1. **Basic Information**

1.1 CRIS Number: **2004/16762.05.01.**

Twinning: MT04-IB-AG-01

1.2 Title: Capacity Building in the Food and Veterinary Regulation Division

1.3 Sector: Agriculture

1.4 Location: Malta

2. **Objectives**

2.1 Overall Objective(s):
Public health and animal welfare effectively and demonstrably protected to the standards required by the *Acquis*.

2.2 Project purpose:
To assist the Food and Veterinary Regulation Division ensure that the livestock industry complies with all EU standards in food safety and animal welfare and to maintain compliance through effective regulation.

2.3 Justification:

The European Commission’s Comprehensive Monitoring Report of 5 November 2003 states:

‘Legislation on public health protection is in place but not fully implemented. The upgrading of establishments needs to be accelerated, in particular in the milk sector. The upgrading of establishments located in Gozo has yet to start.

The acquis on common measures (including zoonoses) has been transposed. The laboratory capacity for residue monitoring needs to be improved.

The acquis in the field of animal welfare has largely been transposed but efforts are needed in order to ensure actual implementation and enforcement. Malta has been granted a transitional arrangement until the end of 2006 as regards the conditions for laying hens in certain farms.

In the field of zootechnics, steps have been taken to align the Maltese legislation with the acquis.

The acquis for animal nutrition still needs to be transposed and the evaluation of feed mills completed.’

3. **Description**

3.1 Background and justification:

The Maltese livestock industries consist of relatively large numbers of small-scale units at both production and processing levels. This complicates the work of the Food and Veterinary Regulation Division (FVRD) in regulating food safety, animal welfare and environmental standards.

The FVRD has recruited additional staff during the pre-accession period but these, and in many cases longer-established personnel, lack experience in regulatory work to ensure compliance with EU food safety and animal welfare legislation. The industry, including input
suppliers, producers and processors, needs technical assistance to ensure that they are fully aware of the regulations and can comply with them.

The proposed twinning project is designed to improve the organisational and individual capacities of the FVRD and the livestock industry to apply more effective controls to ensure that the standards required by EU legislation are achieved throughout the livestock industries. This objective is far-reaching and requires extensive practical training of FVRD staff and fundamental change in the culture and practices of parts of the livestock industry. This is only achievable through sustained assistance from medium-term experts.

The project consists of a co-ordination unit and five components addressing the following issues:

A. Animal welfare

In the territory of Malta, the main Act established for the protection of animals is the Animal Welfare Act under Chapter 439, which provides the legal basis for animal welfare in Malta.

Animals kept for farming purposes as well as animals kept for other purposes are being protected by this Act. Subsidiary legislation under this Act is transposed according to the principles of EU Directives 98/58/EC, 1999/74/EC, 91/629/EC, 91/630/EC, 95/29/EC, 93/119EC and 91/628/EEC, which provide the legal basis for the protection of animals kept for farming purposes. Pet animals are protected directly under the Animal Welfare Act and not by subsidiary legislation. However, the European Convention for the Protection of Pet Animals (ETS No125) is an important reference for rules applicable to the welfare of companion animals on the islands. Malta is in the process of ratifying this convention.

An important task of the FVRD is to ensure that the main Act and the subsidiary legislation are implemented and that all farms in Malta and Gozo meet the required Animal Welfare standards. To ensure correct implementation of this legislation, the FVRD needs to strengthen its capacity to ensure the implementation of effective controls, particularly in the protection of laying hens, pigs, calves and other animals at the time of slaughter, including emergency slaughter procedures.

One FVRD veterinarian, assisted by twelve Assistant Veterinary Support Officers (AVSOs), is responsible for monitoring and regulating animal welfare in Malta. The AVSOs all hold veterinary aid certificates, but none have received any specific training in animal welfare. It is necessary to establish standard procedures for conducting animal welfare inspections, maintaining inspection records and preparing reports. Where animal welfare problems are identified, the staff must be trained in giving appropriate advice to animal owners and applying sanctions if appropriate.

Guidance for animal owners to explain animal welfare standards is required.

B. Veterinary medicinal products and feed additives

The rearing of livestock for food production requires a high standard of animal health and welfare. In achieving these standards it is frequently necessary to utilize a variety of veterinary medicinal products and feed additives. As such products have the potential to be harmful to man, the EU has laid down stringent conditions to be met before such products can be authorised for use in food animals, and a procedure whereby all producers and dealers in such products must be registered with the Competent Authority.

Such authorising and registration procedures are not yet complete in Malta and there is a need to implement these and related legislative requirements fully and effectively.

A pharmacist has been appointed by the FVRD to strengthen control over the supply and use of veterinary medicines. However, the appointee lacks practical experience in regulatory work and needs guidance in establishing the required controls and procedures.

C. Milk production

Cows’ milk is produced on approximately 160 holdings in Malta and Gozo. Many of these farms do not reach the hygiene standards required by Directive 92/46 EEC and other European Union legislation. In particular, the somatic cell count (SCC) of bulk milk from many farms exceeds the maximum of 400,000 cells per ml specified in the Directive. It is also believed that milk from some farms fails to meet the total bacterial count (TBC) standards required by the same Directive. The extensive use of antibiotics to control mastitis is likely to result in antibiotic residues in milk.

Few Maltese dairy farmers keep management records, and the established practice is to treat individual cases of disease as they occur, rather than implementing concerted programmes of disease prevention.

While mastitis is the most immediate cause of milk failing to reach the required hygiene standards, it is recognised that this disease is a result of fundamental problems in herd management. These also affect productivity and other aspects of milk quality. The very low fat content of milk from some herds is indicative of feeding and management constraints that need to be addressed in order to improve the health, welfare, hygiene and productivity of milk production in Malta. It is not sufficient simply to treat the mastitis, which should be seen as a symptom of basic problems in herd management.

If dairy production in Malta is to meet the required hygiene standards, and be financially competitive, it will be necessary to establish herd health management programmes to prevent mastitis and other diseases. These have been highly successful in other countries, not only in preventing disease and improving milk quality, but also in increasing the profitability of milk production through improved reproductive and lactation performance, and reduced treatment and culling costs.

A Twinning ‘light project (MT/2003/IB/AG/01/TL) has been implemented and has succeeded in initiating an improvement in the quality of cows’ milk especially with regard to the somatic cell count (SCC) and total bacterial count (TBC). A dairy herd health management scheme has been implemented on a pilot basis in 16 dairy farms in Malta and Gozo. This has demonstrated the feasibility of operating the scheme in the conditions of Malta, and its effectiveness in improving milk quality and hygiene. Within four months average somatic cell counts in the pilot farms have been reduced by 25%. However, given the extent of the problems, it is recognized that it will be necessary to follow up this programme to ensure that the improved management practices are maintained and extended to all dairy farms in Malta and Gozo.

This will require more training of local private veterinarians and farmers to implement herd health management programmes, and further development of recording systems and materials such as event diaries. FVRD staff needs to be trained in monitoring and regulating milk hygiene and quality standards.

D. Animal feedstuffs

In Malta due to the lack of rural grazing, farm animals are fed principally on compounded feedstuffs. Most of the farmers utilise prepared feeds from feed mills; others use home-mixed rations. In Malta and Gozo there are 7 feed mills, which supply the majority of farms. These
Feed mills buy premix concentrates from EU countries (mainly Netherlands and Belgium) where instructions on the mix are given directly; otherwise a local nutritionist would specify the ingredients to be added to the premix. Several home-mixers are in use, mainly in the swine industry.

The scarcity and poor quality of forage in Malta makes it particularly difficult to ensure that cattle are fed balanced rations. Most farms are clearly not achieving this at present, as evidenced by the very low fat content of their milk, and the high incidence of nutrition-related diseases. It is common practice to feed beef bulls with dairy concentrate. The poor management of feeding also has adverse effects on animal welfare in many farms. To correct these problems requires concerted action by the whole industry, including feed manufacturers, their agents, private veterinarians, government extension staff and farmers. Before this can take place, it will be necessary to develop appropriate nutrition policies and to train people at all levels in their application.

There is a need to implement quality and safety assurance systems to ensure that compounded animal feed manufacturers meet the standards complying with the following legislation:

- Directive 79/373/EC on the marketing of compound feedingstuffs;
- Directive 93/113/EC concerning the marketing and use of enzymes, micro-organisms and their preparations in animal nutrition;
- Directive 95/53/EC fixing the principles governing the organisation of official inspections in the field of animal nutrition and the new Regulation on feed and food control adopted in 2004 which will be applicable as from 2006;
- Directive 95/69/EC laying down the conditions and arrangements for approving and registering certain establishments and intermediaries;
- The new regulation on Feed Hygiene that is in the process of adoption in 2004 and which will be applicable as from 2006;
- Directive 2002/32/EC on undesirable substances in animal feed;
- Decision 2001/9/EC concerning control measures required for the implementation of Council Decision 2000/766/EC concerning certain protection measures with regard to transmissible spongiform encephalopathies and the feeding of animal protein;
- Other related legislation.

The MRAE employs three zootechnicians educated to MSc level, but these need training in the regulation of animal feed manufacturing.

E. Poultry slaughter plants

In Malta and Gozo there are nine registered poultry slaughterhouses that are all in the process of upgrading their facilities and operational procedures. At present, none are fully compliant with the EU Directive 71/118 dealing with health problems affecting the production and placing on the market of fresh poultry meat. A Maltese Legal notice (93/1995) on poultry slaughterhouses, which is very similar to the above-mentioned Directive, is in force. Some of the most common problems are connected to operational hygiene procedures and correct layout of the establishment, correct flow of product and training of personnel. Maintenance and record keeping are also important issues to be taken into consideration.
It is the policy of the FVRD that all these plants should be in compliance with the requirements of EU legislation upon accession. One FVRD veterinarian is responsible for the management and supervision of six veterinary support officers who attend the plants to supervise the meat inspection when they are operating. These staff all need specialist training in the inspection and regulation of slaughter plants to ensure that their facilities and procedures are compliant with the regulations, and in the supervision of slaughter operations.

3.2 Linked activities:

- Twinning ‘light’ MT2003/IB/AG/01/TL - Capacity Building in the Food and Veterinary Regulation Division in the area of Milk Production

The milk production component of the proposed project is directly related to the completed twinning ‘light’ project MT/2003/IB/AG/01/TL. The Twinning ‘light project has established the feasibility and effectiveness of herd health management programmes in Malta, and the proposed project will institutionalise this approach to cover all dairy farms in Malta and Gozo.

The same Twinning ‘light’ project has confirmed poor nutrition as a major cause of animal health problems, and underlines the importance of the animal feedstuffs component of the proposed project.

The Ministry for Rural Affairs and the Environment has established a Working Group of representatives of the dairy industry and government to review problems in the industry and propose policy initiatives to address them. The animal feed and milk production components of this programme have been strongly influenced by their advice.

- Twinning MT2002/IB/AG-01 - Veterinary controls: Animal health / Public health

The Project has equipped the staff with the knowledge, ability, confidence and determination to lead the industry in Malta to full compliance with the veterinary acquis.

Progress in creating an efficient monitoring animal health and hygiene control programme have been achieved through the training of staff in meat and hygiene inspection, efficient official approval procedure for food of animal origin, an outline of guidelines for HACCP, training of laboratory staff in the laboratory accreditation procedure.

- TAIEX activities

<table>
<thead>
<tr>
<th>Title of Meeting</th>
<th>Country</th>
<th>Date</th>
<th>No of Participants</th>
</tr>
</thead>
<tbody>
<tr>
<td>FAO/WHO Pan – European Conference on Food Safety and Quality</td>
<td>Hungary</td>
<td>25-28 Feb 2002</td>
<td>1</td>
</tr>
<tr>
<td>TAIEX Seminar on Classical Swine Fever</td>
<td>Poland</td>
<td>6-7 Mar 2002</td>
<td>1</td>
</tr>
<tr>
<td>43rd Meeting of the standing committee of the European convocation for the Protection of Animals</td>
<td>Strasbourg</td>
<td>27-31 May 2002</td>
<td>1</td>
</tr>
<tr>
<td>Convocation of the 43rd Meeting of the Standing Committee of the Protection of Animals kept for farming Purposes (T-AP)</td>
<td>Strasbourg</td>
<td>27-31 May 2002</td>
<td>1</td>
</tr>
<tr>
<td>TAIEX/CEESA Forum on “Veterinary Medicinal Products”</td>
<td>Italy</td>
<td>5-7 Jun 2002</td>
<td>1</td>
</tr>
<tr>
<td>TAIEX and the European Feed Association</td>
<td>Prague</td>
<td>12-15 Jun 2002</td>
<td>1</td>
</tr>
<tr>
<td>International Seminar on the fight against</td>
<td>Brussels</td>
<td>26-28 Jun 2002</td>
<td>1</td>
</tr>
<tr>
<td>Event</td>
<td>Venue</td>
<td>Date</td>
<td>Details</td>
</tr>
<tr>
<td>----------------------------------------------------------------------</td>
<td>------------------------</td>
<td>---------------------</td>
<td>------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Illegal use of growth promoters in livestock</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>TAIEX/CEESA Forum on Veterinary Pharmacovigilance</td>
<td>Germany</td>
<td>4-7 Sep 2002</td>
<td></td>
</tr>
<tr>
<td>TAIEX Training on Milk Hygiene</td>
<td>Germany</td>
<td>9-11 Sep 2002</td>
<td></td>
</tr>
<tr>
<td>JRC/OIE CC-IZSAM Workshop on Electronic Identification of Animals and Blue tongue</td>
<td>Italy</td>
<td>4-7 Dec 2002</td>
<td></td>
</tr>
<tr>
<td>Workshop on Inter-laboratory testing of certain residues</td>
<td>Germany</td>
<td>3-4 Jun 2003</td>
<td></td>
</tr>
<tr>
<td>Working Party on Agricultural Questions (Animal Feeding stuffs)</td>
<td>Brussels</td>
<td>3 Sep 2003</td>
<td></td>
</tr>
<tr>
<td>Meeting of the Co-operative Agreement between Veterinary Drug Registration Institutions</td>
<td>Brussels</td>
<td>4-5 Sep 2003</td>
<td></td>
</tr>
<tr>
<td>Animal Diseases and Zoonosis Eradication control and monitoring programme</td>
<td>Brussels</td>
<td>12 Sep 2003</td>
<td></td>
</tr>
<tr>
<td>Study on Broiler Production</td>
<td>Sweden</td>
<td>11-12 Sep 2003</td>
<td></td>
</tr>
<tr>
<td>Workshop on Good Manufacturing Practice of non-injectable Medicinal Products</td>
<td>France</td>
<td>1-3 Oct 2003</td>
<td></td>
</tr>
<tr>
<td>Workshop on Inter-national Laboratory Testing with regards to Milk and Milk Products</td>
<td>France</td>
<td>13-14 Oct 2003</td>
<td></td>
</tr>
<tr>
<td>EC JRC IRMM Workshop on Nitrofuran analysis</td>
<td>Belgium</td>
<td>16-17 Oct 2003</td>
<td></td>
</tr>
<tr>
<td>Seminar on Drafting of National Residue Monitoring Plans in Food of Animal Origin</td>
<td>Brussels</td>
<td>13-14 Nov 2003</td>
<td></td>
</tr>
<tr>
<td>Seminar on Genetically Modified Food and Feed New Legislative Measures</td>
<td>Brussels</td>
<td>27 Nov 2003</td>
<td></td>
</tr>
<tr>
<td>Training Proposal on the Management of the Malta National Livestock Database</td>
<td>UK</td>
<td>4-10 Jan 2004</td>
<td></td>
</tr>
<tr>
<td>Working Group on Swine Vesicular Disease</td>
<td>Brussels</td>
<td>8 Jan 2004</td>
<td></td>
</tr>
<tr>
<td>Working Group of Task Force For the Eradication and Monitoring of Animal Diseases</td>
<td>Brussels</td>
<td>13 Jan 2004</td>
<td></td>
</tr>
<tr>
<td>Joint HoA /HEVRA meeting</td>
<td>Ireland</td>
<td>21-22 Jan 2004</td>
<td></td>
</tr>
<tr>
<td>Workshop on Collection of Epidemiological data for the annual zoonoses</td>
<td>Germany</td>
<td>27-28 Jan 2004</td>
<td></td>
</tr>
<tr>
<td>Meeting of the National Reference Laboratories for Brucellosis</td>
<td>Brussels</td>
<td>27 Jan 2004</td>
<td></td>
</tr>
<tr>
<td>Meeting of the Working Party of Governmental Experts on Additives</td>
<td>Brussels</td>
<td>4 Feb 2004</td>
<td></td>
</tr>
<tr>
<td>Working Group on residue Monitoring plans</td>
<td>Brussels</td>
<td>10-11 Feb 2004</td>
<td></td>
</tr>
<tr>
<td>6th Meeting of the Veterinary Phytosanitary and Food Training Liaison Officers</td>
<td>Brussels</td>
<td>26 Feb 2004</td>
<td></td>
</tr>
<tr>
<td>Veterinary Legislation – Official Controls for Trichinella in Meat</td>
<td>Brussels</td>
<td>15 Mar 2004</td>
<td></td>
</tr>
<tr>
<td>97th meeting of the CVMP</td>
<td>London</td>
<td>16 –18 Mar 2004</td>
<td></td>
</tr>
<tr>
<td>Working Group on feed additives</td>
<td>Brussels</td>
<td>17 Mar 2004</td>
<td></td>
</tr>
<tr>
<td>Workshop on Validation of analytical methods in residue analysis</td>
<td>Bilthoven (Netherlands)</td>
<td>17 – 19 Mar 2004</td>
<td></td>
</tr>
</tbody>
</table>

3.3 Results:
A. FVRD staff able to implement animal welfare assessment and regulatory procedures.

Four Veterinary Officers and twelve Veterinary Support officers trained to supervise the monitoring of animal welfare conditions on farms and at slaughter plants. They will also investigate reports of animal welfare problems, taking action where appropriate. The records and reports of these activities will be the indicator that the result has been achieved.

B. FVRD has implemented veterinary medicinal products and feed additives registration procedures.

This result is an established system for the registration and regulation of veterinary medicinal products and feed additives. The existence and satisfactory operation of such a system, in compliance with EU legislation, will be the indicator that the result has been achieved.

C. Milk producers are able to produce milk to EU hygiene and quality standards.

The indicator of this result is the recorded TBC, SCC and fat content of milk delivered by each producer. Records of these parameters are held at the milk plant, as they determine the price paid for the milk.

D. Livestock feed manufacturers are meeting required standards for quality and safety assurance.

The indicators of this result will be the reports of inspections carried out by FVRD staff and EU inspectors. These inspections will include review of the Quality Assurance (QA) and HACCP records of feed manufacturers, as well as the results of laboratory analysis of feed products.

E. All remaining poultry slaughter plants fully compliant with EU legislation.

The indicators of this result will be the meat inspection, QA and HACCP records at the poultry slaughter plants. FVRD inspectors will review these regularly as part of the regulatory process.

3.4 Activities:

This project is based on receiving Twinning assistance from an EU Member State for a period of twelve months. The project is expected to deliver the following:

A Resident Twinning Adviser to deliver the activity in the area of milk production (please see ‘C’ below) and to oversee the activities of the project, ensure that inputs are provided as scheduled and monitor reports and results. The Resident Twinning Adviser will be based in Malta for the duration of the project. He/she will report to a Project Steering Committee comprised of representatives of the FVRD and the livestock industries. This committee will meet once each month. A provision of €157,000 is being made to cover costs related to the accession adviser.

A pool of medium-term experts to facilitate the following activities:

A. Animal welfare (€140,000)*

1. Training needs assessment for FVRD staff responsible for animal welfare.

* Fees and flat-rate compensation calculated on the basis of a Class 2 expert from a Mandated Body.
2. Train and support 12 FVRD staff in the diagnosis and assessment of animal welfare problems on poultry, dairy and pig farms
3. Train and support 2 FVRD staff in the diagnosis and assessment of animal welfare infringements at the time of slaughter or killing, including emergency slaughter procedures.
4. Seminar for all Maltese veterinarians to improve awareness of animal welfare issues.
5. Produce guidance for animal owners on maintaining animal welfare standards.
6. Produce standard operating procedures and recording system for animal welfare inspection work.

Assistance will be required from medium-term experts specialising in animal welfare on farms (80 man-days) and at slaughter plants (40 man-days).

The expert(s) should have a degree in veterinary medicine and be licensed to practice veterinary medicine in an EU member state with experience of at least ten years in animal welfare issues relating to animals kept for farming purposes as well as companion animals.

B. Veterinary medicinal products (€235,000)*

1. Study visit for 2 FVRD staff on regulation of veterinary medicinal products.
2. Training of 2 FVRD staff on principles of registration, placing on the market and distribution of veterinary medicinal products.
3. Develop a register of all producers of and dealers in veterinary medicinal products.
4. Formulate and implement a programme of monitoring and inspection at BIPs, dealers and retail outlets.
5. Formulate and implement a programme of residue monitoring.
6. Establish a system for recording adverse reactions to veterinary medicinal products.
7. Develop operating manual for registration procedures.

The activities of this component will commence with a two-week study visit for two FVRD staff at an established veterinary medicines regulation organisation in an EU Member State. A medium-term expert will be required for 200 man-days to assist the FVRD in establishing all the necessary procedures within the FVRD. The expert should be a qualified veterinarian or pharmacist with at least ten years of post-qualification experience, five of which should have been in an EU Member State national regulatory authority.

C. Milk production (included in the cost of the Resident Twinning Adviser)

1. Implement herd-recording schemes in all dairy farms.

This will be implemented as piloted in a limited number of farms (16 farms already cooperating in the milk recording project) and would mainly involve:

1. Regular individual farm visits by veterinarians focusing on:

   a. Definition of the reproduction status of a herd
      - Interval calving – 1.service
      - Interval calving – conception
      - Calving interval
      - Services/conception

   b. Milking procedure – milking hygiene
      - Regular scoring system to identify factors contributing to a herds mastitis problem

* Fees and flat-rate compensation calculated on the basis of a Class 2 expert from a Mandated Body.
c. Feeding

- Quality of feeding

d. Feeding regime

e. Calves and young stock rearing

f. Regular meetings with farmers regarding the above mentioned subjects

g. Workshops (1 day) with “young farmer” regarding the above mentioned subjects

All activities have to be carried out in close co-operation with the existing farm services within KPH (the milk producers co-operative) and the Government Farm.

2. Improvement of the “on farm” documentation system

a. Event recording (calving, services, culling etc.)

b. Treatment recording (animal number, medicine etc.)

Both activities will demonstrate to farmers and farm services as well the importance of a herd-recording scheme as a necessary basis for a herd management system.

2. Document herd health management system and develop on-farm recording procedures and materials.

3. Training and support to 4 Veterinary officers, 14 veterinary support officers, 4 animal husbandry personnel in identification and diagnosis of herd health problems.

4. Training and support to 4 Veterinary officers, 14 veterinary support officers, 4 animal husbandry personnel in implementation of herd health and hygiene management programmes.

5. Assist Malta Dairy Products and FVRD in monitoring milk quality and hygiene and to develop controls and incentives for producers. This will be based on the ongoing milk recording activity, which was started in December 2003. Milk Recording will consist of:

a. Monthly recording of milk yield and milk quality (fat, protein, SCC) of the individual cows of a dairy farm

b. Monthly analysis of the collected data

c. Monthly feedback of the results to the farmer

- The results will enable Malta Dairy Products (MDP), FVRD, farm services and the farm veterinarian to identify immediately problems of milk yield and milk quality in a single farm (herd problem, problem of individual animals etc.)
- The results enable MDP and FVRD to monitor milk quantity and quality on a regular (monthly) basis
- The results can be taken as basis for a quality payment system, which favours those farmers who do improve their milk quality

As an expert in the area of milk production, the Resident Twinning Adviser will also deliver these activities. The expert should have a degree in veterinary medicine and licence to practice veterinary medicine in an EU Member State with experience of at least ten years in dairy herd health and fertility management, including development of this capacity in public or institutional services. Familiarity with the InterHerd herd management program, which is used for the KPH herd recording service, is also required.
D. Animal feedstuffs (€235,000)*

1. Undertake training needs assessment for FVRD staff, feed manufacturers, veterinarians and farmers. The training will need to lay emphasis on the new regulation on feed and food control that was adopted in 2004 and which will be applicable as from 2006.
2. Develop feeding policies for milk and meat production.
3. Train feed suppliers, veterinarians and farmers in applying and monitoring feeding policies.
4. Two-week study visit for 2 FVRD staff on regulation of feed manufacturers, targeting particularly the new Regulation on Feed Hygiene applicable as from 2006.
5. Drawing up the standard operating procedures for the FVRD inspectors to carry out the inspections on the feed mills.
6. Training for 2 FVRD staff on EU legislation, registration and regulation of animal feed manufacturers.
7. Seminar for animal feed manufacturers on legislative requirements, Quality Assurance and HACCP systems.
8. Assist animal feed manufacturers to develop and implement QA and HACCP systems.

Expert assistance will be required for **200 man-days**. The expert(s) should be a science graduate, preferably with a higher degree in animal nutrition and feed technology, with at least ten years of post-qualification experience. Extensive experience of HACCP in the animal feeds industry is required, and knowledge of the UKASTS/NIGTA code of practice would be an advantage.

E. Poultry slaughter plants (PSP) (€235,000)*

1. Training needs assessment in regulation of small-scale PSPs.
2. Study visit for 2 FVRD veterinarians on regulation of small-scale PSPs.
3. Train 2 FVRD veterinarians in regulation of PSPs and meat inspection.
4. Train 6 VSOs in supervision of PSP operations and meat inspection.
5. Assist PSP operators to improve procedures and implement Quality Assurance and HACCP systems.

Two experts are envisaged for this component, although it is possible that one person could provide both inputs.

One expert will be required for **120 man-days** to assist the poultry processors to modify their procedures and implement QA and HACCP systems, as required by EU legislation. Advice on structural improvements to the establishments should also be provided. A degree in a subject related to food safety with at least ten years of experience in the meat processing industry, including QA and HACCP, is required.

The second expert will train two FVRD veterinarians on the regulation of poultry slaughter plants and supervise a two-week study visit to review the work a regulatory authority in another EU Member State. Training will also be provided for six auxiliary staff in the supervision of poultry slaughter plants and meat inspection. The duration of this assignment will be **80 man-days**. The expert should be a veterinarian with at least ten years of experience in the regulation of livestock product processing, including poultry products.

3.5 Lessons learned

The twinning ‘light’ project on milk production has demonstrated the capacity for this type of project to achieve real and sustainable results through closer co-operation between Government and the industry. An important factor in the success of this project has been the provision of a medium-term expert to ensure that counterparts have become thoroughly familiar with the

---

* Fees and flat-rate compensation calculated on the basis of a Class 2 expert from a Mandated Body.
implementation of modern herd health management programmes. This experience is reflected in the design of this project, which is based on the assistance of medium-term experts.

4. Institutional Framework

The Food and Veterinary Regulation Division (FVRD) of the Ministry of Rural Affairs and the Environment (MRAE) will implement the project. The principal objective of the project is to strengthen the capacity of the FVRD to regulate the livestock industries. However, it will also provide technical assistance to livestock producers and product processors, assisting them to achieve compliance with food safety and animal welfare standards. Livestock producers’ organisations and product processors are well aware of the need for change, and are actively seeking assistance from MRAE. The project will build on the existing co-operation between Government and the industry, and no institutional constraints are foreseen.

In Malta there are different producers organisations, namely the KPH (Ko-operativa Produtturi tal-Halib) – the milk producers co-operative; KIM (Ko-operativa ta’ min irabbi l-majjal) – the pig breeders co-operative and the Ko-operativa tat-Tigieg – the poultry breeders co-operative. These organisations are responsible for assisting their members in management and production through the provision of services such as artificial insemination and other consultancy services when required. With regard to animal feed the situation in Malta is that feed is manufactured and sold to the farmers through the feed mills, which have to be approved the FVRD.

A Steering Committee will be formed to oversee project implementation and progress. It will meet each month to review the monthly reports of the short-term experts and recommend actions to rectify any problems identified.

Each of the following institutions will nominate one member on the Steering Committee:
• The Food and Veterinary Regulation Division (FVRD);
• The Planning & Priorities Co-ordination Directorate, Office of the Prime Minister;
• EU Delegation
• The National Authorising Officer, Ministry of Finance
• Department of EU Affairs, Ministry for Rural Affairs and the Environment (MRAE).

5. Detailed Budget (EUROS)

<table>
<thead>
<tr>
<th>Transition Facility Support</th>
<th>Investment Support</th>
<th>Institution Building</th>
<th>Total TF (=I+IB)</th>
<th>National Cofinancing*</th>
<th>IFI*</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twinning</td>
<td>-</td>
<td>1,002,000</td>
<td>1,002,000</td>
<td>-</td>
<td></td>
<td>1,002,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>-</td>
<td>1,002,000</td>
<td>1,002,000</td>
<td>-</td>
<td></td>
<td>1,002,000</td>
</tr>
</tbody>
</table>

The amounts for co-financing indicated in the table correspond to cash co-financing. In addition, in-kind contributions from the Maltese administration for a good implementation of the Twinning may be developed in the covenant.

The cost of air tickets of Maltese officials participating in study visits will be paid for out of the Travel vote of the beneficiary.

The co-financing expenses will be monitored by the beneficiary and the NAO. For the earmarked co-finance, a clear and verifiable set of costs will be provided. The beneficiary will define which budget lines are the source for co-finance.

The beneficiary together with the NAO commits to sound financial management and control.
6. Implementation Arrangements

6.1 Implementing Agency:

Ministry for Rural Affairs and the Environment
Barriera Wharf
Valletta CMR 02
Malta
Tel.: +356 21225236
Fax: +356 21 238105

Beneficiary Institution:

Food and Veterinary Regulation Division
Civil Abattoir
Albertown
Malta

Project Leader:

Dr Mireille Vella,
Tel: +356 21238978
Fax: +356 21 238105
E-mail: mireille.vella@gov.mt

Contracting Authority:

Department of Contracts,
Notre Dame Ravelin,
Floriana CMR 02
Malta

Contact person:

Mr Dennis Attard,
Assistant Director,
Tel: 00356 21247682
Fax: 00356 21247681
Email: dennis.attard@gov.mt

6.2 Twinning

A Twinning arrangement with a counterpart administration in an EU Member State will be sought. The Twinning contact person is:

Dr Mireille Vella, Director
Tel: +356 21238978
Fax: +356 21 238105
E-mail: mireille.vella@gov.mt

6.3 Non-standard aspects N/A

N/A

6.4 Contracts
The project will be the subject of a single twinning contract valued at €1,002,000.

7. **Implementation Schedule**

7.1 Start of tendering/call for proposals:
   September 2004.

7.2 Start of project activity:
   March 2005.

7.3 Project completion:
   March 2006.

8. **Sustainability**

   Government will provide in its budget for 2005 funds to meet the costs of the human resources required for the implementation of this project and to maintain the administrative function.

9 **Conditionality and sequencing**

   The project components, although related, are not inter-dependent. Their timing has been planned so as to ensure that the FVRD personnel resources are not over-committed.

**ANNEXES TO PROJECT FICHE**

1. Logical framework matrix
2. Detailed implementation chart
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)
## Annex 1. Log Frame

<table>
<thead>
<tr>
<th>LOGFRAME PLANNING MATRIX FOR</th>
<th>Programme name and number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Capacity Building in the Food and Veterinary Regulation Division</td>
<td>Contracting period expires: 15/12/2006</td>
</tr>
<tr>
<td></td>
<td>Disbursement period expires: 15/12/2007</td>
</tr>
<tr>
<td></td>
<td>Total budget €1,002,000</td>
</tr>
<tr>
<td></td>
<td>TF budget: €1,002,000</td>
</tr>
</tbody>
</table>

### Overall objective
- Public health and animal welfare effectively and demonstrably protected to the standards required by the *acquis*.

### Objectively verifiable indicators
- EU inspections show no major non-compliance with required standards by 1/1/2006.
- All minor non-compliance corrected immediately after 1/1/2005.

### Sources of Verification
- EU inspection reports.
- FVRD inspection records.

### Project purpose
- To assist the Food and Veterinary Regulation Division ensure that the livestock industry complies with all EU standards in food safety and animal welfare and to maintain compliance through effective regulation.

### Objectively verifiable indicators
- Livestock producers and processors operate according to EU requirements.
- FVRD has capacity to conduct inspections in quantity and quality demanded by EU legislation.

### Sources of Verification
- Livestock producers’ on-farm records.
- Livestock product processors’ records and monitoring results.
- FVRD inspection records.
- FVRD monitoring results.

### Assumptions
- Standards are sufficient to protect public health and animal welfare.
- Monitoring and inspection schedules and procedures are adequate to detect non-compliance.

### Results

<table>
<thead>
<tr>
<th></th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>FVRD staff able to implement animal welfare assessment and regulatory procedures.</td>
<td>Training records.</td>
<td>FVRD retains sufficient staff and operational resources to implement inspection and monitoring schedules.</td>
</tr>
<tr>
<td>B</td>
<td>FVRD has implemented veterinary medicinal products and feed additives registration procedures.</td>
<td>Twinning experts’ reports.</td>
<td></td>
</tr>
<tr>
<td>C</td>
<td>Milk producers are able to produce milk to EU hygiene and quality standards.</td>
<td>FVRD inspection and monitoring records.</td>
<td></td>
</tr>
<tr>
<td>D</td>
<td>Livestock feed manufacturers are meeting required standards for quality and safety.</td>
<td>MDP/KPH records.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Veterinary Products Unit fully operational by 31/12/2005.</td>
<td>Poultry slaughter plant records.</td>
<td></td>
</tr>
<tr>
<td></td>
<td>MDP/KPH targets for TBC, SCC and fat met by 80% of producers by 1/10/2005.</td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>All feed manufacturers have HACCP and QA systems in place</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
assurance.
E. All remaining poultry slaughter plants fully compliant with EU legislation.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Means</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>A. Animal welfare</strong></td>
<td></td>
<td>•</td>
</tr>
<tr>
<td>1. Training needs assessment for FVRD staff responsible for animal welfare.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Train and support 12 FVRD staff in the diagnosis and assessment of animal welfare problems on poultry, dairy and pig farms</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Train and support 2 FVRD staff in the diagnosis and assessment of animal welfare infringements at the time of slaughter or killing, including emergency slaughter procedures.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Seminar for all Maltese veterinarians to improve awareness of animal welfare issues.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Produce guidance for animal owners on maintaining animal welfare standards.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>6. Produce standard operating procedures and recording system for animal welfare inspection work.</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>B. Veterinary medicinal products</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>1. Study visit for 2 FVRD staff on regulation of veterinary medicinal products.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>2. Training of 2 FVRD staff on principles of registration, placing on the market and distribution of veterinary medicinal products.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>3. Develop a register of all producers of and dealers in veterinary medicinal products.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>4. Formulate and implement a programme of monitoring and inspection at BIPs, dealers and retail outlets.</td>
<td></td>
<td></td>
</tr>
<tr>
<td>5. Formulate and implement a programme of residue monitoring.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
6. Establish a system for recording adverse reactions to veterinary medicinal products.
7. Develop operating manual for registration procedures.

C. Milk production
   1. Implement herd-recording schemes in all dairy farms.
   2. Document herd health management system and develop on-farm recording procedures and materials.
   3. Training and support in identification & diagnosis of herd health problems.
   4. Training and support in implementation of herd health and hygiene management programmes.
   5. Assist MDP and FVRD in monitoring milk quality & hygiene and to develop controls and incentives for producers.

D. Animal feedstuffs
   1. Undertake training needs assessment for FVRD staff, feed manufacturers, veterinarians and farmers.
   2. Develop feeding policies for milk and meat production.
   3. Train feed suppliers, veterinarians and farmers in applying and monitoring feeding policies.
   4. Study visit for 2 FVRD staff on regulation of feed manufacturers
   5. Training for 2 FVRD staff on EU legislation, registration and regulation of animal feed manufacturers.
   6. Seminar for animal feed manufacturers on legislative requirements, QA and HACCP systems.
   7. Assist animal feed manufacturers to develop and implement QA and HACCP systems.
**E. Poultry slaughter plants (PSP)**

1. Training needs assessment in regulation of small-scale PSPs.
2. Study tour for 2 FVRD veterinarians on regulation of small-scale PSPs.
3. Train 2 FVRD veterinarians in regulation of PSPs and meat inspection.
4. Train 6 VSOs in supervision of PSP operations and meat inspection.
5. Assist PSP operators to improve procedures and implement QA and HACCP systems.

**Preconditions**

- FVRD has sufficient staff and operational resources.
- Livestock producers and product processors willing to change.
- Industry has access to finance for investment.
### Annex 2. Implementation chart

**SUMMARY DETAILED TIME IMPLEMENTATION CHART FOR THE PROJECT**

**Title:** Capacity Building in the Food and Veterinary Regulation Division

<table>
<thead>
<tr>
<th>COMPONENT</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>Twinning</td>
<td>D</td>
<td>C</td>
<td>C</td>
</tr>
</tbody>
</table>

**D** = Design  
**C** = Contracting  
**I** = Implementation  
**X** = Closure
Annex 3

CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE
OF EU FUNDING

Title: Capacity Building in the Food and Veterinary Regulation Division

<table>
<thead>
<tr>
<th></th>
<th>01/09/2004</th>
<th>01/12/2004</th>
<th>01/03/2005</th>
<th>01/06/2005</th>
<th>01/09/2005</th>
<th>01/12/2005</th>
<th>31/03/2006</th>
</tr>
</thead>
<tbody>
<tr>
<td>CONTRACTED</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>1,002,000</td>
<td></td>
<td></td>
</tr>
<tr>
<td>DISBURSED</td>
<td></td>
<td></td>
<td></td>
<td>751,500</td>
<td>801,600</td>
<td>1,002,000</td>
<td></td>
</tr>
</tbody>
</table>

All figures in million Euro