

REPUBLIC OF KENYA



**MINISTRY OF AGRICULTURE & LIVESTOCK DEVELOPMENT
STATE DEPARTMENT FOR LIVESTOCK DEVELOPMENT**

GUIDELINES FOR VETERINARY INTERNSHIP PROGRAMME

AUTHORED AND ISSUED BY:



THE KENYA VETERINARY BOARD

REVISED 2025

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Upholding Veterinary Standards

THE KENYA VETERINARY BOARD

REVISED 2025

GUIDELINES FOR VETERINARY INTERNSHIP PROGRAMME

The Chief Executive Officer

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FOREWORD

Internship is a system of on-job training for veterinary professionals. It is prescribed in the Veterinary Surgeons' and Veterinary Paraprofessionals' Act Cap 366, Section 15 (1) (b) and Section 17 (1) (b) (i) and (ii). It is necessary that veterinary professionals undergo a supervised practical training for a period of time in order for them to experience, internalize and have hands-on experience in veterinary practice. Apart from gaining experience in the professional aspects, they will also be inducted into workplace environment, gain team work skills and learn how institutions are managed. After this induction, they will take a shorter time to acclimatize to work environment when they are registered. This will translate into more efficiency and higher outputs.

Internship will enable practicing veterinary professionals to inculcate good values and attitudes in the young graduates before they are assimilated into veterinary practice. Besides, the interns will assist in the daily duties in the Institutions where they are attached, increasing manpower which will thereby improve efficiency especially in areas where there are shortages of technical personnel.

Building on lessons learnt and experiences gained, it was deemed fit to revise guidelines. Specifically, include the Animal Health Mentoring Framework (AHMF). The AHMF is a structured mentoring tool that is used to objectively assess the intern at the start of internship, progressively mentor them and in the end check on the impact of mentorship while focusing on the "red flags".

It is envisaged that the interns will take their work seriously and the supervisors will expose them adequately to all aspects of veterinary practice to ensure success of the program.

We shall be grateful to all the persons and institutions who will host the interns and we look forward to collaborating in this noble endeavor.

I issue these guidelines which are subject to review as and when need arises.



Dr. Mary T. Agutu
Registrar

Kenya Veterinary Board

ACKNOWLEDGEMENT

We sincerely thank His Excellency the President of the Republic of Kenya, Dr. William Kipchirchir Samoei Arap Ruto CGH, for ensuring continuity of the Veterinary Internship Program. We acknowledge the Cabinet Secretary, Ministry of Agriculture and Livestock Development, Hon. Mutahi Kagwe, for his leadership in implementing the internship program and Cabinet Secretary, Ministry of Finance and National Treasury, Hon. John Mbadi for ensuring sustainability of the program. We recognize the efforts of the Principal Secretary, State Department for Livestock Development, Hon. Jonathan Mueke (CBS), for his dedication to the success of the program.

We acknowledge the Directors of the Kenya Veterinary Board, chaired by Dr. Joan Akumu Magero, in ensuring the continuity of the programme. Similarly, we laud the tireless efforts of the TeCEQA committee of the Kenya Veterinary Board tasked with reviewing the guideline for Veterinary Internship Program, chaired by Dr. Joan Akumu Magero. Membership of the committee included Prof. John Demesi Mande, Dr. Cathryn W. Wanjohi, Dr. Allan E. Azegele, Dr. Samuel Mugo, Dr. Derick Chibeu, Mr. Queereenuse Pacho, Mr. Benson Ameda and Mr Francis Munyae alongside Dr. Mary Theresa Agutu (CEO) and the secretariat. Further, we thank the Directorate of Veterinary Services, Veterinary governance and management support system division & Training section, for their pivotal role in implementation.

Finally, we recognize inputs made by Brooke East Africa for development and Mr. Samuel Kiminza's efforts for piloting of the AHMF and the input of all stakeholders in making this program a success.

TABLE OF CONTENTS

FOREWORD.....	i
ACKNOWLEDGEMENT.....	ii
INTRODUCTION.....	1
ROLES OF VARIOUS STAKEHOLDERS.....	1
OBJECTIVES OF INTERNSHIP PROGRAMME.....	4
INTERNSHIP PROGRAM.....	4
1.VETERINARY MEDICINE INTERN	4
PART I.....	4
(a) Eligibility for Internship	4
(b) Process of Internship	5
(c) Roles and Responsibilities of Internship Supervisors	5
(d) Assessment during Internship.....	6
(e) Registration of the Veterinarian.....	7
(f) Failure to successfully complete Internship	7
(g) Institutions that may be approved by the Board as Internship Centers or Rotation Stations	8
(h) Application to be an Accredited Internship Center.....	8
PART II.....	9
Minimum requirements in clinical skills and animal care for internship programme	9
(a) Goals.....	9
(b) Rotation Stations.....	10
(c) Thematic Areas.....	11
(d) Summary of Thematic Area.....	12
(e) General guide on animal health concepts and principles to be covered according to thematic areas by Veterinary Surgeons.....	13
(f) Veterinary Surgeons Assessment Form.....	14

TABLE OF CONTENTS

2. VETERINARY PARA-PROFESSIONAL INTERN.....	18
PART I.....	18
(a) Eligibility to enter Internship	18
(b) Process of Internship	18
(c) Roles and Responsibilities of Internship Supervisors	19
(d) Assessment during Internship.....	20
(e) Registration of the Veterinary Para-professional	20
(f) Failure to successfully complete Internship	20
(g) Institutions that may be approved by the Board as Internship Centers or Rotation Stations	21
PART II.....	21
Minimum requirements in clinical skills and animal care for Internship Programme	21
(a) General Guidelines	21
(b) Rotation Stations.....	22
(c) Thematic Areas.....	23
(d) Summary of Thematic Areas.....	24
(e) General guide on animal health concepts and principles to be covered according to thematic areas by veterinary para-professional.....	25
(f) Veterinary Para-professional Internship Assessment Form.....	26
ANIMAL HEALTH MENTORING FRAMEWORK.....	32
APPLICATION FORM FOR REGISTRATION OF INTERNS (FORM 40).....	44
CERTIFICATE OF REGISTRATION AS A VETERINARY INTERN (FORM 41).....	45
DECLARATION BY SUPERVISOR (FORM 42)	46

INTRODUCTION

INTERNSHIP

This is a one year on-job training period during which a graduate will have an opportunity to consolidate his/her knowledge skills and attitude to achieve competence in veterinary practice to enhance the delivery of veterinary services. Veterinary services refer to the governmental, non-governmental organizations and private practice that implement animal health, animal production, animal welfare measures and other standards including food safety, trade in animals, animal products and by-products

Throughout this period the intern is expected to adhere to the Veterinary Surgeons and Veterinary Paraprofessionals (VSVP) Act Cap 366, Code of Ethics and Regulations 2013. The intern will be expected to acquire knowledge and skills in this document to consolidate the Day 1 Competencies as prescribed by the cfor veterinarians and other standards for veterinary para-professionals.

Internship is a legal requirement for registration of Veterinary Surgeons and Veterinary Paraprofessionals as stipulated in the VSVP Act, Cap 366. The program will also be guided by the public service policies on professional internship.

ROLES OF VARIOUS STAKEHOLDERS

1. The Kenya Veterinary Board

The Kenya Veterinary Board (KVB) is a statutory body established by an Act of Parliament, the Veterinary Surgeons and Veterinary Para-professional Act Cap 366. The mandate the Board is to exercise supervision and control over the training, business, practice and employment of Veterinary surgeons and Veterinary paraprofessional in Kenya and advise the Government in relation to all aspect thereof.

KVB will play the following roles in regard to Internship:

- i. Setting of Standards for Internship
- ii. Register interns
- iii. Approve internship supervision nominees
- iv. Provide the necessary guidance on professional matters to the internship process
- v. Liaise with employers and supervisors to ensure that the interns have enabling working environment.
- vi. Enforce compliance to the Standards to ensure quality assurance during for the internship program
- vii. Approve centers where internship may be undertaken
- viii. Sensitize all stakeholders on internship program in collaboration with Director of Veterinary Services
- ix. Receive Internship Report Form from the supervisor on the performance of the interns. This will determine registration or otherwise of the veterinary practitioner

2. The Directorate of Veterinary Services

The Directorate of Veterinary Services under the State Department for Livestock Development, Ministry of Agriculture & Livestock Development is responsible for Policy direction on Veterinary Services at the National and County levels.

The Director of Veterinary Services (DVS) is the competent Veterinary Authority in line with provisions of the World Organization for Animal Health (WOAH). The DVS shall provide overall leadership in the implementation of internship programme and specifically:

- i. Sourcing and efficient utilization of resources allocated for the program.
- ii. Sensitization of all internship providers and training of supervisors for internship
- iii. Placement of interns
- iv. Monitor and evaluate internship program
- v. Liaise with internship providers and supervisors to ensure that the interns

- have enabling working environment
- vi. Be responsible for the overall oversight of the Internship

3. County Veterinary Services

Veterinary services are delivered at the County level under the County Directors of Veterinary Services (CDVS) whose professional duties are regulated by the Kenya Veterinary Board. The veterinary policy provides for the co-ordination of veterinary services between counties and national office through the Directorate of Veterinary Services who in turn represents Kenya in the WOA. The roles of the CDVSs in internship implementation includes:

- i. Co-ordination of internship at the county level
- ii. Supporting supervisors in discharging their duties
- iii. Liaise with Kenya Veterinary Board, Directorate of Veterinary Services and other stakeholders for effective and efficient implementation
- iv. Lobby for resources and logistical support from the County authorities for effective delivery of veterinary services

4. Development Partners

Development partners are encouraged to support the internship program through provision of resource and capacity building.

5. Other internship providers

Private veterinary practices, governmental agencies, non-governmental agencies and animal resources industry institutions are expected to play an active role in:

- i. Providing internship placement opportunities
- ii. Providing support to supervisors in discharging their duties
- iii. Liaise with Kenya Veterinary Board, Directorate of Veterinary Services and other stakeholders for effective and efficient implementation

OBJECTIVES OF INTERNSHIP PROGRAMME

The overall objective of the internship programme is to contribute to improved livelihoods and wealth creation through enhanced animal health and production and welfare, safeguarding public health, ensuring food security and safety by provision of accessible and affordable quality veterinary services countrywide.

The specific objectives are:

- i. To consolidate and hone interns knowledge, experience and skills in order to achieve competence in delivery of veterinary services
- ii. To ensure that animal owners/keepers have access to quality veterinary services
- iii. To enhance provision of veterinary services especially in the Arid and Semi-Arid Lands (ASAL) areas
- iv. To facilitate quality assurance of veterinary services by the Directorate of Veterinary Services and the Kenya Veterinary Board countrywide
- v. To facilitate interns in identifying areas of specialization early in their career

INTERNSHIP PROGRAM

1. VETERINARY MEDICINE INTERN

PART I

(a) Eligibility for Internship

The following are requirements for entry into the program:

- i. Evidence of indexing as a veterinary medicine student
- ii. Bachelor of Veterinary Medicine Certificate from an Institution recognized by the KVB

- iii. Passing of a qualifying examination determined by the Board for Veterinary graduates.
- iv. Temporary registration certificate from the KVB
- v. National Identification Card
- vi. Personal Identification Number (PIN) from the Kenya Revenue Authority
- vii. Application
- viii. Insurance (medical and accident)
- ix. Certificate of good conduct
- x. Colored passport photographs

(b) Process of Internship

Internship shall be carried out for a continuous period of not less than 12 months (52 weeks). During this period, the intern will cover: Clinical practice, Disease control, Public health, Livestock Extension services, Laboratory work and Pharmaceuticals. At least 6 months of the internship shall be in clinical practice and disease control.

After temporary registration by the KVB, the DVS shall receive and process applications for internship. Placement can be done in Counties and approved Institutions based on needs, capacity, and availability of supervisors. The supervisors shall undergo an appropriate training to equip them with the required skills. The interns are not entitled to any leave during the 12 months programme.

(c) Roles and Responsibilities of Internship Supervisors

During this period the intern will be supervised by a Veterinary Surgeon in the institution approved by the Board. Some of the knowledge and skills an intern is expected to develop and demonstrate during the course of the year of internship

are contained in these guidelines. These should be recorded in a log-book on daily basis and countersigned by the supervisor. It is important that the intern be exposed to most, if not all, of the activities in veterinary practice.

The supervisor shall be expected to;

- i. Have a thorough understanding of the VSVP Act, VSVP Regulations, Code of Ethics and the WOAHC Competencies of Day 1 graduates
- ii. Demonstrate high standards of ethics and skills in veterinary practice
- iii. Maintain a high level of professionalism, respecting moral, social and personal freedoms
- iv. Have graduated 5 years preceding for Veterinary Surgeon and Veterinary paraprofessional supervision
- v. Provide orientation to the intern
- vi. Identify the various stations for the intern's rotation
- vii. Seek support from the CDVS in the implementation of the program
- viii. Provide feedback to the Board regarding performance of the intern and any other relevant information
- ix. Identify and liaise with veterinarians in other stations to facilitate internship rotation
- x. Provide objective assessment of the intern and make recommendations to the Board.

(d) Assessment during Internship

During internship, the supervisor/mentor is encouraged to utilize the AHMF to progressively mentor the interns. The interns should record all the activities covered in the logbooks and ensure it is counter-signed on a weekly basis by the supervisor.

At the end of the internship an assessment form and declaration (form 42) will be filled for every intern by the supervisor and together with the duly filled log-book, forwarded to the Kenya Veterinary Board by the supervisor under confidential cover.

(e) Registration of the Veterinarian

This is a process which recognizes that the Veterinary Surgeon has successfully completed the internship programme and is capable of functioning independently as a veterinary practitioner with minimal supervision.

Registration will be based on the content of the log-book, assessment and declaration forms. The decision of the Board on whether an intern has successfully completed internship shall be final.

(f) Failure to successfully complete Internship

In addition to the provisions of the Code of Ethics a Veterinary Medicine intern shall be deemed

to have failed internship if he/she demonstrates:

1. Professional incompetence including:
 - a. Performance below average in knowledge and /or skills
 - b. Failure to undertake two or more of the activities prescribed in the guidelines
2. Professional and general misconduct such as:
 - a. Negligence in the management of clients' problems
 - b. Lack of sense of responsibility
 - c. Lack of respect for clients, public and/or colleagues
 - d. Indiscipline such as absence from duty without good cause, drunkenness and lateness to work

These weaknesses when evident, in one, several or all the rotations should be noted and reported to the Board. They will lead either to:

- Extension of internship period or
- Discontinuation from the programme

(g) Institutions that may be approved by the Board as Internship Centers or Rotation Stations

1. Public, National, County and sub county Veterinary Offices
2. Private practice
3. Veterinary Pharmacies
4. Teaching and Research Institutions
5. Laboratories
6. Animal Welfare Institutions
7. Non-Governmental Organizations offering veterinary Services
8. Governmental Parastatal entities offering Veterinary services
9. Any other institutions as the Board may approve

(h) Application to be an Accredited Internship Center

Below is a self-assessment tool (check-list) for organizations applying to be accredited as veterinary internship centers.

1. Name of organization
2. Location-County, town
3. Recognition as a legal entity (certificate of incorporation) for private firms & non governmental organizations (NGO)
4. Summary statement of intention to have interns (Objective)
5. List of supervisors by name, KVB number, telephone, e-mail address and years in practice
6. Head of Institution (Veterinarian)
7. Number of interns sufficient for center

8. Checklist for assessing capacity to cover thematic areas as listed in the table below

S/NO	THEMATIC AREA	ACTIVITIES	REMARKS (comment on capacity to mentor in the area)
1	Animal Welfare, Extension/Communication, Herd Health, Nutrition, Animal Production		
2	Parasitology, Microbiology, Epidemiology, Pathology		
3	Disease Control		
4	Veterinary Public Health & One Health		
5	Clinical Practice and Surgery, Diagnostics and Business Management		
6	Veterinary Pharmacology & Toxicology		
7	Policy, Legislation, Jurisprudence Ethics		

Date of application.....

Signature.....

PART II

Minimum requirements in clinical skills and animal care for internship programme

Interns will be required to meet the WOAHS veterinary Day 1 competencies and hone their skills

(a) Goals

The intern should be able to:

1. Take a full history, carry out a complete physical examination and reach a differential and tentative diagnosis
2. Carry out relevant investigations of veterinary importance and show competence in their interpretation and reporting
3. Be conversant with veterinary laboratory diagnostic procedures
4. Show adequate knowledge of distribution, safe and rational use of veterinary medicines based on existing policies and laws
5. Knowledge of relevant surgical procedures

6. Carry out veterinary public health procedures
7. Be proficient in recording case summaries and veterinary certification
8. Be conversant with all laws, regulations and policies pertaining to veterinary practice
9. Practice effective communication strategies in the delivery of extension services
10. Understand disaster mitigation, animal welfare standards and their implementation

(b) Rotation Stations

During the Internship process graduates will be expected to acquire different skills through placement in 4 rotations stations namely; Clinical practice, Laboratory practice, Public Health, Ambulatory and Herd Health.

During these rotations interns should cover seven thematic areas;

1. Animal Welfare and Extension/Communication, Herd Health, Nutrition & Animal Production
2. Parasitology, Microbiology, Epidemiology and Pathology
3. Disease Control
4. Veterinary Public Health & One Health
5. Clinical Practice, Diagnostics and Business Management
6. Veterinary Pharmacology and Toxicology
7. Policy, Legislation, Jurisprudence and Ethics

(c) Thematic Areas

Internship is structured into 7 thematic areas to be covered in 4 rotations. Below is a summary of the timelines to be covered during the 4 rotations

<p>Clinical work (26 weeks)</p>	<p>Laboratory work (8 weeks)</p>
<ul style="list-style-type: none"> ● Disease Control ● Clinical Practice, Diagnostics and Business Management ● Veterinary Pharmacology and Toxicology ● Policy, Legislation, Jurisprudence and Ethics ● Surgery 	<ul style="list-style-type: none"> ● Parasitology, ● Microbiology, ● Epidemiology ● Pathology
<p>Public Health (4 weeks)</p>	<p>Ambulatory & Herd Health (14 weeks)</p>
<ul style="list-style-type: none"> ● Veterinary Public Health ● One Health 	<ul style="list-style-type: none"> ● Animal Welfare ● Extension/Communication, ● Herd Health, ● Nutrition & Animal Production

(d) Summary of thematic areas

A summary guideline on the rotations, thematic areas to be covered and rotation stations/centers where the rotation can be covered

Rotation (4)	Thematic Areas (7)	Months/Weeks	Internship center/Rotation station
Clinical Work including surgery	Disease Control, Clinical Practice, Diagnostics & Business Management, Veterinary Pharmacology & Toxicology, Policy, Legislation, Jurisprudence and Ethics, Surgery.	6 months (26 weeks)	Clinics, CDVS offices, ambulatory, teaching institutions/ Research Institutions/KWS/Government Parastatals (KAGRC, VMD, KEVEVAPI), Animal Welfare Organizations, etc.
Public Health	Veterinary Public Health One Health	1 month (4 weeks)	Veterinary county office
Laboratory Work	Parasitology, Microbiology, Epidemiology, Pathology	2 months (8 weeks)	Laboratories/ Research institutions
Ambulatory and Herd Health	Animal Welfare, Extension/Communication, Herd Health, Nutrition & Animal Production	3 months (14 weeks)	Private Clinics, Private ambulatory services/agrovets, farm and animal welfare organizations

Thematic Areas	Remarks –integrate Animal health concepts & principals throughout internship
1 Animal Welfare and Extension/Communication, Herd Health, Nutrition & Animal Production	Animal welfare: animal freedoms, welfare domains, welfare in transportation, during slaughter, in disasters, in production systems of different species, pain recognition & relief. Extension: understand rural social, communication strategies, writing memos & official communication, public speaking, Herd health, Animal Nutrition & production, Relationships with clients & professionals etc.
2 Parasitology, Microbiology, Epidemiology and Pathology	Surveillance, epidemiology, laboratory work, sample collection, handling & transportation, submission, processing, interpretation, PM, vectors identification, laboratory diagnosis PCR, serology, Biosafety & Biosecurity
3 Disease Control	Viral, bacterial (microbial) parasitic, rickettsial diseases control: Vector control, vaccination- organization of campaigns, publicity, sourcing vaccines, storage, accounting, notifiable diseases, quarantines, Control of livestock movement, Certification
4 Veterinary Public Health	Importance of meat inspection, slaughter house hygiene, Zoonoses, One health, Sanitary & phytosanitary regulations, handling animal & animal products, health hazards,
5 Clinical Practice, Diagnostics and Business Management	History taking, clinical examination, sample collection, confirmation of disease. Treatment: safe & rational choice & use of antimicrobial agents, calculation of dosages, choice of drugs for treating viral, bacterial, rickettsial & parasitic, Disease reporting, Entrepreneurial skills, management, running an agrovet business, Iicensures, surgical procedures & diagnostic imaging (VS)
6 Veterinary Pharmacology and Toxicology	Prescription writing, AMU & AMR, ordering drugs. Taking stock, dispensing drugs, disposal of expired drugs, categories of drugs-prescription only, general sales, part 1 poisons, poisons & poisonings, snake bites, insect bites & stings
7 Policy, Legislation, Jurisprudence and Ethics	VSVP Act and attendant regulations- Code of ethics, VS & VP Regulations, VMD Regulations, all other Acts applicable in practice of Veterinary Medicine/Animal Health, Professionalism, punctuality, availability, responsiveness & awareness, team spirit, consent forms & grief management.

(To be completed in triplicate)

REPUBLIC OF KENYA
KENYA VETERINARY BOARD
(f) VETERINARY SURGEONS INTERNSHIP ASSESSMENT FORM

Name (in full) _____
Internship Certificate No. _____
Institution/Organization _____
Dates: From: _____ To: _____

	Thematic Areas	Good	Satisfactory	Poor	Not covered	Remarks
1	Animal Welfare and Extension/Communication, Herd Health, Nutrition & Animal Production					
2	Parasitology, Microbiology, Epidemiology and Pathology					
3	Disease Control					
4	Veterinary Public Health & One Health					
5	Clinical Practice, Surgery, Diagnostics & Business Management					
6	Veterinary Pharmacology and Toxicology					
7	Policy, Legislation, Jurisprudence and Ethics					

GENERAL COMMENTS BY THE INTERN

Name: _____

Signature: _____ Date: _____

OVERALL ASSESSMENT BY SUPERVISOR

Name of Supervisor: _____

Qualifications: _____

KVB Reg. No: _____

Date: _____

Signature: _____

COUNTY DIRECTOR OF VETERINARY SERVICES/ VETERINARY HEAD OF INSTITUTION

I certify that the above named intern was engaged in full-time internship, in accordance with section 15 (1) (b) of the Act.

Comment

Name (in full) _____

Date: _____

Signature: _____

Telephone: _____

E-mail: _____

OFFICIAL STAMP
(Mandatory) _____

FOR OFFICIAL USE ONLY

Recommendation by Chief Examination Officer

Recommended/Not recommended

Reason not recommended

Signed Date

DECISION BY THE BOARD

Approved/Not Approved for Registration

Date: _____

REGISTRAR

KENYA VETERINARY BOARD

Official Stamp

2. VETERINARY PARA-PROFESSIONAL INTERN

PART I

(a) Eligibility to enter Internship

The following are requirements for entry into the program:

- i. Evidence of indexing as an Animal Health student
- ii. Certificate of training in an Animal Health Course from an Institution recognized by the KVB
- iii. Passing of a qualifying examination determined by the Board for Animal Health graduates.
- iv. Temporary registration certificate from the KVB.
- v. National Identification Card
- vi. Personal Identification Number (PIN) from the Kenya Revenue Authority
- vii. Letter of Application
- xi. Insurance (medical and accident)
- xii. Certificate of good conduct
- xiii. Colored passport photographs

(b) Process of Internship

Internship shall be carried out for a period of not less than 12 months (52 weeks). During this period, the intern will cover: Clinical practice, Disease control, Public health, Livestock Extension services, Laboratory work and Pharmaceuticals. At least 6 months of the internship shall be in clinical practice and disease control.

After temporary registration by the KVB the DVS shall receive and process applications for internship. Placement shall be done based on County needs, centers approved by KVB and availability of supervisors. The supervisors shall undergo an appropriate training to equip them with the required skills. The interns are not entitled to any leave during the 12 months programme.

(c) Roles and Responsibilities of Internship Supervisors

During this period the intern will be supervised by a Veterinary Surgeon in the Centre or institution approved by the Board. Some of the knowledge and skills an intern is expected to develop and demonstrate during the course of the year of internship are contained in these guidelines. These should be recorded in a log-book and countersigned by the supervisor. It is important that the intern be exposed to most, if not all, of the activities in veterinary practice.

The supervisor shall be expected to:

- i. Have a thorough understanding of the VSVP Act, VSVP Regulations and the Code of Ethics
- ii. Demonstrate high standards of ethics and skills in veterinary practice
- iii. Maintain a high level of professionalism, respecting moral, social and personal freedoms
- iv. Have graduated 5 years preceding for Veterinary Surgeon and Veterinary paraprofessional supervision
- v. Provide orientation to the intern
- vi. Identify the various stations for the intern's rotation
- vii. Seek support from the CDVS in the implementation of the program
- viii. Provide feedback to the Board regarding performance of the intern and any other relevant information
- ix. Identify and liaise with veterinarians in other stations to facilitate internship rotation
- x. Provide objective assessment of the intern and make recommendations to the Board

(d) Assessment during Internship

At the end of the internship an assessment and declaration form (Form 42) will be filled for every intern by the supervisor and together with the duly filled log-book, forwarded to the Kenya Veterinary Board by the supervisor under confidential cover.

(e) Registration of the Veterinary Para-professional

This is a process which recognizes that the Veterinary Paraprofessional has successfully completed the internship programme and is capable of functioning under supervision or direction of a veterinary practitioner as stipulated in the VSVP Act, 366.

Registration will be based on the content of the log-book, assessment and declaration forms. The decision of the Board on whether an intern has successfully completed internship shall be final.

(f) Failure to successfully complete Internship

A Veterinary Para-professional intern will be deemed to have failed internship if he/she demonstrates:

1. Professional incompetence. These include:
 - a. Performance below average in knowledge and /or skills
 - b. Failure to undertake most/all of the activities prescribed in the checklist
2. Professional and general misconduct. These include:
 - a. Negligence in the management of clients' problems
 - b. Lack of sense of responsibility
 - c. Lack of respect for clients, public and/or colleagues
 - d. Indiscipline such as absence from duty without good cause, drunkenness and lateness to work

These weaknesses when evident, in one, several or all the rotations should be noted and reported to the Board. They will lead either to:

- **Extension of internship period or**
- **Discontinuation from the programme**

or Rotation Stations

1. Public, National, County and sub-county Veterinary Offices
2. Private practice
3. Veterinary Pharmacies
4. Teaching and Research Institutions
5. Laboratories
6. Animal Welfare Institutions
7. Non Governmental Organizations offering veterinary Services
8. Governmental Parastatal entities offering Veterinary services
9. Any other institutions as the Board may approve

PART II

Minimum requirements in clinical skills and animal care for Internship Programme

(a) General Guidelines

The intern should be able to do the following:

1. Take a full history, carry out a complete physical examination and reach a tentative diagnosis
2. Implementation of Parasite control
3. Disease control and Extension services
4. Collect data and compile reports
5. Sample collection and analysis

6. Basic postmortem examination, collection and submission of samples
7. Simple surgical procedures according to the provisions of the Act
8. Administration of injections and medicines
9. Be conversant with all laws, regulations and policies pertaining to veterinary practice
10. Show adequate knowledge of distribution, safe and rational use of veterinary medicines based on existing policies and laws
11. Understand effective communication strategies during the delivery of extension services
12. Understand disaster mitigation, animal welfare standards and their implementation

(b) Rotation Stations

During the Internship process graduates will be expected to acquire different skills through placement in 4 rotations stations namely; Clinical practice, Laboratory practice, Public Health, Ambulatory and Herd Health.

During these rotations, interns should cover seven thematic areas:

1. Animal Welfare and Extension/Communication, Herd Health, Nutrition & Animal Production
2. Parasitology, Microbiology, Epidemiology and Pathology
3. Disease Control
4. Veterinary Public Health
5. Clinical Practice, Diagnostics and Business Management
6. Veterinary Pharmacology and Toxicology
7. Policy, Legislation, Jurisprudence and Ethics

(c) Thematic Areas

Internship is structured into 7 thematic areas to be covered in 4 rotations. Below is a summary of the timelines to be covered during the 4 rotations

Clinical work (26 weeks)	Laboratory work (8 weeks)
<ul style="list-style-type: none"> ● Disease Control ● Clinical Practice, Diagnostics and Business Management ● Veterinary Pharmacology and Toxicology ● Policy, Legislation, Jurisprudence and Ethics 	<ul style="list-style-type: none"> ● Parasitology, ● Microbiology, ● Epidemiology ● Pathology
Public Health (4 weeks)	Ambulatory & Herd Health (14 weeks)
<ul style="list-style-type: none"> ● Veterinary Public Health ● One Health 	<ul style="list-style-type: none"> ● Animal Welfare ● Extension/Communication, ● Herd Health, ● Nutrition & Animal Production

(d) Summary of thematic areas

A summary guideline on the rotations, thematic areas to be covered and rotation stations/centers where the rotation can be covered

Rotation (4)	Thematic Areas (7)	Months/Weeks	Internship center/Rotation station
Clinical work	Disease Control, Clinical Practice, Diagnostics & Business Management, Veterinary Pharmacology & Toxicology, Policy, Legislation, Jurisprudence and Ethics	6 months (26 weeks)	Clinics/ Agrovets/ CDVS offices/ Ambulatory/ Teaching Institutions/Research Institutions/ KWS/ County Offices (CDVS)/ Government Parastatals (KARGC, VMD, KEVEVAP), Animal Welfare organizations
Public Health	Veterinary Public Health One Health	1 month (4 weeks)	Veterinary county office
Laboratory Work	Parasitology, Microbiology, Epidemiology, Pathology	2 months (8 weeks)	Laboratories/ Research institutions
Ambulatory & Herd Health	Animal Welfare, Extension/Communication, Herd Health, Nutrition & Animal Production	3 months (14 weeks)	Private Clinics/ Private Ambulatory services/Farms/ Animal welfare organizations

(e) General guide on animal health concepts and principles to be covered according to thematic area by Veterinary Paraprofessionals

Thematic Areas	Remarks –integrate Animal health concepts & principals throughout internship
1 Animal Welfare and Extension/Communication, Herd Health, Nutrition & Animal Production	Animal welfare: animal freedoms, welfare domains, welfare in transportation, during slaughter, in disasters, in production systems of different species, pain recognition & relief. Extension: understand rural social, communication strategies, writing memos & official communication, public speaking, Herd health, Animal Nutrition & production, Relationships with clients & professionals etc.
2 Parasitology, Microbiology, Epidemiology and Pathology	Surveillance, epidemiology, laboratory work, sample collection, handling & transportation, submission, vectors identification, laboratory diagnosis, Biosafety & Biosecurity
3 Disease Control	Viral, bacterial, (microbial) parasitic, rickettsial diseases control: Vector control, vaccination- organization of campaigns, publicity, sourcing vaccines, storage, accounting, notifiable diseases, quarantines, Control of livestock movement
4 Veterinary Public Health, & One Health	Importance of meat inspection, slaughter house hygiene, Zoonoses, One health, Sanitary & phytosanitary regulations, handling animal & animal products, health hazards
5 Clinical Practice and Business Management	History taking, clinical examination, sample collection, confirmation of disease. Treatment: safe & rational choice & use of antimicrobial agents, calculation of dosages, choice of drugs for treating viral, bacterial, rickettsial & parasitic diseases, Disease reporting, Entrepreneurial skills, management, running an agrovet business, licensures
6 Veterinary Pharmacology and Toxicology	AMU & AMR, ordering drugs. Taking stock, dispensing drugs, disposal of expired drugs, categories of drugs, general sales, part 1 poisons, & poisonings, snake bites, insect bites & stings
7 Policy, Legislation, Jurisprudence and Ethics	VSVP Act and attendant regulations- Code of ethics, VS & VP Regulations, VMD Regulations, all other Acts applicable in practice of Veterinary Medicine/Animal Health, Professionalism, punctuality, availability, responsiveness & awareness, team spirit, consent forms & grief amangement

(To be completed in triplicate)

REPUBLIC OF KENYA

KENYA VETERINARY BOARD

(f) VETERINARY PARA PROFESSIONALS INTERNSHIP ASSESSMENT FORM

Name (in full) _____
Internship Certificate No. _____
Institution/Organization _____
Dates: From: _____ To: _____

GRADE: **S** = Satisfactory **U** = Unsatisfactory **NC** = Not Covered

I: KNOWLEDGE	GRADE (Good, Satisfactory, Poor, Not covered)	REMARKS
Basic Sciences		
Theoretical Knowledge in the Discipline		

I: KNOWLEDGE	GRADE (Good, Satisfactory, Poor, Not covered)	REMARKS
II: CLINICAL SKILLS		
History Taking		
Case notes		
Use of drugs		
Case Management		
III: PROFESSIONAL CONDUCT		
To clients		
To colleagues		
To public		
Punctuality & availability		
Personal grooming and presentation		

I: KNOWLEDGE	GRADE (Good, Satisfactory, Poor, Not covered)	REMARKS
IV: LIVESTOCK EXTENSION		
Communication Skills and responsibility		
Multidisciplinary team spirit		
Ethics in handling animals and interacting with clients and professionals		
V: PHARMACEUTICAL SKILLS		
Management of Veterinary drugs in a Veterinary Pharmacy		
Storage and Care of Drugs and Vaccines		
Use and disposal of drugs		
Legal Requirements for Drugs/Chemicals/Vaccines/ Pesticides Registration		

GENERAL COMMENTS BY THE INTERN

Name: _____

Signature: _____ Date: _____

OVERALL ASSESSMENT BY SUPERVISOR

Name of Supervisor _____

Qualifications: _____

KVB Reg. No: _____

Date: _____

Physical Address: _____

Telephone: _____

Email: _____

SIGNATURE: _____

COUNTY DIRECTOR OF VETERINARY SERVICES/ VETERINARY HEAD OF INSTITUTION

I certify that the above named intern was engaged in full-time internship, in accordance with section 17 1b (ii) of the Act.

Comment

Name (in full) _____

Designation: _____

Date: _____

Signature: _____

Physical Address: _____

Telephone: _____

E-mail: _____

OFFICIAL STAMP
(Mandatory) _____

FOR OFFICIAL USE ONLY

Recommendation by Chief Veterinary Examiner

Recommended/Not recommended

Signed _____ Date _____

Chairman _____

DECISION BY THE BOARD

Approved/Not Approved for Registration

Date: _____

REGISTRAR

KENYA VETERINARY BOARD

Official Stamp

ANIMAL HEALTH MENTORING FRAMEWORK (AHMF)

Continuous assessment and monitoring of interns' progress is essential for the success of the mandatory veterinary internship program. Below is an AHMF tool designed for mentoring veterinary surgeons and veterinary paraprofessionals interns.

VETERINARY INTERNSHIP PROGRAMME MENTORING TOOL			
NAME OF INTERN:		INTERNSHIP STATION:	
KVB INTERNSHIP NO:		MENTOR'S NAME:	
LEVEL OF TRAINING:		MENTOR'S KVB NO.:	
INTERN'S PHONE NO:		INTERNSHIP YEAR:	
INTERN'S EMAIL ADDRESS:			
1. ANIMAL WELFARE			
PARAMETER	RED FLAG (-1)	SCORE 0	SCORE 1
PARAMETERS 1: APPROPRIATE HANDLING AND RESTRAINT a) Assess whether the intern understands animal freedoms, welfare domains during transportation, in disasters, in production systems and slaughter. b) Assess whether the intern applies restraint methods appropriately prior to carrying out a procedure. c) Assess whether the intern handles the animal correctly.	i). Ear, tongue or jaw twitching, pulling by tail, ears or legs. Hitting, kicking, goading use of casting or hobbling		

<p>PARAMETER 2: ANIMAL'S BASIC NEEDS ARE CONSIDERED</p> <p>a) Is the animal's basic needs met; is the working environment safe for the animal and the service provider?</p> <p>b) Is the intern able to recognize good shelter, behavioral expressions and nutrition depending on the animal's species?</p>	<p><i>j). Working environment unsafe for animal, AHP, client or public</i></p>		
<p>PARAMETER 3: RECOGNITION OF PAIN</p> <p>a) Is the intern able to recognize pain and its severity in the animal?</p> <p>b) Does the intern understand pain relief options and medications?</p>	<p><i>j). Pain not recognized and severity not considered</i></p> <p><i>ii). Lack of prioritization of patients in greatest need in a timely manner.</i></p>		

2. PUBLIC HEALTH

- PARAMETER 4: MEAT INSPECTION**
- Is the intern able to realize the importance of meat inspection?
 - Does the intern recognize slaughter house hygiene?
 - Does the intern understand different slaughter techniques for different species?
 - Does the intern know the laws governing slaughter and meat inspection?

Refer to Meat Control Act (Cap 356), Public Health Act (Cap 242) etc

i) Does not understand the use of PPEs in abattoirs

PARAMETER 5: ONE HEALTH

- Does the intern understand the one health approach?
- Is the intern conversant with;
 - ✓ Zoonotic diseases
 - ✓ Antimicrobial Resistance (AMR)
 - ✓ Food Safety and Inspection
 - ✓ Collaboration and Policy

i) Has no knowledge of zoonotic diseases

3. DISEASE CONTROL			
<p>PARAMETER 6: VACCINATION</p> <p>a) Is the intern able to recognize various vaccines targeting different species of animals for specific diseases?</p> <p>b) Is the intern able to carry out vaccinations?</p> <p>c) Assess whether the intern understands animal vaccination processes including;</p> <ul style="list-style-type: none"> ✓ Organization of vaccination campaigns ✓ Publicity of the vaccination campaigns ✓ Sourcing and storage of vaccines ✓ Quarantine and isolation measures and principles. 	<p><i>j) Does not understand vaccine handling and storage protocols e.g. in cold chain</i></p>		
<p>PARAMETER 7: LIVESTOCK/ANIMAL MOVEMENT</p> <p>a) Assess whether the intern</p>	<p><i>j) Does not understand use of movement permits</i></p>		

<p>understands animal Disease Surveillance and Reporting</p> <p>b) Assess whether the intern understands Legal Frameworks governing disease control</p> <p>Refer to <i>Animal Diseases Act (Cap 364)</i>, <i>Rabies Act (Cap 365) etc</i></p>				
<p>4. CLINICAL EXPERTISE</p>				
<p>PARAMETER 8: CLEANLINESS, STERILE TECHNIQUE, WASTE AND SHARPS MANAGEMENT</p> <p>a) Assess whether the intern</p> <ul style="list-style-type: none"> ✓ uses sterile disposable needles and syringes, ✓ the equipment and clothing are clean. ✓ the intern washes hands using soap/detergents after the case ✓ The intern is able to make sharps safe and contaminated material disposed appropriately ✓ Is the intern presentable and well behaved? 	<p>i). <i>Not using sterile needles and syringes</i></p> <p>ii). <i>Kit, equipment or clothing unreasonably dirty</i></p> <p>iii). <i>Sharps and contaminated material are disposed of inappropriately</i></p>			

<p>PARAMETER 9: HISTORY TAKING AND CLINICAL EXAMINATION</p> <p>a) Assess whether the intern is able to:</p> <ul style="list-style-type: none"> ✓ Obtain a comprehensive and relevant case history from animal owners or handlers ✓ Conduct a systematic physical and clinical examination of animals (all species) ✓ Accurately identify clinical signs and disease syndromes ✓ Record all findings in an accurate and professional manner 	<p><i>i) Is unfamiliar with history taking during case handling</i></p>		
<p>PARAMETER 10: SAMPLE COLLECTION AND DISEASE CONFIRMATION</p> <p>b) Assess whether the intern is able to:</p> <ul style="list-style-type: none"> ✓ Collect samples safely, aseptically and appropriately ✓ Label, store, and transport samples correctly for laboratory diagnosis ✓ Interpret laboratory results 	<p><i>i) Does not understand sampling techniques</i></p>		

<p>c) Assesses whether the intern is able to;</p> <ul style="list-style-type: none"> ✓ Include a list of differential diagnosis ✓ Interpret clinical examination findings and laboratory findings ✓ Select the most likely cause of the problem/condition/disease (Tentative or confirmatory diagnosis) 				
<p>CHECK POINT1 : Has the intern taken the history, checked the clinical findings accurately and completely and collected appropriate samples, does the intern have the information needed to continue</p>				
<p>PARAMETER 11: TREATMENT AND RATIONAL USE OF DRUGS</p>				
<p>a) Assess whether the intern is able to:</p> <ul style="list-style-type: none"> ✓ Choose appropriate treatment plans based on diagnosis ✓ Select drugs based on sensitivity, safety, cost-effectiveness, and withdrawal periods ✓ Practice safe and rational use of antimicrobials, avoiding overuse or misuse ✓ Understand 	<p>i). Pain relief is available but not used to treat a painful condition ii). Irrational or harmful treatment that contradicts with animal welfare training.</p>			

<p>pharmacodynamics and pharmacokinetics basics</p> <p>Implement supportive therapy where needed</p> <p>✓</p>			
<p>CHECK POINT! Is the intern able to form an accurate working diagnosis to continue with rational treatment for each of the issues presented and examined?</p>			
<p>PARAMETER 12: DOSAGE CALCULATION; DRUG SELECTION AND ADMINISTRATION</p> <p>a) Is the intern able to;</p> <ul style="list-style-type: none"> ✓ Accurately calculate dosages based on weight and recommended dose rates ✓ Differentiate drug classes and their indications and contraindications ✓ Use correct route of administration ✓ Perform correct basic injection, topical and oral dosing techniques 	<p>i). Dose of medicine incorrect.</p> <p>ii). Uses incorrect route of administration</p> <p>iii). Unable to give IV, IM, S C, topical or oral dosing correctly.</p>		

5. BUSINESS MANAGEMENT

PARAMETER 13: ENTREPRENEURIAL SKILLS AND BUSINESS MANAGEMENT

- a) Is the intern able to;
 - ✓ Understand basic principles of running a veterinary enterprise
 - ✓ Maintain proper records of sales, services, and stock
 - ✓ Understand pricing, supply chains, and profitability analysis
 - ✓ Apply basic marketing skills to promote animal health services

j)Unable to document sales, services and stock movement

PARAMETER 14: VETERINARY OUTPUT/INPUT BUSINESS OPERATIONS

- b) Assess whether the intern is able to understand;
 - ✓ Legal requirements for establishing and managing a Veterinary business
 - ✓ How to source quality veterinary products from licensed suppliers
 - ✓ Understand product

j)Unable to store the veterinary drugs appropriately

<p>registration, storage, and display standards</p> <p>✓ Handle and dispense drugs ethically and within scope of license</p>				
6. VETERINARY PHARMACOLOGY AND TOXICOLOGY				
<p>PARAMETER 15: DRUG IDENTIFICATION AND USAGE</p> <p>a) Assess whether the intern is able to:</p> <ul style="list-style-type: none"> ✓ Identify different categories of drugs ✓ Do prescription writing (for <i>Veterinary Surgeon interns</i>) ✓ Order drugs ✓ Dispense Drugs ✓ Take stock ✓ Dispose expired drugs 	<p><i>i) Does not understand use prescription notes</i></p>			
7. COMMUNICATION				
<p>PARAMETER 16: HISTORY TAKING</p> <p>a) Is the intern able to take basic history including: Clinical signs, Duration of illness, What treatment was already given previously?</p>	<p><i>i) Does not understand case referrals</i></p> <p><i>ii) Use foul language towards clients and colleagues</i></p>			

<p>b) Is the intern able to understand rural social, communication strategies, writing memos & official communication and public speaking?</p> <p>c) Is the intern able to recognize Relationships with clients & fellow professionals? Refer to Section 12 to Section 18 of the Code of Ethics for VS and VPPs, 2015</p>				
<p>PARAMETER 17: EXTENSION ADVISORY</p> <p>a) Is the intern able to:</p> <ul style="list-style-type: none"> ✓ Explain how the case is going to be treated and address client's complaint. ✓ Explain to the client how the case is being treated ✓ Discuss/advise when follow up is required ✓ Discuss prognosis with the client ✓ Correctly demonstrate to the client the ongoing treatment 	<p><i>j) Unable to apprise the client of details relating to a case</i></p>			

b) Is the intern able to offer advice on future prevention and general management practices?				
8. POLICY, LEGISLATION, JURISPRUDENCE AND ETHICS				
PARAMETER 18: PRACTICE STANDARDS a) Is the intern able to demonstrate knowledge and application of the VSVP Act, 2011. b) Assess whether the intern is aware of all the laws governing Veterinary Industry in Kenya c) Assess whether the intern can relate Kenyan to international Veterinary laws d) Is the intern able to interpret and correctly apply the laws (Code of Ethics)?	i) <i>Does not understand provisions of the VSVP Act no.29 of 2011.</i>			
SCORE (out of 18)	TOTAL NO OF RED FLAGS (each counts as 1 point deduction)	0	TOTAL SCORE	FINAL SCORE AND PERCENTAGE (with any red flag deduction)



APPLICATION FORM FOR REGISTRATION OF INTERNS (FORM 40)

FORM 40

(r. 38 (1))

APPLICATION FORM FOR REGISTRATION OF INTERNS

The Registrar,
The Kenya Veterinary Board,
Kabete.

I.....
of hereby make
an application for registration as a veterinary surgeon/veterinary paraprofessionals
(mark as appropriate) intern.

My qualifications are:
.....

Host organization

Name of supervising veterinary surgeon
.....

I enclose the following:

1. Certificate/diploma/degree.....
2. Veterinary surgeon's/Paraprofessional's (mark as appropriate) oath as required by section 16 (3) of the Veterinary Surgeons and Veterinary Paraprofessionals Act

Signature Date



CERTIFICATE OF REGISTRATION AS A VETERINARY INTERN (FORM 41)

FORM 41

(r. 38 (2))

CERTIFICATE OF REGISTRATION AS A VETERINARY INTERN

(Name).....

Registration No.....

is hereby registered as a Veterinary Surgeon /Veterinary Paraprofessional Intern
(delete as appropriate).

Given this day of 20.....

Valid up to

.....
Registrar, Kenya Veterinary Board



DECLARATION BY SUPERVISOR (FORM 42)

FORM 42

(r. 38 (6))

INTERNSHIP REPORT FORM

DECLARATION BY SUPERVISOR

The Registrar

Kenya Veterinary Board

I (Full name in block letters) _____

Registration Number _____

Hereby certify that (intern's full Name and reference intern registration)

Has been undergoing internship training at _____

(establishment) from _____ to _____ (dates internship).

Being the internship Supervisor, I make the following observations:

Recommended/not recommended

Signature: _____ Official Stamp

Date: _____



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