines .
31. Report on animal health centre in Daraa governorate during (2003-2007).
32. The operational plan for vaccination activities in Animal Health department in Daraa 2008.
33. Minutes of the steering committee for Animal Health affairs on 13/4/2008.
34. Decree No. (1893) for establishments the steering committee for Animal Health affairs.
35. Model of the laboratory results.
36. Monthly report on veterinary activities implemented by Animal Health Department in Daraa.
37. Monthly technical report of slaughterhouse in the country in April 2008
38. Annual technical report of slaughterhouse 2007.
39. Tables indicate numbers of vaccinated animal and parasitic treatment in 2007
Quarterly report from the Directorate of Animal Health in 2008.
40. Model of electronically monthly report, 2008.
41. Decree No. (143) concerning the duties and constitution of the Animal Wealth Administration.
42. Executive program for international training on Brucellosis.
43. Executive program for technical and scientific cooperation between Bahrain and Syria in the Agriculture field 2007 dated 23/8/2007.
44. Executive program for Agricultural cooperation between Syrian and Jordan 2008 dated 26/10/2007.
45. Letter indicating joint technical cooperation between Syria and France in training on laboratory diagnosis of FMD.
46. Memorandum of Understanding on technical and administrative cooperation between Syria and France dated 16/10/2002.
47. Model of application for external training courses,
48. National Emergency Plan For Prevention of Avian Influenza in Syria, October 2006.
49. Rapid Assessment Report on Avian Influenza situation in Syria, February 18-25, 2006.
50. Job descriptions for all position in the Animal Wealth Administration.
51. Model of Import Certificate (chilled meat).
52. Model of Import Certificate (Beef meat "emulsified products ").
53. Model of Import Certificate (Gelatin).
54. Model of Import Certificate (mixture of beef and chicken meet).
55. Model of Import Certificate (chicks).
56. Model of Import Certificate (sheep).
57. Model of Import Certificate (Bull).
58. Model of Import Certificate (Equine).
59. Model of Import Certificate (fancy fish).
60. Model of Import Certificate (tuna cans).
61. Model of Import Certificate (frozen marine fish).

62. Model of Import Certificate (raw hide).
63. Model of Import Certificate (milk).
64. Model of Import Certificate (chicken meat).
65. Annual report of Quantitative data at first Administrative division
66. list of the type and feature of fresh water fish produced in Syria.
67. list of the type and feature of marine water fish produced in Syria.
68. Numbers of personnel working in veterinary services at governorate level till 31/12/2005.
69. Table indicating the numbers of slaughtered sheep during May 2008 in Damascus slaughter house.
70. Technical Plan for Animal Wealth researches administration 2008.
71. Leaflet of Local Agricultural Animal Genetic Resources.
72. Economy overview and population in Syria.
73. Map Syria's governorates.
74. Report of Zoonosis Department activities during (2004-2005-2006-2007).
75. Report of a project for improving fish production inside the country
76. List of personnel working in Directorate of Animal Production – center for Semen and Nitrogen production .
77. Report on artificial insemination and reproductive care activities in Syria during 2007.
78. List of the activities implemented in the artificial insemination department (Directorate of Animal Production) during 1985 – 2006.
79. Decree No. (905) concerning delegated the governors in the mandates of minister of agriculture in some veterinary activities.
80. Brochure for technical Institute for Veterinary Medicine – Al Ba'ath University.
81. Guidebook of Technical Institute for Veterinary Medicine – Al Ba'ath University 2008.
82. National curriculum of the faculty of veterinary medicine – Elbaas university 2008.
83. Leaflet about Scientific and Agricultural research center in Al Salamyia.
84. Guidelines for Animal Protection Project (SPANNA).
85. Guidelines for improving wildlife around pond .
86. Guidelines for protecting camels.
87. Manual of Aga Khan Development Network (AKDN) (English version).
88. Manual of Environmental activities in wildlife garden 2003 prepared by faculty of veterinary medicine – Elbaas university
89. Manual of Poets for children about Environment 2006.
90. Manual prepared by faculty of veterinary medicine – Elbaas university for children about expressions for environment songs.
91. Manual for Animal caring – SPANNA 2003.
92. List of veterinary quarantines in Syria.
93. Agenda of program on regional training course on veterinary quarantine and inspection.
94. circulating letter dated 19/8/2007 concerning implementation of training course on veterinary quarantine and inspection in all provinces and the central administration.
95. Decree No. (1421) dated 7/8/2007 resolving that Ministry of Agriculture and Agrarian Reform conducts a training course on veterinary quarantine and inspection and clarified all logistic required.

96. List of participants in the course on veterinary quarantine and inspection in all provinces.
97. Data of courses of veterinary medicine implemented in the following directorates: Animal production, Plant production, Animal Health, Agricultural Economy, Equine office, Internal Control.
98. circulating letter dated 26/3/2008 concerning the Ministry Approval on implementing 6 National Courses during 2008 in cooperation with Arab Organization for Agricultural development on epidemiology and surveillance.
99. Reports on the movement of Animal products in Syria during 2007.
100. Organogram of Veterinary Laboratory Department.
101. Activities of Poultry diseases department during 2007-2008.
102. Questionnaire on biosecurity in the Poultry farms.
103. circulation letter from the director of animal health concerning data required from veterinary directorates about numbers and locations of grand and breeder farms and hatcheries in all provinces.
104. circulation letter from the director of animal health concerning data required from veterinary directorates about numbers and locations of water resources located in administrative borders of the governorates and density of domestic poultry productions in that area and the trajectory of the migration birds.
105. report on the veterinary labs activities in Hama province during 2008.
106. Sheet of epidemiological surveillance of Brucella for technical workers in Animal Breeding Stations.
107. Letter concerning the agreement of Atomic Energy Commission for training technical staff in Zoonosis Department on new techniques for Brucella typing and using PCR test.
108. Report concerning the need of labs for training on bacterial culture test for Brucella and serological tests for its diagnosis.
109. List of activities done in Zoonosis Department during (2004-2005-2006-2007).
110. Training Program for two trainers have come through WHO for three weeks.
111. Letter concerning applying survey on workers in animal breeding station to detect Brucella.
112. Results of samples collected in a project for epidemiological surveillance of Brucella in three governorates.
113. Proposed National Plan for controlling rabies
114. National plan for combating stray dog.
115. Training program for Veterinarian from Iran on Brucella during December 2005.
116. Training program for technicians from Jordan on Brucella.
117. Joint training between AAR and MOH for training Iranian delegate on Brucella
118. Annual report of the activities of Brucella center in 2007.
119. Semiannual report of the activities of Brucella center in 2008.
120. Report on the amount of veterinary biologics produced and evaluated.
121. Names of personnel working in the Veterinary Drugs Directorate.
122. Decree No. 825 dated 11/2/2008 concerning establishment a consultation committee for registration plants materials used for plant drugs in veterinary field.
123. Decree No. 2697 dated 7/5/2008 concerning Study of veterinary vaccines needs plan for 2009.

124. Decree No. 3859 dated 1/7/2008 concerning establishment a committee for evaluating the Veterinary Drugs files for registration and licenses.
125. Annual planning of vaccination programs in Animal Health Section in Hama governorate 2008.
126. Annual Syrian Budget and income.
127. The Constitution of Syrian Arab Republic and its amendments.
128. Manual of the Technical Institute for Veterinary Medicine in Hama 2008.
129. Agenda of training program organized for trainers from Bahrain in the veterinary laboratories .
130. Number of graduated students in the faculty of veterinary medicine in Hama (Elbaas university) since its establishment till now.
131. Duties, activities and departments of the Faculty of Veterinary Medicine.
132. Numbers of registered students in the Faculty of Veterinary Medicine and the graduated students during the last 5 years.
133. Official letter indicated the visits organized for Fifth year Students from Faculty of Animal Production in Al Khartoum – Sudan University to Arab Republic of Syria to observe the activities of Animal production and Animal health centers.
134. Serological Study On Brucellosis Of Sheep In Syria.
135. Results of evaluation of Brucella vaccines locally produced.
136. Orgaogram of Zoonotic Disease Department in Animal Health Directorate.
137. Records of active sero-surveillance for Brucellosis in Sheep in Syria 2007.
138. Data showing the training courses adopted from July till November 2007.
139. Records of active sero-surveillance for Brucellosis in Sheep in Syria 2008.
140. List of contagious diseases reported during February in Halab in 2008.
141. Table of Suggested in country training plan in the directorate of Agricultural and Agrarian Reform in Aleppo in 2008.
142. Diagram showing the distribution of work group for serving animal health in Hama governorate .
143. Monitoring report on the field veterinary activities.
144. Monthly Report of the veterinary Drugs Section activities in Al Hasaka governorate during June in 2008.
145. Letter indicating validation of samples collected
146. Booklet about feeding calves issued by animal health directorate
147. Monthly Report of Animal Health works in Aleppo Governorate during January 2008.
148. Monthly Report of Animal Health works in Aleppo Governorate during June 2008.
149. Monthly Report of animal health status in Halab governorates in 2007.
150. Technical report on the slaughterhouse in Tartous during June in 2008.
151. Annual Report of Local Slaughterhouse in Latakia 2008.
152. Monthly Report for Slaughtered animal in the Local Slaughterhouse in Latekia May 2008.
153. Report indicating the mandate of Animal Wealth division at governorate level.
154. Model of monthly Report for Slaughtered animal in the Local Slaughterhouse in Tartous.
155. Technical report on the slaughterhouse in Safita Province in January in 2008.
156. Technical report on the slaughterhouse in Banyias Section in June 2008.
157. PROFORMA Invoice from FAO for purchasing basics laboratory equipments for HPAI testing in Syria.

158. Handbook about workshop on the updated information in Animal Production from 27 – 29 March 2007.
159. Booklet about Poultry farms issued by agriculture extension directorate.
160. Brochure of general Establishment of storing and marketing Agricultural and Animal Products.
161. Health follow-up Booklet for sheep.
162. Brochure about Coastal and Midland Agricultural Development Project (CMADP).
163. Manual of program of Improving feed resources in Arab Countries.
164. Manual of Aga Khan Development Network (AKDN) (Arabic version).
165. Duties of Animal Health Directorate and its departments.
166. Total Number of cattle and Production for 2006 by government and their developing in the country level during (1997-2006).
167. Production and Number of Local Cattle for 2006 by Governorate and their development in the country level during (1997 – 2006).
168. Production and Number of Foreign Cattle for 2006 by Governorate and their development in the country level during (1997-2006).
169. Production and Number of Shami Cattle for 2006 and by Governorate and their development in the country level during (1997-2006).
170. Production and Number of improved cattle for 2006 by Governorate and their development in the country level during (1997-2006).
171. Production and Number of sheep for 2006 by Governorate and their development in the country level during (1997-2006).
172. Production and Number of Goats for 2006 by Governorate and their development in the county level during (1997-2006).
173. Milk and Meat Production by Governorate for 2006 and their development in the country level during (1997-2006)
174. Farm Animals (horses, mules, asses and camels) by Governorate for 2006 and their development in the country level during (1997-2006).
175. Decree No. (12) concerning improving local cattle breed.
176. Decree. No. (751) concerning constitute of permanent technical committee for studying of the requests from the countries to export live animals and animal production to Syria.
177. Decree No. (38) concerning technical conditions for approval of veterinary biologics.
178. Decree No. (904) concerning delegated the central managers in the mandates of the Minister of Agriculture and Agrarian Reform according Rules and regulations.
179. Decree No. (55) concerning the application of fixed hunting net.
180. Decree No. (7) concerning adding (Silage) to imported feed and feed additives.
181. Recommendations to improve the judicial setting of veterinarians at governorate level.
182. List of vaccines locally produced in 2007.
183. Decree No. (143/2005) concerning establishment of Animal Wealth administration and its three directorates (Animal Production Directorate, Animal Health Directorate and Veterinary Drugs Directorate) as well the decree identifies their role and duties of each one.
184. Decree No. 183 dated 30/7/2006, Second Term concerning job descriptions for each position in veterinary services (veterinarian, administration, legal,..etc)

185. Documents for the project of the support of the veterinary services for the the year 2006.
186. Documents for the project of the support of the veterinary services for the the year 2007.
187. Table indicating dissemination of Agricultural magazine all over the country, twenty edition, No. 250 in 2006.
188. Booklet about (Natural and Artificial) Insemination for dairy cattle.
189. booklet issued from Animal Health Directorate about Mastitis in dairy cattle.
190. Booklet about cattle feed.
191. Booklet issued from Animal Health Directorate about Avian Influenza 2006.

ANNEX 6: LIST OF PHOTOGRAPHS TAKEN DURING THE COUNTRY VISIT



Veterinary clinics



Free range rearing "Badia"



Animal Quarantine



Surgical operation room