

EMPLOYEES	Each licensee must have a sufficient number of trained employees to provide the husbandry or care required for the animals. [3.12, 3.32, 3.57, 3.85, 3.108, 3.132]
Criteria	<p>Factors for evaluating the appropriateness of the number of employees include, but are not limited to:</p> <ul style="list-style-type: none">• number of animals• maintenance requirements of the animals• construction and design of facility Example: All wood facilities require more maintenance.• routine condition of the facility Example: If always in compliance, there may be enough employees. If always out of compliance in areas related to husbandry/care, there may not be enough employees• an employee's area of responsibility Example: An employee is responsible for the care of both regulated and non-regulated animals and the care of the non-regulated animals takes most of his/her time, resulting in the care of the regulated animals being adversely affected. <p>Factors in determining an adequately trained employee include, but are not limited to:</p> <ul style="list-style-type: none">• background and experience• demonstration of proper handling of the animal• facility-provided training• formal training, i.e., apprenticeships/certification• training by the attending veterinarian <p>Indicators of inadequately trained employees include, but are not limited to:</p> <ul style="list-style-type: none">• high incidence of injury to:<ul style="list-style-type: none">➤ personnel➤ animals• inadequate cleanliness of facility <p>Temporary or interim help, such as local residents, may only perform tasks for which they have been properly trained.</p>

	<p>All employees must be supervised by an individual who has a background in animal husbandry or care.</p> <p>During all periods of public contact, there must be an employee(s) or attendant(s) present who is:</p> <ul style="list-style-type: none">• responsible• knowledgeable, and• readily identifiable
<p>Species Specific</p>	<p>Marine Mammals</p> <p>Employees and attendants working with marine mammals must: [3.108(a)]</p> <ul style="list-style-type: none">• be of sufficient number• be adequately trained• be responsible to management• work in concert with the attending veterinarian <p>The licensee must provide a facility training course for employees. [3.108(b)]</p> <p>The licensee must document participation in and successful completion of the facility training course. [3.108(b)]</p> <p>The facility training course must include, but is not limited to: [3.108(b)]</p> <ul style="list-style-type: none">• species appropriate husbandry techniques• animal handling techniques• information on proper reporting procedures, such as:<ul style="list-style-type: none">➤ recordkeeping➤ notification of the veterinary staff for medical concerns <p>Training of marine mammals must be done by or under the direct supervision of experienced trainers. [3.108(c)]</p> <p>Trainers and handlers must meet professionally recognized standards for experience and training. [3.108(d)]</p>

