

## **TERMS OF REFERENCE**

**Training on slaughter techniques and inspection procedures**

## 1. CONTEXT

As part of the **Pandemic Fund** project financed by the World Bank, under the “One Health” approach, the aim is to ensure that the three health sectors—human, animal, and environmental—are prepared to respond to health emergencies.

Sanitary inspection in a slaughter system is an essential component for ensuring food safety, public health, and animal welfare. In Cabo Verde, there is a recurring practice of clandestine slaughter and the sale of meat outside official channels, often without proper sanitary control. This reality poses a significant risk to public health and undermines efforts to monitor and control zoonotic diseases.

Although a legal framework exists to regulate the operation of slaughterhouses and health inspections, its practical implementation faces several obstacles. Among these are the shortage of properly trained technicians, the absence of standardized procedures, and the need to strengthen the technical skills of inspectors and professionals involved in slaughter and the marketing of meat and other animal-derived products.

In this context, this training aims to contribute directly to strengthening national capacities in the field of health inspection at the level of slaughterhouses and animal-derived food processing facilities. The objective is to harmonize practices, promote compliance with health standards, and increase the effectiveness of veterinary services in controlling the slaughter, processing, and distribution of animal-derived products.

By equipping national technicians with up-to-date knowledge and practical tools, it is expected to significantly improve the quality of services provided, reduce the risks of foodborne disease transmission, and promote a safer and more resilient sanitary environment.

## 2. GENERAL OBJECTIVE

To train 45 national technicians and inspectors—22 women and 23 men—at the slaughterhouse level in *ante-mortem* and *post-mortem* inspection techniques, as well as slaughter and inspection techniques in food processing establishments.

### **3. SPECIFIC OBJECTIVES**

- Train participants in ante-mortem and post-mortem inspection techniques adapted to different animal species;
- To explain the structural and operational requirements for the hygienic and sanitary operation of slaughterhouses and food processing establishments handling animal products;
- To reinforce knowledge of animal welfare, covering transport, reception, rest, restraint, and humane slaughter procedures;
- Present good hygiene practices during slaughter, deboning, aging, refrigeration, and freezing of meat;
- Provide guidance on the correct standards and procedures for the transport of live animals and the safe transport of animal products after slaughter;
- Explain the principles and steps of the HACCP system, with an emphasis on its application in slaughterhouses and processing plants for milk, meat, eggs, and their derivatives;
- Present sanitary inspection techniques in the marketing chains and points of sale for animal products;
- Identify and contextualize the main priority zoonoses in Cabo Verde, and the role of sanitary inspection in their prevention, detection, and control.

### **4. Consultant Profile**

The International Individual Consultant to be hired must meet the following requirements:

- a) Higher education, minimum bachelor's degree, in the field of veterinary medicine
- b) Master's degree, postgraduate degree, or specialization in public health or food/animal product inspection or a related field;
- c) At least 10 years of relevant experience in the said field;
- d) At least 10 years of experience in the field of health inspection at slaughterhouses and food processing plants;
- e) At least 10 years of experience as a trainer/instructor, with a good understanding of training methodology;
- f) Fluency in spoken and written Portuguese;
- g) Excellent communication, training, and facilitation skills;

## 5. Target Audience

MAA inspectors working in the areas of inspection, surveillance, quarantine, and health safety, preferably stationed at the country's ports and airports of entry, and field technicians nationwide.

## 6. Execution Deadline

The estimated duration of the consultancy is 40 consecutive days from the date of signing the contract.

## 7. METHODOLOGY

The training will be conducted in person, divided into two sessions of five business days each, using:

- PowerPoint presentations;
- Illustrative videos of pathologies and slaughter processes;
- Hands-on sessions and technical visits to slaughterhouses;
- Group discussions, case studies, and practical exercises.

**Table 1—First group of field technicians and inspectors**

| List of technicians | Origin / Island | List of inspectors                  | Origin/Island |
|---------------------|-----------------|-------------------------------------|---------------|
| César Fortes        | Santo Antão     | Iramilza Évora                      | Santo Antão   |
| Nídia Araújo        | São Vicente     | Imiliano de Jesus                   | Santo Antão   |
| João Lopes da Silva | Boa vista       | Aurélío Monteiro Gomes              | São Vicente   |
| Albertina Reis      | Sal             | Danielson Moraes Gomes              | São Vicente   |
| Jorge Nascimento    | São Nicolau     | Carla Vieira                        | Boa vista     |
| José Maria Vieira   | Brava           | Danielson Alberto Moreno dos Santos | Sal           |
| Ivanilson Graça     | Fogo            | Antonieta Ramalho                   | Santiago      |
| Sara Vieira         | Maio            | Lúcia Correia                       | Santiago      |
| Lurdes Correia      | Santiago        | Francisco Mendonça                  | Santiago      |
| Zinha dos Reis      | Santiago        |                                     |               |
| Malique Tavares     | Santiago        |                                     |               |
| Ivaldina Vaz        | Santiago        |                                     |               |
| Isabel da Lomba     | Santiago        |                                     |               |
| Luis Moniz          | Santiago        |                                     |               |
| Vivieni Gonçalves   | Santiago/DGASP  |                                     |               |
| Iolanda Santos      | Santiago/DGASP  |                                     |               |
| Angela de Pina      | Santiago/DGASP  |                                     |               |

**Table 2 – Second group of field technicians and inspectors**

| <b>List of technicians</b> | <b>Origin / Island</b> | <b>List of inspectors</b> | <b>Origin / Island</b> |
|----------------------------|------------------------|---------------------------|------------------------|
| Domingos Andrade           | Santo Antão            | Kleiton Pinto             | Santo Antão            |
| Gospa Jurisic              | São Vicente            | Elton Fortes              | São Vicente            |
| Alcidelene Vaz             | Mosteiro - Fogo        | Cátia Firmino             | São Vicente            |
| Avelino Santiago           | São Nicolau            | Igor Varela               | Boavista               |
| Francisco Fernandes        | Santiago               | José Aureliano            | Sal                    |
| Icoricson Varela Tavares   | Santiago               | António Correia           | Santiago               |
| Idelmiro Torres            | Santiago               | Maria do Carmo            | Santiago               |
| Alaide Santos              | Santiago               | Alberto Barros            | Santiago               |
| Ana Lina Olende            | Santiago/DGASP         |                           |                        |
| Linete Tavares             | Santiago/DGASP         |                           |                        |
| Filipa Oliveira            | Santiago/DGASP         |                           |                        |

## **8. EXPECTED RESULTS**

- 45 national inspectors and technicians trained and with enhanced skills;
- Improved implementation of health inspections at the national level;
- Reduced risks of contamination and foodborne illnesses;
- Standardization of inspection practices in slaughterhouses and retail outlets.

## **9. Program Content**

### **a) Introduction to Sanitary Inspection and Veterinary Public Health**

- Key concepts of public health and food safety;
- Role of sanitary inspection in the prevention of zoonotic diseases
- National and international legal framework applicable to sanitary inspection
- Use and importance of personal protective equipment
- Principles of the “One Health” approach

### **b) Structure and Functionality of Slaughterhouses**

- Types and organization of slaughterhouses (cattle, pigs, goats, sheep, poultry)
- Infrastructure requirements, operational flows, and technical areas
- Hygiene and biosecurity control in the facilities

### **c) Animal Welfare**

- Principles of animal welfare during transport and slaughter

- International (OIE) and national standards
- Good practices in handling, restraint, resting, and humane slaughter

**d) *Ante-mortem* Inspection**

- Ante-mortem inspection procedures by species
- Clinical signs, rejections, and destination decisions
- Documentation and health records

**e) Slaughter and Processing Techniques**

- Slaughter stages by species
- Operational hygiene during slaughter
- Equipment and sanitary control measures

**f) *Post-mortem* inspection**

- Methods and critical points of *post-mortem* inspection
- Common lesions and criteria for total or partial rejection
- Recording, traceability, and sanitary disposal

**g) Deboning, Aging, Refrigeration, and Freezing**

- Good hygiene practices in deboning and cutting
- Meat aging and preservation process
- Temperature and time control
- Contamination risks and preventive measures

**h) Transportation and Marketing of Meat**

- Sanitary standards for meat transportation
- Equipment and conditions for refrigerated transport
- Risks in informal distribution and marketing
- Interventions and best practices

**i) HACCP – Hazard Analysis and Critical Control Points**

- Concepts and importance of HACCP

- The seven principles of HACCP
- Practical application in slaughterhouses and processing plants
- Example of an HACCP plan for meat, milk, and eggs

**j) Inspection of Processing Facilities**

- Inspection Procedures in Meat, Milk, and Egg Processing Plants
- Facility assessment, good manufacturing practices, and hygiene

**k) Priority Zoonoses and Risks in Cabo Verde**

- Major zoonoses associated with the consumption of animal-derived products
- Surveillance and reporting
- Role of the inspector in early detection and response