

GOVERNMENT NOTICE No. 726 Published On. 4/9/2020

THE VETERINARY ACT,
(CAP. 319)

REGULATIONS

(Made under section 52(2) (1))

THE VETERINARY (INTERNSHIP FOR PARAPROFESSIONAL) REGULATIONS,
2020

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Veterinary (Internship for Paraprofessional)

G.N. No. 726 (Cpntd.)

THE VETERINARY ACT,
(CAP. 319)

REGULATIONS

(Made under section 52(2) (1))

THE VETERINARY (INTERNSHIP FOR PARAPROFESSIONAL) REGULATIONS,
2020

PART I
PRELIMINARY PROVISIONS

- Citation 1. These Regulations may be cited as the Veterinary (Internship for Paraprofessional) Regulations, 2020.
- Scope of Application 2. These Regulations shall apply to paraprofessional who intends to be enrolled in Mainland Tanzania.
- Interpretation
n
Cap. 319 3. In these Regulations, unless the context otherwise requires-
- “Act” means the Veterinary Act;
 - “Council” means the Veterinary Council of Tanzania established under the Act;
 - “Paraprofessional” has the meaning ascribed to it under the Act;
 - “paraprofessional intern” means a paraprofessional who has recently graduated from a recognized paraprofessional training institution and who is attached to a work to gain veterinary paraprofessional hands on skills;
 - “internship” means an official or formal programme to provide practical experience for graduating veterinary paraprofessionals;
 - “host institution” means a public or private registered institution established by law that provides

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opportunities for veterinary paraprofessionals to undertake internship;

“mentor” means a qualified person with experience in the host institution, who is assigned to ensure a smooth facilitation of the paraprofessional intern, leads and advises in the matchmaking process between the intern and host institution and who monitors the progress of internship;

“Minister” means the Minister responsible for livestock; and

“Registrar” means the Registrar of the Council appointed under section 8 of the Act.

PART II
INTERNSHIP

Objectives of internship

4. The objectives of the internship for veterinary paraprofessionals shall be-

- (a) to ensure that veterinary paraprofessionals who join veterinary practice acquire requisite “all round” paraprofessional hands on skills for better provision of service to the public;
- (b) to enable veterinary paraprofessionals to have an opportunity to consolidate their knowledge, skills and attitudes to enable them to be competent in their duties;
- (c) to provide the paraprofessionals with the valuable work experience and skills to enhance their employability.

Requirement to undertake internship

5.-(1) A prospective paraprofessional intern shall report to the Council for recognition within three months from the date of completion of his studies.

(2) A graduate paraprofessional shall, before being enrolled as paraprofessional, be required to undertake internship work by working under supervision of experienced professionals or veterinary specialists in the veterinary disciplines.

(3) The paraprofessional intern shall be required to perform various paraprofessional duties such as disease

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diagnoses and other forms of veterinary services under the supervision and guidance of a mentor.

(4) The paraprofessional intern shall also provide professional services in health camps, if any, and providing services in "hard to reach areas" for purpose of internship under the supervision of the mentor.

Applicati
on for
internship
placement

6.-(1) A graduate paraprofessional shall apply for internship placement by fill in and submit an application form set out in the First Schedule to these Regulations and shall be accompanied by copies of birth certificate, institution transcript and letter of introduction from the Institute.

(2) An applicant shall be required to pay internship placement fee of ten thousand shillings.

(3) The Registrar may, in determining the application submitted under subregulation (1)-

(a) grant the application and issue a certificate of paraprofessional internship placement set out in the Second Schedule to these Regulations;

(b) refuse the application and give reasons thereon.

(4) The Registrar shall, after determining the application under subregulation (3), submit such applications to the Council for final determination.

(5) Graduate veterinary paraprofessionals interns shall work in identified host institutions for a period of six months following the prescribed arrangement.

(6) A graduate veterinary paraprofessionals may be allowed to postpone internship for a reason of attending further studies.

List of
paraprofe
ssional
interns

7.-(1) The Council shall cause to be kept a list of paraprofessional interns admitted for internship placement.

(2) The list kept under subregulation (1) shall contain-

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- (a) names, qualifications, places where qualifications were obtained, date of obtaining the qualifications and any other detail as may be determined by the Council;
- (b) address where the paraprofessional intern can be contacted; and
- (c) particulars for internship work including date of commencement and completion.

Removal
from list

8.-(1) The Registrar may remove from the list of paraprofessional interns the name of a paraprofessional intern who-

- (a) has completed internship to the satisfaction of the Council and has been issued with a certificate of completion set out in the Third Schedule to these Regulations;
- (b) has not completed the internship to the satisfaction of the Council;
- (c) has discontinued his internship with the consent of the Council;
- (d) no longer complies with the requirements and conditions for registration as a paraprofessional intern; or
- (e) is a deceased.

(2) A person whose name has been removed from the list of paraprofessional interns shall be notified thereof and any identity card issued shall be deemed to be cancelled.

Restoration
of
names in
list

9.-(1) A paraprofessional intern whose name has been removed from the list may have his name restored into the list by submitting to the Registrar the following documents:

- (a) a duly completed application form;
- (b) acceptable documentary evidence of compliance with the conditions under which he may be provisionally enrolled; and
- (c) acceptable documentary evidence from a mentor

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to the effect that he have resumed his internship.

(2) A person whose name has been restored in the list shall be required to pay a prescribed fee and issued with an identity card

Conduct
of
internship

10.-(1) The arrangement of internship shall involve graduate veterinary paraprofessionals rotating within the identified entities such as clinics, farms and laboratories that are supposed to provide competencies in clinical practice and laboratory diagnosis.

(2) A graduate veterinary paraprofessionals shall be required to spend two months in veterinary clinics and field service, two months in farms, districts and rural areas and two months in laboratories or other area that may be prescribed by the Council.

(3) The host institutions shall provide core competency in the areas prescribed in the subregulation (2) by allocating mentors to guide paraprofessional interns.

(4) The mentor shall ensure that paraprofessional interns acquire the requisite hands-on skills and interpersonal attributes in the respective field.

(5) The paraprofessional interns shall be rotated in different areas of a farm unit or veterinary facility under the following conditions-

- (a) there must be at least one approved mentor responsible for the effective practical training;
- (b) facilities (farm unit or veterinary practice facility) for rotation shall be approved and recorded by Council and each facility shall have a veterinarian or approved mentor to supervise a paraprofessional intern;
- (c) the facility (farm unit or veterinary practice facility) where such rotation would take place for purposes of practical training, the period(s) that such services would be provided, as well as the name of the mentor under whose supervision the intern would work, shall be clearly indicated in the contract to be approved by the Council before

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- internship commences;
- (d) the rotation shall be for practical training purposes only; and
 - (e) an approved mentor shall not delegate the supervisory function to another person.
- (6) The internship contract may be ceded to another approved tutor at the same farm unit, animal health premise or institution or at another approved facility, premise or institution on the occurrence of any of the following events:
- (a) the death of the mentor, the sequestration of their estate, their conviction of a serious offence, their suspension or the removal of their name from the register of veterinarians;
 - (b) the discontinuation of practise of the mentor or the resignation from the veterinary or institution approved for internship;
 - (c) the closure of the veterinary or institution;
 - (d) mutual consent between the mentor and the community service provider for a reason which is acceptable to the Registrar; or
 - (e) any other reason that the Council may consider necessary.
- (7) The council shall recognize the period of internship undertaken by a paraprofessional intern under the original registered mentor and the new mentor.
- (8) A paraprofessional intern who intends to cede a contract to another mentor shall, at least seven days before such cession, submit the following applicable documents to the Council:
- (a) the application for cession of contract of community service;
 - (b) the mentor application (if not approved).
- (9) The council shall recognize any period that the paraprofessional intern spent in a farm, as part of the internship programme in a facility or promise which was approved for purposes of internship.
- (10) A paraprofessional intern shall provide work support required in host institutions, their engagement in practical training and provisional of services to enhance their

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practical skills.

(11) A paraprofessional intern shall also be required to provide the needed support in disease surveillance, diagnostic systems and control that are carried out by the host institutions.

(12) A paraprofessional intern may, under special circumstances, be allowed to postpone a component of the internship rotation which he shall be required to complete it before enrollment.

(13) A paraprofessional intern shall repeat a failed internship rotation before he can proceed to the next rotation.

(14) A paraprofessional intern shall, where he failed a single internship rotation more than two times, be required to undertake remedial training in a recognized veterinary training institution for failed specialty.

Monitorin
g and
evaluation
of
internship

11.-(1) The assessment of a paraprofessional intern shall be conducted on a systematic and regular basis with positive reinforcement on appropriate performance and constructive criticism on performance for improvement.

(2) A paraprofessional intern shall receive an accurate feedback on their performance as reflected in daily and less regular assessments.

(3) A paraprofessional intern shall provide evidence that he has achieved the required standard.

(4) The assessment of the performance of a paraprofessional intern in farm unit, premise or facility shall be conducted on the following occasions and in the following manner:

- (a) on a day-to-day basis by the mentor in the execution of daily duties and activities and which is not necessarily recorded;
- (b) on the professional development of a paraprofessional intern, shall be assessed at 12, 24, 36 and 45 weeks of the programme;
- (c) a set of oral experience checklist completed, at 24 and 45 weeks of the programme to assess the

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- level of competence of a paraprofessional intern within the sector;
- (d) an assessment of the outcomes achieved by a paraprofessional intern, at 45 weeks of the programme.
 - (5) In the assessment of a paraprofessional intern, the mentor shall use the following guidelines to determine the development of an intern in a particular task:
 - (a) test knowledge (whether they do know what they are doing);
 - (b) test competence (whether they are able to perform the tasks and at which rate);
 - (c) test efficiency (whether they can be relied upon to perform a task accurately and safely within a reasonable time);
 - (d) determine if the skills, knowledge and values they acquire can be used and transferred to different circumstances;
 - (e) assess the performance within the context of the competencies required of a veterinary paraprofessional at entry level.
 - (6) A paraprofessional intern shall, in an integrated approach to assessment aimed at assessing knowledge, understanding, problem solving, technical skills, attitudes and ethics, be evaluated in the following areas:
 - (a) technical knowledge of veterinary medicine, problem solving, the application of theoretical concepts to practical problems;
 - (b) organizational ability to plan, attention to detail, ability to meet deadline;
 - (c) communication, clarity of written communications, ability to work within a team, effectiveness of oral communications;
 - (d) attitudes – initiative, willingness to accept responsibility, ability to follow instructions.
 - (7) An internship assessment report shall be prepared by fill in an assessment form set out in the Fourth Schedule to these Regulations.

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PART III
MISCELLANEOUS PROVISIONS

- | | |
|--------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Internship
funding
arrangement | 12.-(1) Funding of internship shall be borne by the paraprofessional intern.
(2) Notwithstanding the provisions of subregulation (1) funding of internship may be provided by the employer, parents or any other means. |
| Offences
and
penalties | 13. Any person who contravenes or fails to comply with any provision under these Regulations shall not be enrolled and shall not be allowed to practice. |

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FIRST SCHEDULE

(Made under regulation 6(1))

APPLICATION FORM FOR PARAPROFESSIONAL INTERNSHIP PLACEMENT

Attach your
signed,
stamped
passport
photograph
here

SECTION A: PERSONAL DATA

(This section TO BE completed by All applicants)

Surname _____	First name _____	Middle name _____
_____	Other names <i>(if any)</i> _____	
Marital status _____		
Place of Birth _____ Birth date _____		
Male _____ - Female _____		
Address _____		

Phone _____	Fax _____	E-mail _____
Next of kin or nearest contact person		
Name _____		
Address _____		

Phone _____	Fax _____	E-mail _____
SECTION B: ACADEMIC QUALIFICATIONS		
Diploma(s)/Certificate(s):	Institution	Date
1. _____	_____	_____
2. _____	_____	_____
3. _____	_____	_____

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Names and address of Referees: 1. _____ 2. _____ _____

SECTION C: APPLICANT SATUTORY DECLARATION

I..... do hereby declare on this day of..... that I am the person who is applying for registration as a paraprofessional and I am holding the above qualification and that the information I have given is true and correct to the best of my knowledge and belief.

Signature.....Date.....

CERTIFICATION: (To be certified by advocate/magistrate/notary public)

I certify that I have compared the photograph in the application form shown to me this day of bywith his application before me and that in my opinion it is a true and faithful likeness and I am satisfied that the applicant before me is the person to whom the photograph and application relates.

Name:
Qualification
Signature.....
Address:
.....

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Names and address of Referees: 1. _____ 2. _____ _____

SECTION C: APPLICANT SATUTORY DECLARATION

I..... do hereby declare on this day of..... that I am the person who is applying for registration as a paraprofessional and I am holding the above qualification and that the information I have given is true and correct to the best of my knowledge and belief.

Signature.....Date.....

CERTIFICATION: (To be certified by advocate/magistrate/notary public)

I certify that I have compared the photograph in the application form shown to me this day of bywith his application before me and that in my opinion it is a true and faithful likeness and I am satisfied that the applicant before me is the person to whom the photograph and application relates.

Name:
Qualification
Signature.....
Address:
.....

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SECTION D: FOR OFFICIAL USE ONLY

Enrolled, Enlisted/ Not enrolled, enlisted

Reasons (If not enrolled/enlisted)

.....

Chairman
Veterinary Council of Tanzania
Date.....

Registrar
Veterinary Council of Tanzania

Date.....

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SECOND SCHEDULE

(Made under regulation 6(3)(a))

CERTIFICATION OF PARAPROFESSIONAL INTERNSHIP PLACEMENT

Paraprofessional intern number _____

I hereby certify that _____

(Name and academic qualification)

having satisfied the Veterinary Council of Tanzania of his/her entitlement to be enrolled as intern paraprofessional is duly enrolled in the List of paraprofessional interns on the _____ day of _____, 20 _____

The Paraprofessional has been offered a placement from -----

CHAIRMAN

REGISTRAR

Date _____

Date _____

No

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THIRD SCHEDULE

(Made under regulation 8(1)(a))

**CERTIFICATION OF COMPLETION OF VETERINARY PARAPROFESSIONAL
INTERNSHIP SCHEME**

I hereby certify that _____

(Name and academic qualification)

has completed the internship scheme as a paraprofessional intern on the _____ day
of _____, 20_____

CHAIRMAN

REGISTRAR

Date _____

Date _____

No

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FOURTH SCHEDULE

(Made under regulation 11(7))

ASSESSMENT FORM FOR VETERINARY INTERNSHIP SCHEME

Veterinary paraprofessionals should be able to practically perform, demonstrate or explain how to perform the following functions:

1. Regulatory functions

Disease surveillance and inspection of all livestock, poultry and game

- a. Collect a sample from a suspect rabies animal with correct completion of documentation. _____
- b. Do a skin scraping / wool scraping _____
- c. Collect blood from the coccygeal vein (tail) and jugular veins _____
- e. Restrain the head of a cow and pull out the tongue _____

2. Disease control

Able to implement of vaccination programs in livestock, in order to prevent, and/or control animal diseases and to strive towards establishing a disease free animal population and to administer these vaccines. _____

Implementation of parasite control programs in livestock, in order to prevent, and/or control animal parasites and to strive towards establishing a parasite free animal population. _____

- a. Examine and evaluate the mucous membranes in an animal _____
- b. Take the temperature, pulse and respiration of an animal. _____
- c. Read a thermometer quickly and easily _____
- d. Examine in the live animal the main lymph nodes, for example, the mandibular, prescapular, prefemoral, popliteal and supramammary lymph nodes. _____
- e. Recognise various drugs e.g. an antibiotic, anti-inflammatory, oxytocin, oestrogen, etc. and tell when or under what circumstances they could be used _____
- f. Recognise a dipping remedy and calculate dip wash strengths for the various dipping methods. _____

3. Sampling

Carry out basic post mortem examinations and the collection and submission of samples for microbiological _____, samples for toxicological, _____ and serological samples for investigation _____.

- a. Prepare a blood and or brain smear from a cow _____, horse, _____ goat/sheep, _____ or dog _____

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- b. Collect specimens from PM for bacteriology, toxicology, serology and histopathology, e.g. liver, kidney and fix in formalin including collection of faecal samples.
 - c. Collect handle and transport sheath wash samples _____
4. Disease Treatment
- a. Calculate dosages of drugs based on live mass of animal and give an intramuscular, intravenous and or subcutaneous injection in the various locations, i.e. tail vein, jugular, etc. _____
 - b. Pass a stomach tube in a cow and being able to use a dosing gun _____
 - c. Restrain sheep and goats for vaccination, examination of feet to trim using a hoof knife or hoof trimmer _____
5. Primary Animal Health Care
- Extension services (including training and education) to farmers, community members and their children, to protect and promote the health and well-being of animals.*
- a. Put a nose tong (nose lead) in the nose of a cow _____
 - b. Attend to a swelling on an animal that is suspected of being an abscess or a septic wound _____
 - c. Perform dehorning, _____ branding _____ and or castrations _____
6. Jurisprudence
- Knowledge of relevant acts pertaining to animal health. Able to implement parts of these acts.*
- a. Animal Diseases Act _____
 - b. Veterinary Act _____
 - c. Animal Welfare Act _____
 - d. Tanzania Food, Drugs and Cosmetics Act _____
 - e. Meat Act _____
 - f. Dairy Industry _____
 - g. Hides and Skins _____
7. Extension services
- a. Organize farmer's days and prepare and present lectures on different animal disease of importance at these days as well as at personnel meetings. _____
 - b. Visit schools in the region and inform them regarding rabies and relevant diseases _____
 - c. Extension to local farmers at dip tanks _____
8. General knowledge
- a. Recognition and correct use of the most important equipment of importance to the AHT.
 - i. Burdizzo _____
 - ii. Hot dehorning bolt _____
 - iii. Hoof trimmer for small stock _____
 - iv. Hoof trimmer for large stock _____
 - v. Hoof knife _____
 - vi. Trocar and cannula _____
 - vii. Dosing gun/dosing syringe _____

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- viii. Different gauges and lengths of hypodermic needles and what they are used for. _____
- ix. Different sizes of syringes and what they are used for _____.

Dodoma
21st August, 2020

LUHAGA JOELSON MPINA
*Minister for Livestock and
Fisheries*