



Agrovet Mentoring Framework Consultancy in Kenya.

Background

Brooke works to strengthen existing animal health service delivery infrastructure. Apart from first aid treatment to animals in emergency situation, Brooke provides no free veterinary services.

Brooke vets now work to build the capacity of local animal health practitioners (AHP), who may be qualified to a variable standard as veterinary surgeons or Veterinary paraprofessionals, as a more sustainable method of maintaining animal health services in longer term.

Many of Brooke's programmes have also identified veterinary medicine sellers/agro-pharmacists as a key animal health stakeholder in the veterinary service delivery.

Brooke East Africa (BEA) carried out survey interviewed over 300 owners on the question '*What do you do when your animal gets sick?*' 70% of respondents noted that they visited a local AgroVet to seek advice and get medication. It is clear that AgroVets (agro and veterinary drug stores) play a key role in primary animal healthcare. A study conducted by BEA into AgroVet ways of working confirmed that approximately only 50% were qualified and licenced, therefore many were poorly equipped with the technical knowledge to professionally dispense veterinary medicine and offer professional advice to animal owners.

As a key stakeholder, BEA have developed the Agrovet Mentoring Framework (AMF) tool which is based on Brooke's Animal Health Mentoring Framework. The AMF is used to assess skills and competencies of the agrovet attendant via a rubric, using mentoring and constructive feedback to address capacity gaps. It focuses on knowledge, skills and attitudes in five areas: Legal compliance, communication, pharmacological expert, shop content and governance

The AMF was developed as a method of providing individual training and feedback to AgroVets operators during their normal working day, overcoming the problem of taking people away from their jobs for training, but the main benefit being the improvement of skills in a real-life setting. Results from the framework provide an overall picture of AgroVet capacity in the programme and contribute to monitoring animal health services.

The framework is also used by the BEA team to identify wider problems within the health care system by recognizing where there are consistently low scores across all AgroVets then working back to pinpoint the root cause whether this is a country-wide lack of education on a topic, or the unavailability of certain resources or individual service provider's challenge.

The aim of this consultancy work is to review the use of the AMF tool within the East Africa context, refine the tool, create supporting documents such as mentoring guidance notes and then share

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externally. In-depth literature review on agrovet mentoring will form the background for this evaluation.

Key Outputs:

- Summarise current training and regulation that exists for Agro-Pharmacists to dispense veterinary products in the East Africa region.
 - **Regulation**
 - What are the legal requirements for operating as an agrovet or such an enterprise
 - What is considered a “must have”
 - What do the regulatory body do to make sure those agrovet are well informed and regulated
 - What is the compliance levels? What are the risks for non-compliance?
 - **Training**
 - Existing AMR specific training/initiatives for Agro-Pharmacists dealers in East Africa
 - Existing pain (recognition and management) specific training/initiatives for Agro-Pharmacists in East Africa
 - Existing disease surveillance specific training/initiatives for Agro-Pharmacists in East Africa
 - Any topic of public health concern
- **Review Brooke East Africa experience of working with AgroVets**
 - Summary of history and identified need
 - Review AgroVet Mentoring Framework Tool results, trends and patterns
 - Review use of AgroVet Mentoring Framework Tool in the field highlighting successes and challenges for key stakeholders (BEA mentors, agrovet, owners, and country animal health system)
- Understand current AgroVet perceptions an understanding on:
 - Anti-microbial resistance
 - Recognition of pain and pain relief
 - Disease surveillance/ notifiable diseases
- Refine and update BEA AgroVet Mentoring Framework Tool
 - Refine questions (if required)
 - Produce associated documents (Mentoring guidance notes)
 - Monitoring and evaluation tools for this for agrovet mentoring framework
 - Create training modules (this is basic highlights)
- Provide independent advice on the future viability, usefulness and BEA agrovet Mentoring Framework

(This section is the bulk of the work and the most important part; this should be clear during recruitment)