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THE VETERINARY ACT,
(CAP. 319)

REGULATIONS

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

THE VETERINARY (INTERNSHIP FOR VETERINARIAN)
REGULATIONS, 2020

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THE VETERINARY ACT,
(CAP. 319)

REGULATIONS

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

THE VETERINARY (INTERNSHIP FOR VETERINARIAN) REGULATIONS, 2020

PART I
PRELIMINARY PROVISIONS

- Citation: 1. These Regulations may be cited as the Veterinary (Internship for Veterinarian) Regulations, 2020.
- Scope of Application: 2. These Regulations shall apply to graduate veterinarians trained locally or abroad who wish to practice in Tanzania Mainland.
- 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;
 - “facility” includes any established premise, structure or ambulatory service where any animal is attended;
 - “graduate veterinarian” means a veterinarian who has recently graduated from a training institution recognized by the Veterinary Council of Tanzania and who has not been registered as a veterinarian;
 - “host institution” means a public or private registered institution that is deemed fit to provide opportunities for veterinary graduates;
 - “intern” means a graduate veterinarian from accredited training institution attached to a work under guidance and supervision in order to gain defined professional

- competences including all forms of veterinary professional hands-on skills before qualifying for registration;
- “internship” means an official or formal professional scheme or programme designed to provide practical experience for defined competences for graduate veterinarians before qualifying for registration;
- “mentor” means a qualified and registered veterinarian and any other person with sound professional experience in the host institution, who is assigned to ensure a smooth facilitation of the internship operations, leads and advises in the matchmaking process between intern and host institution and who monitors the progress of the internship and the intern;
- “Minister” means the Minister responsible for livestock; and
- “Registrar” means the Registrar of the Veterinary Council of Tanzania appointed under section 8 of the Act.

PART II HOST INSTITUTION

Obligations of host institutions

4. The host institution shall have obligations to-
- (a) ensure graduates who join the veterinary practice acquire requisite professional hands on skills and other forms of competences before being allowed to be registered and to practice; and
 - (b) enable graduates to have an opportunity to consolidate their professional knowledge, skills and attitudes acquired through veterinary education and enrich them through this scheme in order to enable them be competent practitioners and provide quality services.

PART III
REQUIREMENT FOR INTERNSHIP

Requirement
for
internship

5.-(1) A prospective intern shall report to the Council for enrollment in the internship programme within three months from date of completion of his undergraduate studies.

(2) A graduate veterinarian shall be required to undertake prescribed internship by working under supervision of experienced professionals or veterinary specialists in designated veterinary establishments before registration.

(3) An intern shall be required to perform various professional duties such as disease diagnoses, surgical operations and other forms of veterinary services under the supervision and guidance of a mentor.

(4) Interns shall provide professional services in health camps, if any, and in hard to reach areas.

Application
for
internship
placement

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

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

(3) Subject to subregulation (1), the Registrar may, in determining the application-

(a) grant the application and upon the applicant paying a fee of ten thousands shillings, issue a certificate of recognition of an intern set out in the Second Schedule to these Regulations and an identity card; or

(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) A graduate veterinarian shall work in identified host institutions for a period of one year subject to prescribed arrangement.

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

Register of interns

7.-(1) The Council shall keep and maintain a register of interns admitted for internship placement.

(2) A register kept under subregulation (1) shall contain-

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

Removal from register of interns

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

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

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

Restoration of names in register of interns

9.-(1) A veterinary intern whose name has been removed from the register may have his name restored in the register by submitting to the Registrar-

- (a) a duly completed application form for

- restoration of his name in the register;
 - (b) acceptable documentary evidence that he complies with the conditions under which he may be accepted as a veterinary intern; and
 - (c) acceptable documentary evidence from a mentor that he has resumed internship.
- (2) A person whose name has been restored in the register shall be required to pay a prescribed fee.

Conduct of
internship

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

(2) Interns shall be required to spend the period of four (4) months in veterinary clinics and field service, four (4) months in farms, districts and rural areas and four (4) 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 under subregulation (2) by allocating mentors to guide interns.

(4) Mentors shall ensure that interns acquire the requisite hands-on skills and inter-personal attributes in the respective field.

(5) The internship rotational arrangement shall have-

(a) at least one approved mentor responsible for the effective practical training of the veterinary intern concerned; and

(b) facilities approved by Council and a veterinarian or approved mentor to supervise the intern.

(6) The facility where such rotation take place for purposes of practical training, the period(s) that such services are provided, the name of the mentor who supervises the interns' work, shall clearly indicate or describe the contract and be approved by Council before the internship commences.

(7) The rotation shall be for purposes of practical training.

(8) An approved mentor shall not delegate the supervisory function to another person unless such person has been approved by the Council.

(9) An internship contract may be ceded to another approved tutor or mentor at the same or mentor farm unit, animal health premise, institution or at another approved facility, premise or institution, in the occurrence of the following events:

- (a) death of the mentor, sequestration of the estate, conviction for a serious offence, suspension or the removal of their name from the veterinarians register;
- (b) practice discontinuation of the mentor, resignation from the veterinary or institution approved for an internship;
- (c) closure of the veterinary or institution;
- (d) mutual consent between the mentor and the veterinary intern for a reason which is acceptable to the Registrar; or
- (e) any other reason that the Council may consider necessary.

(10) The Council shall recognize the period of internship undertaken by an intern under the original registered and the new mentor.

(11) A veterinary intern who intends to cede a contract to another mentor shall be required to submit the following documents at least seven days before such cession-

- (a) the application for cession of contract of internship; and
- (b) the mentor application (if not approved).

(12) The Council shall recognize any period that an intern spends in a farm, as part of the internship programme in a facility or premise which was approved for purposes of internship.

(13) An intern shall provide work support required in a host institution, his engagement in practical training and provisional of services to enhance his practical skills.

(14) An intern shall be required to provide support in disease surveillance, diagnostic systems and control

carried out by the host institutions.

(15) An intern may, under special circumstances, be allowed to postpone a rotational component of the internship which he shall be required to complete before being considered for registration.

(16) An intern shall, where he fails to satisfy the Council on the conducted rotational component, be required to repeat the failed rotational component before proceeding to the next rotational component.

(17) An intern shall, where he failed a single rotation more than two times, be required to undertake remedial training in a recognized Veterinary School for failed specialty.

Monitoring and evaluation of internship

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

(2) The intern shall receive accurate feedback on his performance as reflected in daily and less regular assessments.

(3) The intern shall provide evidence that he has achieved the required standards.

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

(a) on a day-to-day basis by the mentor in the execution of daily duties and activities which are not recorded;

(b) on the professional development of the veterinary 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 level of competence of the intern within the sector

(d) an assessment of the outcomes achieved by the intern, at 45 weeks of the programme.

(5) The assessment of the performance of an intern in academic institution or in manufacturing veterinary pharmacies, shall take place on the following occasions

and manner:

- (a) on a day-to-day basis by the tutor, at the academic institution in the execution of daily duties and activities which are not recorded;
 - (b) at the completion of the period not less than four hundred (400) hours of practical training at a private pharmaceutical plant or institutional (hospital) pharmacy, in which the supervising mentor shall submit a declaration of four hundred (400) hours completed by the veterinary intern;
 - (c) the supervising mentor assesses the professional development of the pharmacist intern at the completion of the period of not less than four hundred (400) hours of practical training in a private pharmaceutical plant or institutional (hospital) pharmacy;
 - (d) the supervising mentor completes a sectoral experience checklist at the completion of the period of not less than four hundred hours of practical training private pharmaceutical plant or institutional (hospital) pharmacy, to assess the level of competency of the intern within the sector; and
 - (e) mentor at an academic institution and manufacturing pharmacy provides an assessment of the outcomes of the internship completed at the end of the internship period.
- (6) In the assessment of the intern, the mentor shall, in determining how an intern is proceeding with a particular task, be guided with the following:
- (a) test knowledge, competence and efficiency;
 - (b) determine if skills, knowledge and values can be used and transferred to different circumstances; and
 - (c) assess the performance within the context of the competencies required for a pharmacist at entry level.
- (7) An 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 deadlines;
 - (c) communication, clarity of written communications, ability to work within a team, effectiveness of oral communications; and
 - (d) attitudes – initiative, willingness to accept responsibility, ability to follow instructions.
- (8) Assessment report shall be prepared in the manner provided for under the Fourth Schedule to these Regulations.

PART IV
MISCELLANEOUS PROVISIONS

Internship
funding
arrangements

12.-(1) Funding for internship work shall be borne by the intern.

(2) Notwithstanding the provisions of subregulation (1) funding for internship may be provided by the employer, parent or guardian.

Offences and
penalties

13. Any person who contravenes or fails to comply with any of the provision under these Regulations shall not be registered by the Council and shall not be allowed to practice as a veterinarian.

Veterinary (Internship for Veterinarian)

GN. NO. 725 (Contd.)

FIRST SCHEDULE

(Made under regulation 6(1))

APPLICATION FORM FOR RECOGNITION AS A VETERINARY INTERN AND
INTERNSHIP PLACEMENT

Attach your
signed, stamped passport
photograph here

Please read the instructions carefully before filing the application form.

- 1. Section A: Applicant Personal Details*
- 2. Section B: Academic Qualifications*
- 3. Section C: To be signed in the presence of a commissioner for Oaths i.e.
Advocate/Magistrate or notary Public.*
- 4. Section D: For official use only.*

SECTION A: PERSONAL DETAILS
(All applicants shall complete this section)

| | |
|---|------------------------|
| Surname _____ | First name _____ |
| Middle name _____ | |
| Other names <i>(if any)</i> _____ | |
| Home address _____ _____ | |
| District of Birth _____ | Birth date _____ |
| Nationality _____ | |
| Male _____ | Female _____ |
| Present Address _____ _____ | |
| Phone _____ | Fax _____ E-mail _____ |
| Next of kin or nearest contact person _____ | |
| Name _____ | |
| Address _____ _____ | |
| Phone _____ | Fax _____ |
| E-mail _____ | |

| SECTION B: ACADEMIC QUALIFICATIONS/ OTHERS | | |
|--|--------------|-------|
| Degree (s): | Institutions | Date |
| 1. _____ | _____ | _____ |
| 2. _____ | _____ | _____ |
| 3. _____ | _____ | _____ |

Names and Address of Referees:

1. _____

2. _____

SECTION C: APPLICANT STATUTORY DECLARATION

I do hereby declare on thisday of
 that I am the person who is applying for placement as a veterinary
 intern 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 with 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

SECTION D: FOR OFFICIAL USE ONLY

Reasons (If not licensed) _____

| | |
|--------------------------------|--------------------------------|
| Chairman | Registrar |
| Veterinary Council of Tanzania | Veterinary Council of Tanzania |
| Date | Date |

Veterinary (Internship for Veterinarian)

GN. No. 725 (Contd.)

SECOND SCHEDULE

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

CERTIFICATE OF RECOGNITION AS A VETERINARY INTERN

Veterinary Intern number _____
I hereby certify that _____

_____ (Name and academic qualification)
having satisfied the Veterinary Council of Tanzania of his/her entitlement to be recognized as a
veterinary intern is duly entered in the Register of Veterinarians Interns on the _____ day
of _____, 20_____

The intern veterinarian has been offered a placement as intern from -----

CHAIRMAN

Date _____

No

REGISTRAR

Date _____

THIRD SCHEDULE

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

CERTIFICATION OF COMPLETION OF VETERINARY INTERNSHIP SCHEME

I hereby certify that _____

(name and academic qualification)

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

20 _____

CHAIRMAN

REGISTRAR

Date _____

Date _____

No.....

FOURTH SCHEDULE

(Made under regulation 11(8))

ASSESSMENT FORM FOR VETERINARY INTERNSHIP SCHEME

I. Communication

- (a) Communicate effectively with people: _____
- (b) Communicate in writing for different audiences: _____
- (c) Prepare and maintain clear and accurate records for different purposes _____
- (d) Actively listen to people, taking account of non-verbal _____
- 2. Legal, Professional, Ethical Practice
- (a) Conduct is aligned with professional, moral and ethically accepted standards. _____
- (b) Comply with the legal requirements of practicing veterinary science in terms of the various acts and laws that govern: _____
- (c) Have knowledge of the international trade framework that governs the trade in animals and animal products _____
- 3. Professional Practice
- (a) Management of Veterinary Environment _____
- (b) Able to work in a multi-disciplinary team to promote a problem-solving approach to issues within the veterinary environment. _____
- (c) Undertake appropriate infection-control procedures. _____
- (d) Dispose of hazardous and non-hazardous waste safely and correctly. _____
- (e) Understand how to deal with and work with people's disabilities and special requirements. _____
- (f) Use and maintaining protective clothing and equipment. _____
- (g) Practitioners need to show ability to manage and appropriately implement the following: _____
 - a. Strategic planning _____
 - b. Financial planning _____
 - c. Leadership assessment and development _____
 - d. Negotiation skills _____
- 4. Evaluation of Animals and their Care
- (a) Handling and Restraint _____
- (b) Gathering Information _____
- (c) General Examination / Evaluating Care of Animals _____
- (d) System Specific Examinations _____
- 5. Clinical Testing
- (a) Obtaining and Handling Samples for Diagnosis _____
- (b) Using Laboratory Equipment and Performing Standard Tests _____
- (c) Using Diagnostic Imaging Equipment and Ancillary Diagnostic Tools _____
- (d) Evaluating Findings from Diagnostic Tools _____
- (e) Reaching Diagnosis and Formulating Treatment Plan _____

Veterinary (Internship for Veterinarian)

GN. NO. 725 (Contd.)

- (f) Conducting Post Mortem Examination _____
Care and Treatment _____
6. (a) Emergency Care and Treatment _____
(b) Drug and Fluid Administration _____
(c) Surgery _____
(d) Euthanasia _____
(e) Husbandry and Welfare _____
(f) Nursing _____
7. Preventive Medicine and Primary Health Care
(a) Be able to apply and advise on primary health care for: _____
(b) Be able to use a veterinary extension methodology to: _____
(c) Formulate a vaccination, deworming and ecto-parasite control programs _____
(d) Advise on the nutrition and housing of: _____
(e) Be able to identify controlled animal diseases and institute the correct procedures in respect of these diseases as controlled in the various regulations. _____
(f) Be able to apply the principles and practice in respect of:
a. Meat Hygiene _____
b. Meat Inspection _____
c. Milk Hygiene _____
(g) Be able to give practical advice on zoonotic diseases. _____
(h) Be able to apply basic epidemiological principles when identifying and controlling an outbreak of disease in a group of animals or geographical area. _____
(i) With regards to controlled animal diseases, emerging diseases and zoonotic diseases _____
8. One Health Concept
(a) Understand the veterinarian's role in the concept of One Health _____
(b) Understand the use of risk analysis to ensure that animal and human health is adequately protected. _____
(c) Being able to interact with public health professionals _____
(d) Food Hygiene _____
9. Research, Industry and Science
(a) Understand the basic requirements of structured research and the process involved in setup a trial. _____
(b) Be able to read, understand and formulate questions after reading a journal article _____
(c) Be able to formulate a concept of humane treatment of research animals _____

Dodoma
21st August, 2020

LUHAGA JOELSON MPINA
Minister for Livestock and Fisheries