

Personnel Qualifications and Training

Training and Regulatory Compliance



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Goals for Education, Training & Creating Adequate Training Programs

Assure Humane Care & Use of Animals	Produce Good Science	Support Efficient Management of the Animal Care & Use Program
Foster Improved Job Satisfaction	Promote Public Acceptance of Animal Research	Uphold Legal & Regulatory Requirements

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Module Objectives

- Understand the IACUC's oversight responsibility for qualifications & training
- Understand the regulatory basis for training
- Identify training program components
- Review available training resources

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Personnel Qualifications and Training

Who is Responsible for Assuring that Personnel are Properly Trained?

The Institution

- Ultimately responsible for assuring personnel have adequate education, training & qualifications

The IACUC Committee

- Must assess the training program *at least* every 6 months

Management

- Also accountable for competency

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Who is Required to Take Mandatory Training?

Anyone who is responsible for animal care, treatment or use must be properly trained.

Research Staff

- Scientists
- Visiting Scientists
- Graduate Students
- Research Techs
- Summer Interns

Animal Resource Staff

- Animal Care Techs
- Supervisors
- Vet Techs
- Veterinarians

IACUC Members

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Optional Training Participants

- Anyone entering the animal facilities including:
 - Maintenance Personnel
 - Vendors
 - Contractors
- Every employee, regardless of job function?



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Personnel Qualifications and Training

Regulatory Training Requirements

USDA Regulations

- Humane methods of animal care & use
- Methods that limit animal use
- Methods that minimize distress & use of pain-relieving agents

PHS Policy

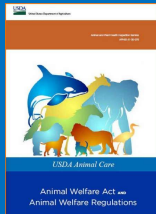
- Humane methods of animal care & use
- Methods that minimize the number of animals required
- Methods that minimize animal distress

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USDA Specific Training Requirements

Humane Methods of Animal Care & Use

- Basic needs of species
- Proper restraint, handling & care
- Proper surgical methods & procedures
- Aseptic surgical technique



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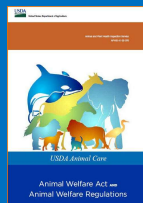
USDA Required Training

Methods for Reporting Deficiencies in Animal Care & Treatment

- Discrimination against or reprisal for reporting is forbidden

Utilization of Information Services


- Techniques & procedures
- Alternatives to use of live animals
- Prevent unnecessary duplication of research



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Personnel Qualifications and Training

PHS Policy



Office of Laboratory Animal Welfare

OLAW assurance must include a synopsis of training or instruction

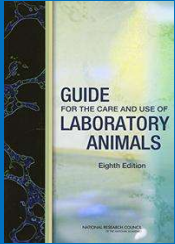
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Guide for the Care and Use of Laboratory Animals

All personnel involved with the care & use of animals must be adequately educated, trained, and/or qualified in the basic principles of laboratory animal science

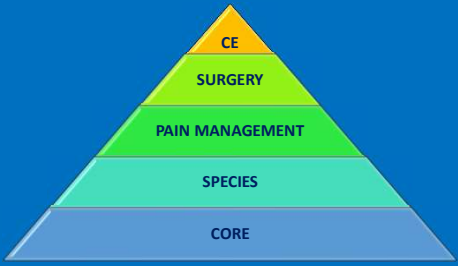
The institution must provide suitable orientation, background materials, access to appropriate resources & (if necessary) specific training to assist IACUC members

Training should be documented (Yes or No)



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Investigator Training Program Content



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SWO Can you bracket sx and pain management? Those two items would constitute optional content

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Personnel Qualifications and Training


Core Module – Investigators

Laws, Regulations & Policies	Ethical & Scientific Issues	Responsibilities of the Institution, IACUC, Research Staff & Veterinarians	Basic Husbandry Expectations
Pain & Distress Management	Anesthesia & Analgesia	Survival Surgery & Peri-Operative Care	Euthanasia
	Alternatives	Resources: • National Agricultural Library • National Library of Medicine	

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Facility Orientation

- Gowning & Entry Procedures
- Facility Traffic Flow
- Animal Transport (in/out)
- Equipment Storage
- Hazard Management & Controlled Substances
- Primary Contacts (in case of...)



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Training Resources for Research Staff

- Institute for Laboratory Animal Research/NAS
- Office of Laboratory Animal Welfare (OLAW)/NIH
- American Association for Laboratory Animal Science (AALAS)
- Canadian Council on Animal Care
- AAALAC, International
- CITI Program
- Academy for Surgical Research
- Laboratory Animal Welfare Training Exchange

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SWO Can you find a better graphic?

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Personnel Qualifications and Training

Core Module – Animal Care Staff

Animal Husbandry	Diet/Feeding	Handling & Restraint
Animal Behavior/Health Observations	Sexing & Breeding +/-	Sanitation Practices
Facility Sanitation	Environmental Monitoring	Pest Control
Personal Safety & Hygiene	Security	Disaster Response Plan

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Disaster Plan Training

Stakeholders:

- Research, Animal Resources, IACUC Personnel
- Security, Physical Plant, Public Relations, Other Employees

Potential Disasters

- Utility Malfunctions
- Natural Disasters
 - *global pandemic, supply chain interruptions, weather related emergencies, etc.*

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Disaster Plan Training

Orientation for New IACUC Members Should Include:

- Overview of Requirements & Expectations
- Provide the Following Resources:
 - *The Guide for the Care and Use of Animals (including US Government Principles & Ag Guide)*
 - *Animal Welfare Act and USDA Regulations*
 - *PHS Policy & Institutional Assurance Statement*
 - *Institutional Protocol Form*
 - *IACUC Policies & Procedures*
 - *AAALAC Program Description*
- Review Roles & Responsibilities
- Training sessions during each meeting

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Personnel Qualifications and Training

IACUC Member Training

Are there other topics that are important for IACUC member training?



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IACUC Training Resources

- IACUC 101, 201, 301 (co-sponsored by OLAW) - <http://iacuc101.org/courses>
- ICARE - https://grants.nih.gov/grants/olaw/interagency_icare.htm
- PRIM&R Annual Meeting - <http://www.primr.org>
- IACUC Advanced (sponsored by SCAW) - <http://www.scaw.com>
- Online Resources
 - OLAW Online Seminars - <http://grants.nih.gov/grants/olaw/olaw.htm>
 - AALAS Learning Library (all) - <http://www.aalaslearninglibrary.org>
 - AALAS List Serve - www.iacuc.org
- Publications
 - Journal of the American Association for Laboratory Animal Science - <http://www.aalas.org/association/membership.aspx>
 - ILAR Journal, National Academy of Sciences - http://dels-old.nas.edu/ilar_n/ilarjournal/online_issues.shtml
- IACUC Administrators Association - <http://iacucaa.org>

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Training Resources for Animal Care Staff


- In-House Training Programs
- AALAS Meetings
 - National & Branch Levels
- AALAS Certification Programs
- Vet Tech Programs
- Outsourced Training



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Personnel Qualifications and Training


Training Methods



- Lecture
- Printed Materials
- Video/CD
- Web-Based * Enables flexibility, tracking & control
- Wet Labs or Individual Instructions * Specialized techniques
- Discussion * Problem or case-based learning

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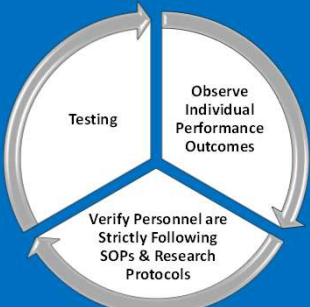
Methods for Evaluating Effectiveness of Training Programs



- Monitor the Quality of the Animal Care & Use Program
 - Document problem areas
 - Evaluate trends
- Consult USDA Inspection or AAALAC Site Visit Reports
- Review Post-approval Monitoring Findings
- Ask Employees - **Does** Training Meets Their Needs

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Methods for Evaluating Qualifications of Personnel



- Observe Individual Performance Outcomes
- Verify Personnel are Strictly Following SOPs & Research Protocols
- Testing

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Personnel Qualifications and Training

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Objectives for Today's Presentation



- Understand the Regulatory Basis for Training
- Identify Training Program Components
- Know Available Training Resources


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Acknowledgements

- Americans for Medical Progress
- Molly Greene
- Lynn Anderson

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Conclusions



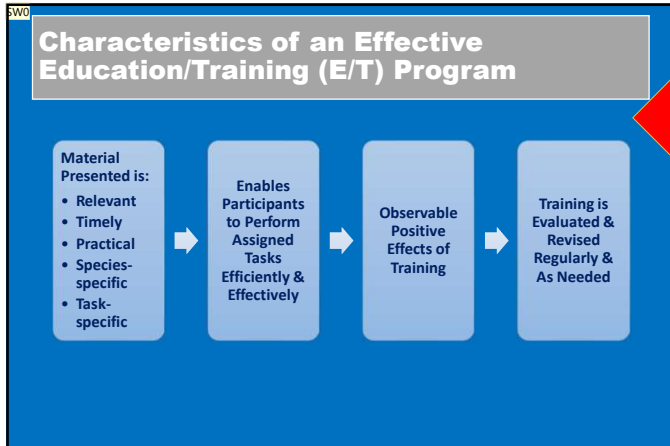
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SW0 Summary slide

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Slide 28

SWO I don't think it is relevant as it is too prescriptive
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