

QUALIFICATIONS	The research facility is responsible for ensuring that all personnel are qualified to perform their duties in the care, treatment, or use of animals. [2.32, Policy 15]
Criteria	<p>The research facility must:</p> <ul style="list-style-type: none">• provide adequate training and instruction• review personnel qualifications as often as necessary to ensure the proper performance of duties <p>Personnel who must be qualified and trained in the proper care, treatment and use of animals include, but are not limited to:</p> <ul style="list-style-type: none">• animal caretakers• veterinary assistants• principal investigators• laboratory technicians/assistants <p>The training and instruction of personnel must include, but is not limited to:</p> <ul style="list-style-type: none">• humane methods of animal maintenance and experimentation, including:<ul style="list-style-type: none">▶ basic needs of each species of animals used by the research facility▶ proper handling and care of the various species▶ proper pre-procedural and post-procedural care▶ aseptic surgical methods and procedures• the concept, availability, and use of research or teaching methods that:<ul style="list-style-type: none">▶ limit the use of animals, or▶ minimize animal distress• proper use of anesthetics, analgesics, and tranquilizers• methods for reporting deficiencies in animal care and treatment <p>NOTE: No facility employee, IACUC member, or laboratory personnel shall be discriminated against or be subject to any reprisal for reporting violations of the regulations or standards of the AWA.</p>

- utilization of services available to provide information:
 - ▶ on appropriate methods of animal care and use
 - ▶ on alternatives to the use of live animals in research
 - ▶ that could prevent unintended and unnecessary duplication of research involving animals
 - ▶ regarding the intent and requirements of the AWA

The research facility must adequately document the qualifications and training of personnel which may include, but not be limited to:

- curriculum vita/résumés
- diplomas or certificates from educational institutions
- sign-up sheets from in-house training programs
- certificates of attendance at formal meetings
- certificates of completion from relevant continuing education programs

IACUC members must have the experience and expertise needed to assess the research facility's: [2.31(a), Policy 15]

- animal program
- facilities
- procedures

**Assessing the
Training Program**

A research facility should have an appropriate training program.

The training program may vary from one research facility to the next depending on:

- the type of research being conducted
- the needs of the facility

When assessing the adequacy of a research facility's training program, you should use:

- the regulation requirements
- observation of the facility's personnel
- your professional judgement

Some questions to ask while assessing the training program include, but are not limited to:

- Is training and instruction available to all personnel involved in animal care, treatment, and use?
- Does the training program include all areas listed in Section 2.32(c) of the regulations?
- Is there adequate documentation of qualifications and training of personnel?
- Has the IACUC been provided sufficient documentation to properly review the qualifications and training of all personnel involved in all proposed or ongoing activities?
- Does the semi-annual program review include personnel qualifications and training?
- Has there been input and oversight by the attending veterinarian toward an effective training program?
- Are procedures being adequately monitored to insure the competency of new or inexperienced personnel?
- How does the facility assess training needs of personnel on an ongoing basis?
- Is there a training program for the IACUC members, especially the non-affiliated member?
- Are there written guidelines and training for animal pain or distress assessment that is relevant to the research work at the facility?
- Are investigators adequately trained on how to conduct and document a search for alternatives to painful or distressful procedures?
- Have protocols been developed for animals being used for training technicians or investigators?

