

Terms of Reference of Consultant/s to be recruited for Review of MSAW and Setting up of Animal Control Agency

Phase I

Conduct an audit of the existing operations, services and resources of the MSAW

Assess the profile, competencies and potential capacity of the MSAW staff to deliver efficiently the services required of an animal welfare organisation and to respond to the present and future expectations of internal and external clients as far as animal welfare is concerned

Conduct a Gap analysis in terms of services, resources, facilities and staffing of the MSAW

Hold consultations with local stakeholders and NGOs to gauge their expectations from a modern animal welfare organisation

Make recommendations in light of the assessment carried out, for reforming the MSAW with a new operational structure geared at making it more responsive to customer needs and expectations and focused on animal welfare issues

Make recommendations for the setting up of a new Animal Control Agency that would take over the animal control functions of the MSAW and advise on the role and functions of this Animal Control Agency

Phase II

Make recommendations on the staff profile and competencies required to achieve the targets expected from the MSAW and the Animal Control Agency

Assist in the recruitment and training of appropriate staff to man the MSAW and the Animal Control Agency

Work out a 'cahier de charges' and a code of ethics for the operation of both organisations

Assist in the setting up and operationalisation of both organisations and advise on their reporting and accountability systems

Phase III

Review the scope of existing legislations dealing with animals in Mauritius in light of recommendations made and consolidate the legal framework to ensure compliance with animal welfare rules