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## ABBREVIATIONS and ACRONYMS

ABC-ARV	- Animal Birth Control – Anti Rabies Vaccination
ABCD- Kochi	-Animal Birth Control for Dogs – Kochi
AWBI	- Animal Welfare Board of India
EOI	- Expression of Interest
IVA Kerala	-Indian Veterinary Association, Kerala
HIS	- Help in Suffering
LSGD	- Local Self Government Department
MoU	- Memorandum of Understanding
SPCA	- Society for Prevention of Cruelty to Animals
SOP	- Standard Operating Procedure
WVS-ITC	- World Veterinary Services – International Training Center

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**DR. V. CHANDRAMOHANAN NAIR**  
**PRESIDENT**

**DR. SAI PRASAD S**  
**GENERAL SECRETARY**

## EXECUTIVE SUMMARY

Street dog menace emerged as the most popular public issue in Kerala during 2014 and 2015. The socio geographic uniqueness of the state demanded an area specific strategy for control of the ever increasing dog population. Stray dog bites, created a hue and cry for suitable administrative interventions. This package of recommendations has been prepared in consultation with other animal and public health experts so as to include many crucial aspects that were left without due attention for a long period of time. This package will provide **vision** for addressing common problems of stray dog related issues in this region; this will also help to **harmonize** the multi sectorial activities related to ABC-ARV program

In the wake of many dog bite incidents in the recent past, ABC-ARV program is one of the utmost priority areas, which is long due in the region. ABC- ARV program is aimed at **reducing stray dog population density, decrease mating/maternal/pack aggression** in stray dogs, and **lower the rabies incidence** in the area.

The program involves capture, neutering, and release of stray dogs based on a **Standard Operating Procedure (SOP)** for animal birth control programs (**Animal Birth Control (Dogs) 2001**) outlined by the **Animal Welfare Board of India (AWBI)**. Killing of dogs is illegal as per Supreme Court of India. In addition, killing of dogs without the proper processing of edible waste, ultimately leads to increase in dog population density due to migration, and repopulation. Therefore, proper implementation of ABC- ARV program in conjunction with proper **edible-waste management** and **strict Pet licensing** protocol is the only legal and feasible option to tackle stray dog problems.

Towards the success of any program a **strategic planning and implementation** is essential. In ABC-ARV program, conducting dog population census is the very essential initial step. A target can only be set based on this data. Moreover, this will also help in area prioritization, and formulation/optimization of capture strategies. Capture of stray dogs could be the biggest challenge and the crux of this program; therefore, capture strategies may be reviewed periodically.

Owned free ranging dogs in the suburbs are also a contributing factor to the indiscriminate breeding in stray dogs, therefore licensing of domestic dogs should be made compulsory, and they may also be selected to participate in ABC-ARV program. **Licensing can be made effective with microchipping, and data base creation with the help of a dog tracking software where owners ID is linked to the unique microchip number.**

This Program follows a unique surgical protocol, developed and used by WVS-ITC Ooty (AWBI recognized) a well-accepted international organization. Ear notching will be used as identification technique and at a later stage, microchipping of dogs subjected to surgery will be adopted once all the owned dogs are microchipped and registered. Kenneling will be done as practiced by HiS to the extent possible.

The captured stray dogs will be released to the exact location from where they are captured, after undergoing the ABC-ARV procedure. The entire procedure will be based upon veterinary medical ethics and fundamentals of animal welfare. The dogs, which undergo the ABC-ARV program, will be given **prophylactic anti rabies vaccine** to supplement the vision of this program. Surgeries completed will be accounted for by the **organ count method** which is a standard protocol approved by AWBI. The collected organs will be disposed off as per standard recommendations in presence of a committee constituted for this purpose.

A monitoring committee has to be constituted to keep track of this ABC-ARV program and its review from time to time. This is primarily an animal welfare program in which public is the sole beneficiary. Therefore, a thorough awareness program for ABC-ARV program along with 'zero garbage' program should also be commenced to make this a successful program.

ABC-ARV program needs thorough review from time to time. This program may provide immense information about stray dogs, their survival strategies and their behavior. This program is designed to cater its short-term goal, the stray dog population control thereby rabies control and prevention, and the long term goal, to set a model that could be emulated in the future at many places across the region.

## A GLIMPSE OF THE HISTORY OF DOG DOMESTICATION

The bond between man and dog had its beginning 12-14 millennia ago, in Eurasia, where a mutually beneficial relationship emerged. Over the centuries the fine balance in breeding has been tilted resulting in a population explosion of dogs. Whenever addressing 'Dog menace' the administrative step usually taken was for mass indiscriminate killing as an immediate remedy, just only to discover that the destruction had to continue, year after year, with no positive results. Moreover, such transient population controls had ultimately resulted in higher populations on the ground, due to higher life longevity of the left outs and additions of new orphan dogs. So now it has been accepted that removal of surplus dogs alone, cannot solve the problem, unless combined with other measures such as registration and neutering of dogs and education of the public. Hence such dog control programmes should aim to maintain logistic growth so that the carrying capacity of the micro environment is not exceeded. This specific carrying capacity essentially depends on the availability, distribution and quality of the resources like shelter, food, and water for the species concerned. The density of a population of higher vertebrates (including dogs) is almost always near the carrying capacity of the environment. In most cases, this figure is a direct indicator of the garbage load of that area. In 1990, World Society for the Protection of Animals (WSPA) and World Health Organization (WHO) brought out "Guidelines for Dog Population Management" followed by WSPA's guidelines for "Stray Dog Control", by Dr. K. Bogel, Chief Veterinarian, Public Health Unit, WHO.

Rabies, aggression, and high population explosion in stray dogs are the issues that need to be addressed at present situation. Killing of dogs except in most discreet cases is prohibited by law in India. It has also been observed that **killing and poisoning of stray dogs** without **proper food waste management** resulted in only a transient population reduction followed by rapid increase/outburst in population as more young/aggressive migrating packs repopulating the area. Furthermore, this immigrant population mainly comprises of young stock in which rabies is more prevalent which in turn aggravates the present situation.

The overpopulation of street dogs is a direct indicator of the Human/Animal Rabies cases as has been revealed in various studies. Rabies is the most serious of all the **zoonotic disease** related with dogs. According to WHO, 87% of rabies cases in animals appear in dogs, and more than half of the global deaths resulting from rabies occur in India. Bite from a rabid dog is the main route of transmission of rabies in the subcontinent. Approximately 40,000 human casualties are reported in India, every year. Considering these facts it is very obvious that population control and vaccination are required simultaneously to tide over this issue. . The main reasons for the increase in population of stray dogs in Kerala and their aggressive behavior are:

- a) The habit of **dumping all waste including food waste in the streets** or improper or unscientific waste disposal.

- b) The unlawful dumping of meat and poultry waste in certain areas by vendors, due to the lack of rendering units or for other reasons, **LSGD licensing without estimating the waste generated and mode of proposed disposal of this waste.**
- c) **Lack of scientific slaughter houses** and rendering units in nearby vicinities, which leads to non licensed slaughter in many Panchayath.
- d) **Irresponsible pet ownership** where, people don't sterilize the dogs owned by them and they stray the litter of unwanted pregnancies in the street. The cruel treatment of dogs in various situations or inhumane ways of handling animals causes enmity towards human beings.
- e) Surplus availability of free food in the surrounding with occasional starvation due to many reasons, inculcate wild behavior in dogs, leading to attack of small ruminants, pets and school children.
- f) Lack of awareness among public, and their support in controlling stray dog population. Estimate of stray dog population It's estimated that each district of Kerala has at least 35000 to 50000 stray dogs

It is considered that the availability of substantial protein source in form of **food waste is aplenty** across the state, which in turn causes an explosion in the population of stray dogs. Increased population density of stray dogs brings about constant territorial fights for access to food and mating opportunities. These street fights, could eventually cause behavior changes in dogs in establishing their hierarchy, and their aggressiveness. This aggressive behavior gradually emboldens them in to attack humans occasionally, especially small children.

## CURRENT RABIES CONTROL PROGRAMS IN KERALA, INDIA

As the law of land exclusively implies a scientific intervention ,only **Animal Birth Control campaigns coupled with Anti Rabies Vaccination (ABC-ARV program)** in conjunction with **proper food waste management** and strict **Pet licensing protocols are the thrust areas of activity**.For all such programmes,strict compliance of the SOP of AWBI is mandatory. There are a number of success stories about ABC-ARV projects, both past and current. Effective implementation of ABC/ARV programs can and will bring down the number of stray dogs in a locality.Elsewhere in India ,at present, many NGO's are conducting ongoing ABC-ARV programs as well as **training courses for veterinarians and animal handlers**. WVS-ITC Ooty, Tamil Nadu, HiS, Jaipur and BlueCross Chennai,**Delhi, Bengaluru, Goa, Kalimpong, Kolkata, Kochi** (ABCD-Kochi), are a few of such agencies.

In **Bangkok, Thailand** this program is successfully running for the past decade and there is palpable reduction in Animal aggression and number of Rabies cases reported there.

## KEY LESSONS LEARNED FROM THE PAST PROGRAMS IN INDIA

Corporations, Municipalities and Panchayaths should update their garbage disposal/rendering strategy. A **zero garbage policy** is the best and effective way to counter the stray dog menace in any given area. A shortage of food will complement in the reduction in population over a period of time.

Dogs tend to keep its **territory** most the times, but during the breeding seasons they tend to migrate in packs. Dogs even engage in street fights, which are a common sight these days, to retain their territory and keeps the equilibrium. They also control their population by occasional killing of newborns and killing their peers thereby restricting the entry of potential recruits to their pack.

This is why, the dogs which undergone ABC-ARV program should be released to the exactly location that they were captured is essential and important; this may also prevent relocation / migration of other dogs to this area. In addition it also prevents young stocks entering and occupying their place or area.

A **limited capacity** in both in ABC surgical skills and in animal capture and handling is the major obstacle in the successful conduct of an ABC-ARV program in the proposed Corporation /Municipality/Panchayath. Moreover, veterinarians and animal handlers who had undergone rigorous training in this regard, lack proper avenues to practice and refresh their skills, a fact that needs to be reviewed.

The **survival strategies** of stray dogs are very complex and it varies according to a multitude of factors Much research need to be conducted to get a general understanding of stray dog survival strategies in Kerala. The dogs have been coexisting with man from time immemorial. There are scientific publications available on migration and survival strategies of stray dogs in a variety of contexts. However, it would be difficult to assume how they will respond to ABC-ARV programs in terms of survival strategies.

**Capture of dogs** will be relatively easy in the beginning. Later on, they might evolve unbelievable survival strategies, which include elusive behavior, avoidance of capture areas, and temporary relocation from their territory. Therefore, animal capture and handling will transform into a challenge at the later stages of this project.

**Indiscriminate killing** of dogs from time to time has been practiced in many parts of the country as a response to the seriousness of the stray dog menace. There are some serious flaws in the indiscriminate killing of dogs, here are some:

1. Killing is **illegal in India** as per multiple verdicts by the Honorable Supreme Court.
2. If food waste is not rendered simultaneously, killing will leave only a **transient reduction** in dog density, followed by an increase in dog population density in that area. Killing may also help in **recruitment of more new healthy young dogs** to that area, who may engage in

fighting for hierarchy and establishment of their position, in the locality. This could aggravate the aggressive behavior in stray/street dogs. "More young dogs, means more wandering and more fighting" causing extensive spread of diseases; especially rabies.

3. Killing may help only in a temporary population control, but in fact this may cause **flare up of other pests**, such as rats, and some serious public health issues associated with it, such as plague, leptospirosis etc.

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## PROPOSED RECOMMENDATIONS

The **role of LSGDs** in fighting stray dog problem is really important and relevant in this state. The local bodies (Local Self Government Departments such as Corporation/Municipality /GramaPanchayath) are entrusted with the ownership of stray dogs in their respective area .This legal ownership of the street dogs has been the basis for the ABC project implemented by the District Panchayath, Kottayam during 2015-16.This project is the first of its kind implemented by a Dist.Panchayath in association with the Block Panchayaths, Muniplaities and GramaPanchayaths of the District. The Court verdict on Stray Dog control has now put the onus on the AWBI, the sole Governmental agency designated to monitor the ABC programmes ,to monitor all the ABC programmes so that the procedures do comply with the SOP set by them.

Unlike other Metros mentioned above, our State has to be taken as a single unit for implementation as urbanized localities spread all over the state making it a string of towns with NO waste management protocols.ABC AR projects should be implemented by staff exclusively recruited for the purpose.As per ABC rules 2001, a committee is to be constituted for planning and management of dog control programme comprising of

1. Chief of the local authority
2. Representative of the Public Health Dept
3. Representative of the Animal Welfare Dept
4. Veterinary Doctor
5. Representative of the SPCA
6. Representative of the NGO.

ABC Centres and animal rescue houses should be set up at Block level as far as possible and well separated from Veterinary Clinics.Infrastructure as per SOP of AWBI should be set up by the Block Panchayath. Funds from the concerned GramaPanchayaths to Block Panchayaths have to be transferred and has to be effected in line with the SLCC recommendation for Kottayam Model of ABC AR 2015-16.The fund management and implementation will be by the Block Panchayth .The ABC Team has to be constituted by the Block Panchayath by contract appointment. The Technical supervision should be by a separate wing of the AH Dept directly reporting to the AWBI.Posting of Animal Welfare Officers at the District Level for all Districts and One State Level Animal Welfare Officer, all under the State Animal Husbandry Dept.will ensure technical supervision and clinical audit at the District and State Level.

## POPULATION CENSUS/SURVEY (TO BE DONE BEFORE THE PROJECT)

This is the first and foremost step towards planning for the success of any project. This is highly valued and in turn helps us to strategize accordingly and set a plan of action for the road ahead.

- Census should be conducted on multiple days planned well ahead.
- Census should be done by an independent agency, and preferably follow the protocol by
- Data entry
- Periodical census of stray dogs is necessary, and the dog population density is taken into consideration rather than dog population in numbers. It should be represented like number of stray dogs/ 100 people.

## PROPOSED ACTIVITY

1. Regular high intensity ABC surgeries throughout the year by a totally dedicated— staff and appropriate infrastructure at Block level.
2. Year round Anti Rabies vaccinations for street as well as owned dogs.
3. Scientific waste management.
4. Encouraging poultry and pig rearing for wasterecycling for production of meat and egg.
5. Establishment of scientific slaughter houses and rendering units for the slaughter of cattle and poultry in each district and ban on sale of live chicken and illegal slaughter.
6. Responsible pet ownership - a mandatory license(preferably online). Easy application and renewal
7. Tracking of owned dogs using electronic id.
8. Heavy Fines/penalties for non-compliance.
9. Separate breeding license and record keeping
10. Compilation of a data base for the dog population of the state
11. Uniform Infrastructure and staff pattern based on SOP of AWBI

## WORK POLICY / SURGICAL PROTOCOL

- The facility will be working for 6 day/ week (on an average 24 days a month)
- Work hours will be 9am to 5 pm
- Surgeries will be performed on any given 5 days of a week.
- One day will be stock verification, report writing and performance evaluation.
- Monthly meetings will be on every second working day of the month.
- There are dedicated NGOs such as WVS-ITC, HiS, BlueCross Society of India, HIS, or other reputed organizations which provide quality veterinary training to perform birth control surgeries in dogs.
- ABC-ARV Program has decided to follow the anesthetic and surgical protocol set by WVS-ITC Ooty as part of synchronization and unification of protocol.
- Owned free ranging male dogs especially in the suburb areas is one of major contributors to the population density in dogs, as most of them are allowed to roam around during night. Mass public awareness campaigns should be organized to propagate the idea of responsible dog ownership. In other words neutering should be encouraged in owned dogs.
- Capture and selection of animals (male/female/adult/young/owned non-descript dogs etc) is the discretion of the Project Officer. Project Officer of the team can make rational decisions based on scientific premises, rules, and acts that suit the situation at a particular area. For instance, a strategy good at Ooty may not be useful to Kochi as there are geographical / environmental factors that should be taken into consideration.
- Anti rabies vaccination that provides immunity for 3 years may be considered for the animals that undergo surgery. We can approximate the expected immunity for four years.

## KENNELING

- Emphasis will be given to use of individual, walk-in kennels; these are easy to clean, secure and safe for dog handling as is done by HiS in accordance with the guidelines of AWBI. Overall internal measurements will be 1.08 metres width, 1.34m depth, 2.2 m height. The floor is concrete and slopes to the front to an external drain. Some kennels have an underground drain fed by a grill-covered pipe in the middle of the floor. A platform some 15cms high and 50cms deep runs the full width of the kennel at the rear and gives the dogs a raised resting place.
- The walls are concrete to 2m, then steel mesh of 2.5cms square extends some 20cms to the roof. The sloping roof is uninsulated corrugated Fibro, trees overhang the kennels to provide shade.
- The kennels will be arranged in separate lines each within an enclosed yard within the ABC complex. Separation of the kennel yards with inter-connecting gates allows more efficient and welfare friendly dog movement. The yards also allow any long term residents in the kennels to be exercised without fear of their escaping. The whole ABC kennel complex will be surrounded by fencing to a height of between 7'6" and 8'. Some areas have inwardly facing inclined fencing at the top to deter dogs climbing out.
- Kennels are hosed out each morning and additionally faeces are removed each afternoon. Around once a week they are washed out with dilute phenyl and rinsed. Kennels are repainted with lime wash every three months or so. In winter dogs are provided with hessian sacks for warmth. In the hot weather dogs prefer to lie directly on the cool concrete and so the sacks are removed. This helps reduce potential sources of infection as the sacks are difficult to thoroughly clean.
- The dogs are fed twice daily. Water will always be made available in the kennels.

## IDENTIFICATION

The animals subjected to surgery in the preliminary phases will be identified by ear notching technique. A "V" shaped notch will be applied on the left ear by thermo-cautery. The medial edge of the left ear is grasped with 1cm round-nosed forceps and the cautery unit is used to cut around the forceps, leaving a notch of 1cm diameter in the ear. When notching ears it is important to let the thermo-cautery device make the notch rather than the operator pulling at the forceps to create the notch. Ear notches are easily spotted from a distance and difficult to confuse with tears due to fights etc. If it is not possible to give dogs ear notches due to electrical or equipment failure then operations are halted for that day. Release of a dog without an ear notch may result in an additional, unnecessary anaesthetic and operation being undertaken in the future. In future, application of microchips can be resorted to based on feasibility and need of that time.

## ORGAN COUNT

The number of surgeries done will be periodically ascertained by the monitoring committee by the organ count method. The organs surgically removed will be preserved for a week and will be counted in presence of the monitoring committee or persons authorized by them to take the count on their behalf, dipped in methylene blue and destroyed in the presence of the team leader. Weekly count has to be properly recorded and monthly report has to be submitted to the Government.

## GUIDING PRINCIPLES FOR FORMULATION OF THIS PROGRAM (ABC-ARV PROGRAM)

1. **Timeliness and effectiveness** of program design, and **effective and efficient implementation** is the most important principles of a successful running program.
2. **Prevention and control of rabies and reduction in pack/mating/maternal aggression** of dogs is a major public asset, and a program like this requires strong political and financial commitments at the institutional level/ organizational level / state level / national level.
3. A **multidisciplinary approach** is needed to integrate technical, political and policy level issues while running this program, and there is a need to strengthen this attempt from time to time with integration of LSGD's, Veterinary institutions and other stakeholders. This will also help in collaborations on a wider perspective such as cost sharing, technology sharing and information sharing.

## VISION OF THIS PROGRAM

The **vision** of this program is to reduce stray dog menace, and consequently reduce the incidence of rabies. It is also envisioned that the dogs be given vaccination coverage from time to time to supplement the fight against rabies.

In achieving the vision, the **goal** is to transform the institution as a support structure for other institutions and organizations through coordination, technical advice, information and capacity building for replicating the success.

- The primary goal is to address the major concerns in the mindset of the public regarding the **stray dog menace**, such as stabilizing the stray dog population, downsizing the population in the years to come, reduction in the aggressive behavior of dogs and an overall reduction in rabies cases.
- This program aims to **develop new facilities and a dedicated teams** of its own, thereby Improving their response to tackle bigger issues and to conducting mass ABC-ARV programs in different parts of the country / other facilities / LSGD's / institutions etc. It will provide technical and operations referral and backstopping to other institutions in order to replicate this program at new facilities. The program will be updated or upgraded whenever or wherever possible with refinement of strategies and interventions from time to time.
- The program is aimed at **building new collaborations** between LSGD's and other stakeholders, such as veterinary institutions, Animal Welfare NGO's, charity organizations and corporate institutions engaged in this program, which may in turn aid in many ways such as cost sharing, collective technical input etc.
- The program is aimed at **synchronization of a holistic ABC-ARV protocol** / program strategy, a necessity, its propagation is a major thrust area, as this may help to emulate this program across wider region and may provide depth and coverage by involving more institutions.
- The ultimate goal of this program is to **reduce rabies cases and prevent dog bite** injuries to the public or reduce the fear in the mindset of the public.

- This program is also **intended to spark discussion** and talks between LSGD's, veterinary faculty and other various stakeholders in defining and formulating new strategies in vaccination and disease control protocols.
- This program is aimed to study and **better understand the stray dog survival strategies, risks and the dynamics** of maintenance of their population.

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## CHALLENGES AHEAD

- Population census of stray dogs may be a greater challenge, as there may be surprises waiting on the number of dogs, areas of prime importance etc.
- Recruitment of dedicated staff and team building is another major challenge, as this may require coordinated action of all departments in a LSGD.
- After the initial capture, secondary and tertiary rounds of capture may be greater challenges, as dogs may evolve their strategy, and may avoid capture which will affect the daily surgery target number, eventually.
- Procurement of items for the facility needs a concerted effort from the many departments within the Corporation. Aiding them to collaborate and put them on the same page is a challenge.
- Lack of knowledge on stray dog adaptive ecology, and behavior might be a great challenge once the project is initiated.
- Annual funding / sustained funding will be a challenge, as this requires institutionalization of the program. Half yearly review or annual review meetings are essential to convey the requirements for the coming season.
- Sustainability, of this facility is a main challenge. As this being primarily an animal welfare program and public is the ultimate beneficiary, many stumbling blocks may present ahead. A substantial political and administrative commitment with financial support is essential for the smooth running of the program.

## ABC- ARV LAUNCHING STEPS

### 1. PRE-LAUNCH STEPS

- 1) Posting of the ABC Team and Animal Welfare Officer
- 2) Constitution of the ABC Monitoring Committee within the local body.
- 3) Project proposal for the survey of the current population of stray dogs in the locality.
- 4) Stray dog population census in the locality. and territory identification
- 5) Assessing the TARGET RATE OF STERILIZATION (TRS) for the locality.
- 6) Customizing the plans for the ABC center in a particular locality.
- 7) Preparing the project proposal for the ABC Venture and micro planning
- 8) Public awareness

### 2. STRAY DOG CAPTURE AND STERILIZATION

- 1) Division of the locality into several capture points
- 2) Stray dog capture, transport and temporary housing
- 3) Development of a stray dog database
- 4) Sterilization, Post-operative care and release
- 5) Biannual population estimation

#### ➤ CRUCIAL POINTS

- a) Train enough Animal Handlers, Care takers / Assistants, and Veterinarians before launch of the program.
- b) ABC programme should be handled separately by a group of Veterinarians engaged solely for that purpose.
- c) Awareness programs should be planned, and implemented.
- d) The ABC facility should be away from human premises.
- e) There should be water, and electricity connection before launch of the program.
- f) Bio medical incinerator.
- g) Various factors like, weather, dogs behavior, public support /resistance, vehicle status, and attendance of staff may affect the capture rate of dogs .
- h) Power back up

## ANNEXURE 1

### Financial break up of the facilities required

1. Investment on surgical instruments	: ₹. 3,00,000/-
2. Investment on Equipments	: ₹. 8,00,000/-
3. Investment on Accessories	: ₹. 6,00,000/-
4. Investment on Furniture	: ₹. 2,00,000/-
5. Investment on Major Appliances	: ₹. 10,00,000/-
6. Investment on Stationary	: ₹. 17,50,000/-
7. Investment on Capture Materials	: ₹. 2,00,000/-
8. Investment on Visual/Computer Aids	: ₹. 2,00,000/-
9. Investment on Vehicle	: ₹. 7,00,000/-
10. Investment on Medicines	: ₹. 8,00,000/-
11. Investment on Suture Material	: ₹. 15,00,000/-
12. Recurring expenses for electricity, water, fuel, repair, replacement stock annually for all of the above where ever required:	: ₹. 30,00,000/-

Wages for all the staff engaged annually: ₹. 45,60,000/-

**ANNEXURE II**

**LSGD  
Terms of Reference for Veterinary Surgeons for ABC-ARV Program**

<b>Job Title:</b>	Veterinary Surgeon, ABC-ARV specialist		
<b>No of Posts</b>	5 vacancies		
<b>Division/Department</b>	Animal Husbandry Department / LSGD		
<b>Program/Program Number</b>	ABC-ARV Program of		
<b>Location/Duty station</b>	....., Kerala		
<b>Expected Salary</b>	39500/ Month	<b>Durati on:</b>	6 Months (may be extended to 1 year)
<b>Expected Start Date of Assignment</b>			
<b>Reports to</b>	Program Officer		

**GENERAL DESCRIPTION OF TASK (S) AND OBJECTIVES TO BE ACHIEVED**

The Veterinary Surgeons shall operate under the overall supervision and responsibility of the President of the Block Panchayath, and technical supervision of the Project Officer of the Program based in the Block Panchayath. The veterinary surgeons will be under direct supervision of the Program Officer.

The Veterinary Surgeon will be responsible for participation as a team member and a responsible officer for the ABC-ARV program of Block Panchayath. The veterinary surgeon will specifically perform the following;

- Provide surgical expertise for ABC-ARV program
- Should be a natural team leader and provide inputs from time to time. Capable to lead a team towards success and fulfillment of the project
- Should be a committed and dedicated individual. Experience in program management, program writing, report writing (monthly, quarterly, half-yearly)

**KEY PERFORMANCE INDICATORS**

<b>Job Title:</b>	Veterinary Surgeon, ABC-ARV specialist		
<b>No of Posts</b>	5 vacancies		
<b>Division/Department</b>	Animal Husbandry Department / LSGD		
<b>Program/Program Number</b>	ABC-ARV Program of		
<b>Location/Duty station</b>	....., Kerala		
<b>Expected Salary</b>	39500/ Month	<b>Durati on:</b>	6 Months (may be extended to 1 year)
<b>Expected Start Date of Assignment</b>			
<b>Reports to</b>	Program Officer		

**Expected Outputs:**

The veterinary surgeon will participate as team leader / team member and a mentor in the successful conduct of the ABC-ARV program;

- Understand the principles and conduct of ABC-ARV programs, its importance and relevance to the society
- Understand the interactions and complexities of stray dog ecology, animal behavior, human-dog conflict and other public health - socio- economic implications of this project.

. The veterinary surgeon will also provide recommendations for improving the conduct of the ABC-ARV program in the future; specifically the gaps existing in the development of this project.

**Required Completion Date:**

- This is planned as a five year Required Completion Date:

This is planned as a five year program and there will be annual reviews, upon which the completion date will be set for the mission

**REQUIRED COMPETENCIES**

**Academic Qualifications:**

The Veterinary Surgeon will have an advanced degree in a relevant field, preferably in veterinary surgery from a recognized university. Training completed from reputed NGOs in ABC surgeries will be additional qualification

<b>Job Title:</b>	Veterinary Surgeon, ABC-ARV specialist		
<b>No of Posts</b>	5 vacancies		
<b>Division/Departme</b>	Animal Husbandry Department / LSGD		
<b>Program/Program Number</b>	ABC-ARV Program of		
<b>Location/Duty station</b>	....., Kerala		
<b>Expected Salary</b>	39500/ Month	<b>Durati on:</b>	6 Months (may be extended to 1 year)
<b>Expected Start Date of Assignment</b>			
<b>Reports to</b>	Program Officer		
<b>Technical Competencies and Experience Requirements</b>			
The veterinary surgeon must have:			
<ul style="list-style-type: none"> <li>• Two years of working experience in the relevant field of veterinary services, veterinary surgery and animal surveillance is preferable</li> <li>• Experience / association with NGO's working towards animal welfare</li> <li>• Proficient in both English and Malayalam language.</li> </ul>			

**LSGD**  
**Terms of Reference for Animal Handlers for ABC-ARV Program**

<b>Job Title:</b>	Animal Handler - ABC-ARV program		
<b>No of Posts</b>	5 vacancies		
<b>Division/Departme</b>	Animal Husbandry Department		
<b>Program/Program Number</b>	ABC-ARV Program of _____ JillaPanchayat		
<b>Location/Duty</b>	_____, Kerala		
<b>Expected Salary</b>	19000/ Month	<b>Durati on:</b>	6 Months (may be extended to 1
<b>Reports to</b>	Program Officer through Facility Manager		

<b>Job Title:</b>	Animal Handler - ABC-ARV program		
<b>No of Posts</b>	5 vacancies		
<b>Division/Departme</b>	Animal Husbandry Department		
<b>Program/Program Number</b>	ABC-ARV Program of _____JillaPanchayat		
<b>Location/Duty</b>	_____, Kerala		
<b>Expected Salary</b>	19000/ Month	<b>Durati on:</b>	6 Months (may be extended to 1
<b>Reports to</b>	Program Officer through Facility Manager		

The Animal Handlers shall operate under the overall supervision and responsibility of the JillaPanchayat President, and technical supervision of the Program Officer. The Animal Handlers will be under direct supervision of the Program Officer

The Animal Handlers will be responsible for participation as a team member and a responsible officer for the ABC-ARV program of \_\_\_\_\_JillaPanchayat. The Animal Handlers will specifically perform the following;

- Perform Capture, Transportation, Release of dogs in specified area

Academic Qualifications:

- Ability to read and write
- Driving experience / License is preferred
- Willingness to perform animal handling activities with the principles of animal welfare
- Good physique with athleticism is an advantage
- Leadership qualities in animal handling activities

**LSGD**  
**Terms of Reference for Care taker / Assistant for ABC-ARV Program**

<b>Job Title:</b>	Care taker / Assistant - ABC-ARV program		
<b>No of Posts</b>	6 vacancies		
<b>Division/Departme</b>	Animal Husbandry Department		
<b>Program/Program</b>	ABC-ARV Program of _____ JillaPanchayat		
<b>Location/Duty</b>	_____, Kerala		
<b>Expected Salary</b>	14500/ Month	<b>Durati on:</b>	6 Months (may be extended to 1
<b>Reports to</b>	Program Officer through Facility Manager		

The Caretaker / Assistant shall operate under the overall supervision and responsibility of the Block Panchayath t President, and technical supervision of the Program Officer. The Animal Handlers will be under direct supervision of the Program Officer

The Caretaker/Assistant will be responsible for participation as a team member and a responsible officer for the ABC-ARV program of \_\_\_\_\_ Block Panchayath t. The Animal Handlers will specifically perform the following;

- Should be able to help veterinary surgeons in preparing the dogs for surgery and involve in activities in the surgical room
- Perform Post Operative Care, feeding, and to provide water for dogs

Academic Qualifications:

- Diploma in veterinary nursing is preferred
- Certificates in hands on experience / training in ABC surgical assistance is preferred
- Willingness to perform animal handling activities with the principles of animal welfare
- Good physique with athleticism is an advantage
- Leadership qualities in animal handling activities

**ABC-ARV (Animal Birth Control- Anti Rabies Vaccination) Program****Expression of Interest (EOI)****Sub: - Implementation of ABC-ARV program at Kochi Municipal Corporation-  
Expression of Interest (EOI) in Conducting / Supporting / Funding Reg.**

Kochi Municipal Corporation intends to use expertise / support of NGOs/ Institutions/ Consortiums/ other stakeholders in implementation of ABC-ARV program in Kochi Municipal Corporation area. The program aims to reduce the rabies incidence, decrease the population density of dogs, and ease the aggression among stray dogs. Capture, housing, Castration/Spaying, Post operative care, and Release all done in accordance with the SOP (Standard Operating Procedure) set by AWBI (Animal Welfare Board of India).

The Interested organizations should fulfill the following conditions

1. The involved agencies that conduct surgeries in the animal birth control area should be recognized by AWBI. In addition, the interested agencies should have proficiency in overall program management and expertise in performing animal birth control surgeries, postoperative care, and release of dogs.
2. The involved agency should follow the protocols set by the Kochi Municipal Corporation in areas of Capture, Surgical protocol, Post operative care, and release of dogs, which is in accord with the SOP established by the AWBI.
3. All the veterinary practitioners involved in the program should be registered with Kerala Veterinary Council/ Veterinary Council of India.
4. All the animal handlers should be physically fit, and preferably under the age of forty.
5. Partial support in the program also will be encouraged like Capture, Post Operative Care, and Release etc.
6. Stake holders willing to support the program financially may sign the MoU with Kochi Municipal Corporation in this regard.
7. A monitoring committee set up by the Kochi Municipal Corporation will oversee the functioning/ operations of the participating agencies and periodic reviews / recommendation will be made on a real time basis.

The interested agencies may submit the expression of interest (EOI) with the entire supporting documents to prove their proficiency and eligibility to The Secretary, Kochi Municipal Corporation, (address) on or before.... time.... Date.Fax, email.

Place

Secretary

Date

## CONCLUSION

The success of any programme involving many disciplines rests on a multidisciplinary cooperation and coordination for **ONE HEALTH**. The present proposal for ABC-AR vaccination programme is one such programme augmenting cooperation between Department of Animal Husbandry, LSGD, NGOs and other stakeholders to ensure a society free of stray dog menace culminating in reduced incidences of rabies and dog-bites. The moral social responsibilities on the part of each citizen is much more than these departments and bodies in ensuring proper waste disposal for which, due awareness campaigns and waste disposal options are of utmost significance. The local administration has a major role to play with regards to methods of waste disposal and its monitoring. This project has to be run with an exclusive group of dedicated technicians who are well trained to guarantee success and an all-out effort to be applied for the task. The monitoring and evaluation has to be undertaken by the respective departments. The prime role of LSGs in Stray Dog control is highlighted in this project.

Indian Veterinary Association ,Kerala offers its unstinted support and cooperation for all endeavors of the Government to achieve the optimum One Health ,the new mantra of peaceful and healthy co existence of man ,animal and the environment.

Sd/-

Sd/-

**DR. V. CHANDRAMOHANAN NAIR**  
**PRESIDENT**

**DR. SAI PRASAD S**  
**GENERAL SECRETARY**

Thiruvananthapuram,

12.05.2016