

# Personnel Qualifications and Training

## Personnel Qualifications and Training



William Singleton, DVM, DAACLAM  
Feb 9, 2024

1

### 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

2

### 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

3

### Who is Responsible for Assuring that Personnel are Properly Trained?

4


### Who is Responsible for Assuring that Personnel are Properly Trained?

The Institution	The IACUC Committee	Management
<ul style="list-style-type: none"><li>• Ultimately responsible for assuring personnel have adequate education, training &amp; qualifications</li></ul>	<ul style="list-style-type: none"><li>• Must assess the training program <i>at least</i> every 6 months</li></ul>	<ul style="list-style-type: none"><li>• Also accountable for competency</li></ul>

5

### 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**

6

# Personnel Qualifications and Training

## Optional Training Participants

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



7

## 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

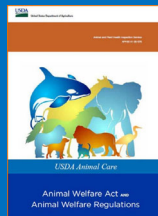
- Humane methods of animal care & use
- Methods that minimize the number of animals required
- Methods that minimize animal distress

8

## USDA Specific Training Requirements

### Humane Methods of Animal Care & Use

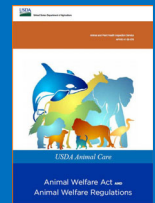
- Basic needs of species
- Proper restraint, handling & care
- Proper surgical methods & procedures
- Aseptic surgical technique



9

## USDA Required Training

- **Methods for Reporting Deficiencies in Animal Care & Treatment**
  - Discrimination against or reprisal for reporting is forbidden
- **Utilization of Information Services**
- **Disaster Response Plan**



10

## PHS Policy



Office of Laboratory Animal Welfare

OLAW assurance must include a synopsis of training or instruction

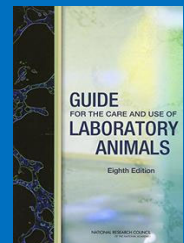
11

## 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

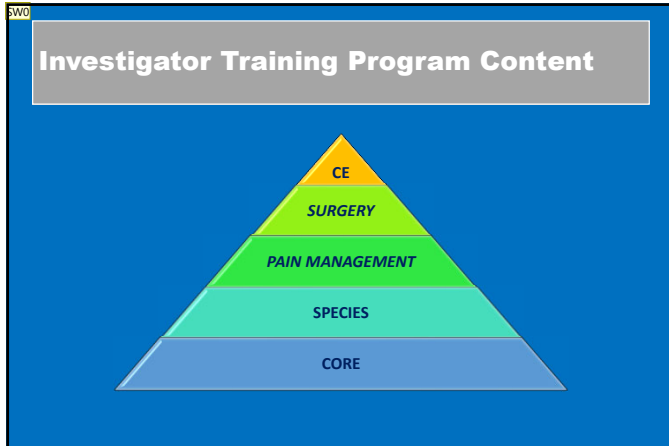
The institution must provide suitable orientation, background materials, access to appropriate resources & (if necessary) specific training to assist IACUC members

Training should be documented (Yes or No)

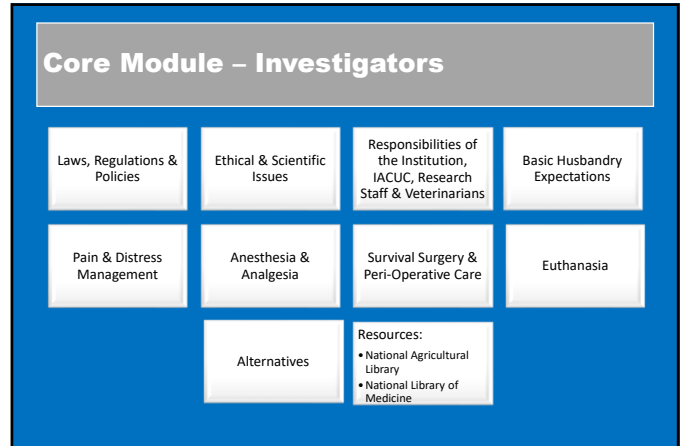


12

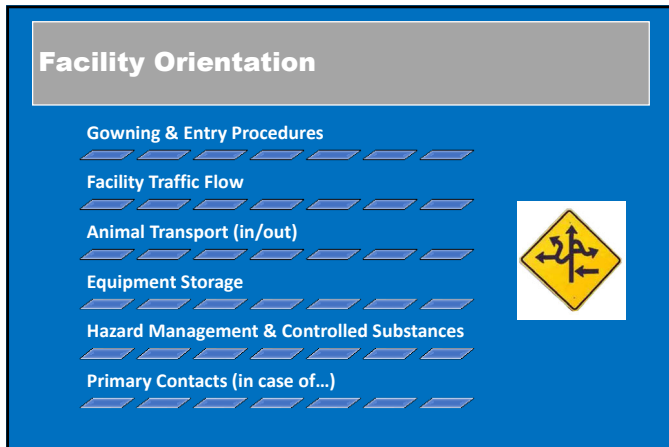
# Personnel Qualifications and Training



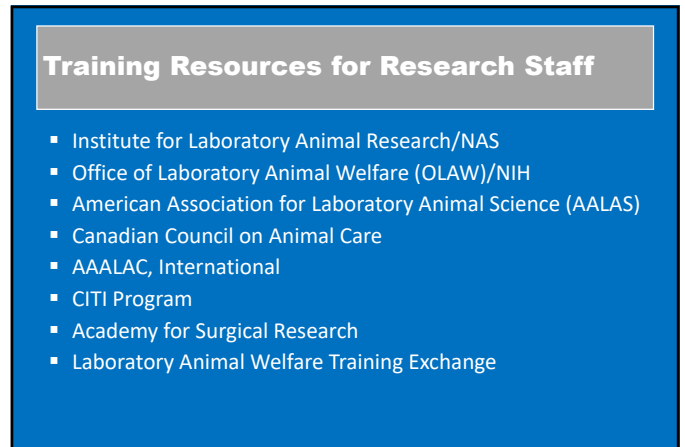
13



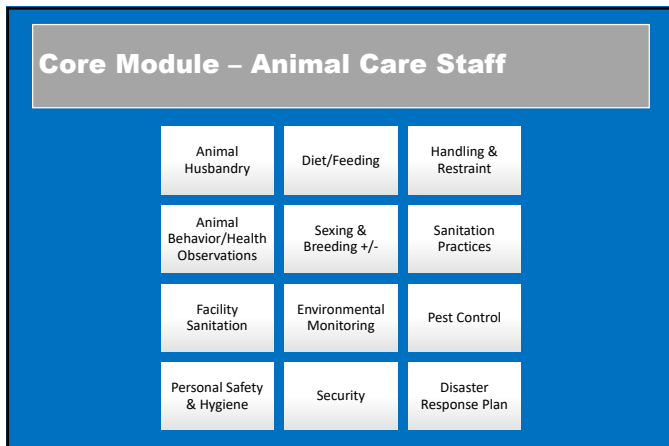
14



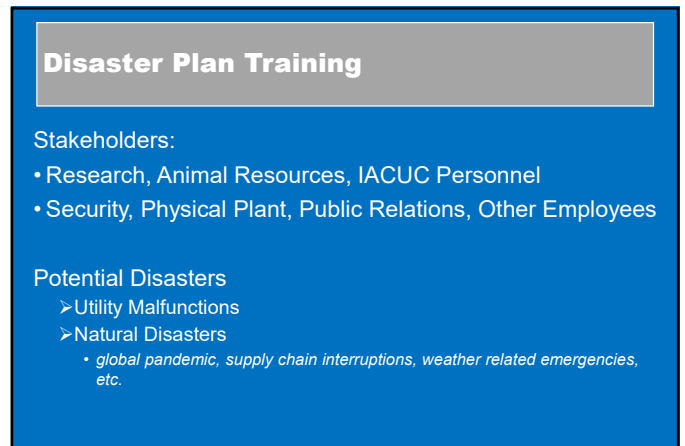
15



16



17



18

## Slide 13

---

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

Singleton, William, 2023-03-01T18:36:20.563

# Personnel Qualifications and Training

## IACUC Member 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?

19

## IACUC Member Training

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



20


## 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](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](http://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.nes.edu/ilar\\_n/ilarjournal/online\\_issues.shtml](http://dels-old.nes.edu/ilar_n/ilarjournal/online_issues.shtml)
- IACUC Administrators Association - <http://iacucaa.org>

21

## Training Resources for Animal Care Staff


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



22

## Training Methods

Which of these are most effective?



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

23

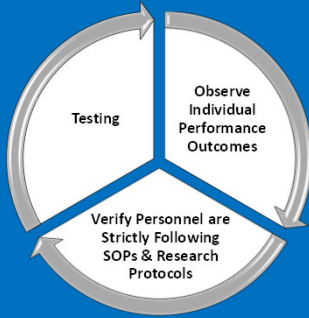
## Methods for Evaluating Effectiveness of Training Programs

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

24

# Personnel Qualifications and Training

## Methods for Evaluating Qualifications of Personnel



25

## Objectives for Today's Presentation

- 
- The pyramid is blue and points upwards. It is divided into three horizontal sections, each containing a white box with text. The boxes are arranged from top to bottom, corresponding to the three objectives listed.
- Understand the Regulatory Basis for Training
  - Identify Training Program Components
  - Know Available Training Resources

26

## Acknowledgements

- Americans for Medical Progress
- Molly Greene - Michigan State University (officially retired) and living her best life
- Lynn Anderson - Living her best life as a retiree

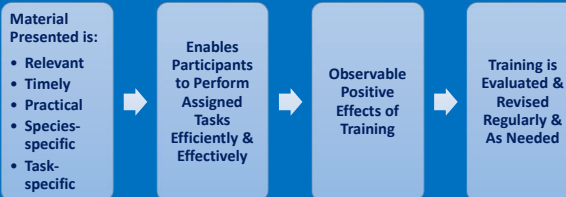
27

## Conclusions



28

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



29

## Training Documentation

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

30

## Slide 29

---

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

Singleton, William, 2023-03-01T18:55:39.667

## Slide 30

---

**SWO** I will work this slide back into the deck. It should be in

Singleton, William, 2023-03-01T18:56:30.801

# Personnel Qualifications and Training

3W0


## Methods for the IACUC to Enhance Training Programs

- Describe the benefits of training in reports to the Institutional Official
- Suggest subjects for inclusion into the training program
- Publicly recognize the results of continuing education and technician certification

31

3W0

## Training Resources for IACUC Members

 **Interagency Collaborative Animal Research Education (ICARE) Project**  
<https://olaw.nih.gov/education/icare-interagency>

**An interagency initiative that includes the following organizations:**

National Institutes of Health (NIH)/OLAW	US Department of Agriculture (USDA)	Food & Drug Administration (FDA)	National Science Foundation (NSF)	Veterans Administration (VA)	Biomedical Advanced Research & Development Authority (BARDA)
--	-------------------------------------	----------------------------------	-----------------------------------	------------------------------	--

32



## Slide 31

---

**SWO** I pulled it because I was running out of time during the delivery and this was not as important as some of the other content

Singleton, William, 2023-03-01T18:57:41.924

## Slide 32

---

**SWO** I think Icare has disbanded

Singleton, William, 2023-03-01T18:58:19.756