

Personnel Qualifications and Training

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Goals for Education and Training and Programs

- Assure humane care and use of animals
- Support good science
- Support efficient management of the animal care and use program
- Foster improved job satisfaction
- Promote public acceptance of animal research
- Uphold legal and regulatory requirements

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Objectives for This Module

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

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Responsibility for Assuring that Personnel are Properly Trained

- The institution is ultimately responsible for assuring that personnel have adequate education, training and qualifications
- The IACUC must assess the training program at least every six months
- Employees and their supervisors are also accountable for competency



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Mandatory Training

- Anyone who is responsible for animal care, treatment or use
 - Research staff
 - scientists, visiting scientists, graduate students, research technicians, summer interns
 - Animal Resources staff
 - animal care techs, supervisors, vet techs, veterinarians
 - IACUC members

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Optional Training

- Anyone entering the animal facilities:
 - maintenance personnel
 - vendors
 - contractors
- Every employee, regardless of job function?



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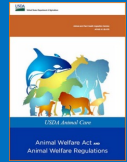
Minimum Training Requirements

- **USDA Regulations**
 - humane methods of animal care and use
 - methods that limit animal use
 - methods that minimize animal distress and use of pain-relieving agents
- **PHS Policy**
 - humane methods of animal care and use
 - methods that minimize the number of animals required
 - methods that minimize animal distress

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USDA Training Requirements

- Humane methods of animal care and use
- basic needs of species
 - proper handling and care
 - proper surgical methods and procedures
 - aseptic surgical technique



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USDA Training Requirements

- Methods for reporting deficiencies in animal care and treatment
 - discrimination against or reprisal for reporting is forbidden
- Utilization of Information Services
 - Techniques and procedures
 - Alternatives to use of live animals
 - Prevent unnecessary duplication of research



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PHS Policy

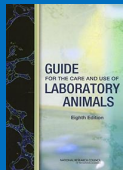
- Assurance statement must include a synopsis of training or instruction



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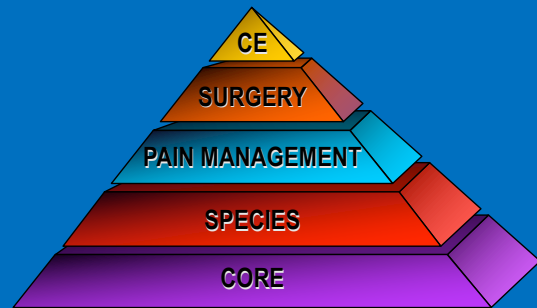
Guide for the Care and Use of Laboratory Animals

- All personnel involved with the care and use of animals must be adequately educated, trained, and/or qualified in basic principles of laboratory animal science
- The institution must provide suitable orientation, background materials, access to appropriate resources, and, if necessary, specific training to assist IACUC members
- Training should be documented



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Investigator Training Program Content



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Core Module – Investigators

- Laws, regulations and policies
- Ethical and scientific issues
- Responsibilities of the institution, IACUC, research staff and veterinarians
- Alternatives
- Pain and Distress Mgmt.
- Anesthesia and Analgesia



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Core Module – Investigators

- Survival surgery and peri-operative care
- Euthanasia
- Basic husbandry expectations
- Resources
 - National Agricultural Library
 - National Library of Medicine



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Facility Orientation

- Gowning and entry procedures
- Personnel traffic flow
- Animal transport
- Equipment storage
- Managing hazards and controlled substances
- Contact lists



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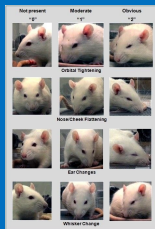
Training Resources for Research Staff

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

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Core Module—Animal Care Staff

- Animal husbandry
- Diet
- Handling and restraint
- Animal behavior/health observations
- Sexing and breeding +/-
- Sanitation practices



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Core Module—Animal Care Staff

- Facility sanitation
- Environmental monitoring
- Pest control
- Personal safety and hygiene
- Security
- Disaster response plan



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Training Resources for Animal Care Staff

- On-the-job training
- AALAS meetings (national and branch levels)
- AALAS certification programs
- Accredited college programs in veterinary technology
- 3rd Party Training Organizations



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Core Module - IACUC Training

- Orientation for new members
 - Overview of requirements and expectations
- Provide copies of:
 - The Guide (including US Government Principles) and Ag Guide
 - Animal Welfare Act and USDA Regulations
 - PHS Policy and Institutional Assurance Statement
 - Institutional protocol form
 - IACUC policies and procedures
 - AAALAC Program Description
- Review roles and responsibilities of the Attending Veterinarian, IACUC, IO and research personnel

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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
 - Train the Trainer Institutes
 - ICARE Academies
 - ICARE Conversations
- PRIM&R annual meeting <http://www.primr.org>
- IACUC Advanced—sponsored by SCAW <http://www.scaw.com>

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Training Methods

- Lecture
- Printed materials
- Video, CD
- Web-based interactive CD
 - enables flexibility, tracking and control
- Wet labs or individual instruction for specialized techniques
- Discussion/problem or case-based learning
- Which of these is most effective?

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Methods for Evaluating Effectiveness of Training Programs

- Monitor the quality of the animal care and use program
 - document problem areas
 - evaluate trends
- Consult USDA inspection or AAALAC site visit reports
- Review post-approval monitoring findings
- Ask employees if training meets their needs

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Methods for Evaluating the Qualifications of Personnel

- Observe individual performance outcomes
- Observe whether or not SOPs, research protocols are being followed
- Testing

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Training Documentation

- Regulations, standards and guidelines do not specify format
 - Paper
 - Electronic
- Centralized system is optimal
- Only the GLP (21CFR58.195) regulates training record retention: varies with activity

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Objectives for Today's Presentation

- Understand the regulatory basis for training
- Identify training program components
- Know what training resources are available

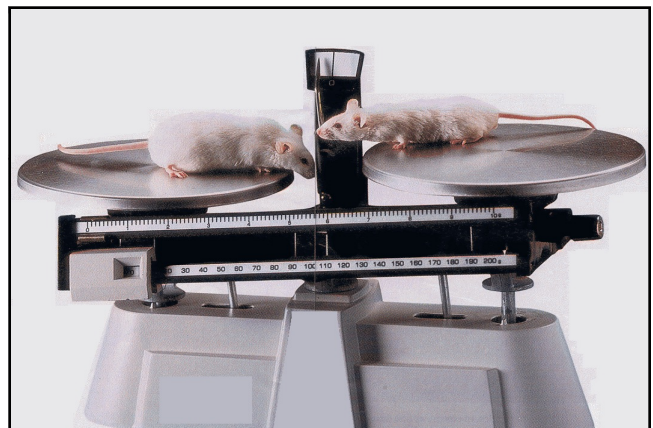
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Acknowledgments and Thank You

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Personnel Qualifications and Training

Characteristics of an Effective Education/Training (E/T) Program

- Material presented is relevant, timely, and practical
 - species-specific
 - task-specific
- Enables participants to perform their assigned tasks efficiently and effectively
- Positive effects of training are observable
- Training is evaluated and revised as needed

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IACUC Training Resources

- On-line
 - OLAW on-line 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 IACUC Members

- **Interagency Collaborative Animal Research Education (ICARE) Project, an interagency initiative of:**
 - National Institutes of Health (NIH)/OLAW
 - US Department of Agriculture (USDA)
 - Food and Drug Administration (FDA)
 - National Science Foundation (NSF)
 - Veterans Administration (VA)
 - Biomedical Advanced Research and Development Authority (BARDA)

<https://olaw.nih.gov/education/icare-interagency>



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