Module III:
Managing Qualifications, Training, &
Occupational Health Programs

Marcy Brown, MA, CMAR, CPIA
Regulatory Compliance, Pfizer
(858) 526-4037
marcy.brown@pfizer.com

Deb Frolicher, BS, CPIA
Director, IACUC Office, TSRI
(858) 784-8261
dfrolich@scripps.edu

Who is responsible?
The IO bears ultimate responsibility for the Program
➢ Shared responsibility between the IO, AV, and IACUC (and in some cases, EH&S)
➢ Responsible for resource planning and ensuring alignment of Program goals of quality animal care and use with the institution’s mission
➢ Develop an institutional policy

Guide, pages 13-14

How Does the IACUC Administrator Fit In?
➢ Identify and provide resources for managing these programs
➢ Know and disseminate the requirements and expectations
➢ Identify participants
➢ Assists with developing best practices and systems of responsible oversight
Qualifications, Training & Occupational Health Programs 2016

Identify and Provide Resources

- Didactic Programs
- Online
- Videos and CDs
- Printed Materials
- Commercial Self-Study Materials
- Certification Programs
- Continuing Education Activities
- College Accredited Programs in Veterinary Technology
- Institution Sponsored Discussion and Training Programs

Know and Disseminate Requirements & Expectations

- Qualifications and Training Programs
  - USDA 2.32(a-b), Policy #15
  - PHS IV.A.1.g.
  - US Government Principle VIII
  - The Guides, p. 15-17 and p. 3-4
  - DOD 4.b.4, 4.e.7
  - VA 8k, 4a(2)(d); 8a and 8e in Appendix A
- Occupational Health requirements
  - The Guides, p. 17-23 and p. 4-6
  - PHS IV.A.1.f.
  - VA 10, Appendix C
IACUC Administrator Responsibilities:
Know and disseminate the requirements and expectations

- Core requirements
  - Humane practices of animal care and use
  - Methods for reporting concerns
  - IACUC function
  - Ethics of animal use and 3 Rs
    - Alternatives
    - Non-duplication
- Project specific
  - Care and use by species
  - Research testing methods
  - Humane techniques for animal procedures
  - Aseptic surgical methods and procedures
  - Proper use of anesthetics, analgesics and tranquilizers
  - Euthanasia

Guide (pages 15-17), AWAR (§2.32), OLAW FAQ #9

IACUC Administrator Responsibilities:
Identify Participants

“All personnel involved with the care and use of animals must be adequately educated, trained, and/or qualified ... to ensure high-quality science and animal well-being.”

- USDA 2.32(a)
- PHS IV.A.1.g.
- US Government Principle VIII
- The Guides, p. 15-17 and p. 3-4

IACUC Administrator Responsibilities:
Considerations When Identifying Participants

- Amount of Animal Contact
  - Facility Access Requirements
- Type of Course Work
- IACUC Members
- Housekeeping, physical plant, security, students
IACUC Administrator’s Role in Training:

- Animal Care Personnel
- Research Personnel
- IACUC Members
  - New Members
  - Non-Affiliated/Non-Scientific Members

Animal Care & Use Training Matrix

<table>
<thead>
<tr>
<th>Topic</th>
<th>Animal Care Personnel</th>
<th>Research Personnel</th>
<th>IACUC Members</th>
<th>Maintenance, Support Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Animal Welfare Laws, Regulations and Guidelines</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Cage Card Information</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Role to report perceived deficiencies</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
<tr>
<td>Recognizing Pain and Distress</td>
<td>As needed</td>
<td>X</td>
<td>X</td>
<td>As needed</td>
</tr>
<tr>
<td>Alleviating Pain and Distress</td>
<td>As needed</td>
<td>X</td>
<td>X</td>
<td>As needed</td>
</tr>
<tr>
<td>PI’s Responsibilities</td>
<td>XX</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Protocol Requirements</td>
<td>XX</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Role of the IACUC</td>
<td>XX</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Behavior &amp; appearance of healthy animals</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>As needed</td>
</tr>
<tr>
<td>Proper Husbandry Techniques</td>
<td>X</td>
<td>As needed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Humane Techniques of Research</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Humane Techniques for Animal Procedures</td>
<td>X</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

IACUC Administrator Responsibilities:

Ongoing Training

- During meetings (for the IACUC)
- Online
  - OLAW, AALAS, AAALAC, CITI
  - IACUC-ADMIN, CompMed, E-clips, AMP Digest, NABR, state biomedical associations
- Publications
  - Lab Animal Magazine, JAALAS (Contemporary Topics), ILAR Journal, institutional newsletters, internal IACUC website
- Conferences and Regional Workshops
  - IACUC 101 and 201
  - PRIM&R
  - SCAW
  - AALAS
Occupational Health Programs

Working with animals can be dangerous business!
How Does the IACUC Administrator Fit In?

- Know and disseminate the requirements and expectations
- Identify participants
- Understand the primary components of an OHC program and the IACUC’s role in assessing the program

Requirements

- Occupational Health requirements
  - The Guide, p. 17-23 and Ag Guide, p. 4-6 (MUSTS and SHOULDs)
  - PHS IV.A.1.f.
  - VA Handbook 1200.7 (#10 and Appendix C)

Additional Guidance and Resources

- AAALAC’s Position Statement on OHSP
- OLAW OHSP webinar @ olaw.nih.gov
  - education
  - seminars
  - archives

marcy.brown@pfizer.com
dfrolich@scripps.edu
Common Themes in Requirements and Expectations

“Risk assessment is the basis for the safeguards … to protect the health of laboratory workers and the public …”

“… safety depends on trained personnel who rigorously follow safe practices… Personnel at risk….. should be trained….. as appropriate to the risk imposed by their workplace.”

Additional Expectations

- **Institution** is responsible for providing
  - May be implemented by safety office, occupational health personnel, contract physician
- **IACUC** must review and assess the effectiveness of the program
  - Preferably on-going process
  - Minimally twice a year

IACUC Administrator Responsibilities:
Identify Participants

“… health program for personnel who work in laboratory animal facilities or have frequent contact with animals;…”

PHS IV.A.1.f.

The extent and level of participation in OH&SP should be based on the hazards…; exposure…; susceptibility…; and history of occupational illness and injury…

Both Guides
One Size Does Not Fit All!

- Risk assessment and hazard identification.
- Medical evaluation and preventive medicine.
- Training.
- Personal hygiene and personal protective equipment.
- Facilities, procedures, and monitoring.

Primary Components Might Include...

- Risk assessment and hazard identification.
- Medical evaluation and preventive medicine.
- Training.
- Personal hygiene and personal protective equipment.
- Facilities, procedures, and monitoring.

What are Some Issues to be Considered in the Risk Assessment?

- Species
- Specific agent properties
- Experimental conditions
- Frequency of Exposure/Intensity of Exposure
- Current Health Status
- Facility Engineering

- Are there others?
### Does the IACUC play a role in risk assessment?

Yes!
- Protocol review can (and should) include a review of the potential hazards of a particular study.*
- Hazards in the protocol may be reviewed by:
  - The IACUC or DMR
  - A subcommittee of the IACUC
  - EH&S, Biosafety officer or OHP personnel as a member or consultant

### Medical Evaluation

- What are some things to consider?
  - Pre-employment medical evaluation
  - Periodic health evaluations
- Who does the evaluation?
  - OHS MD? Nurse Practitioner?
  - Biosafety officer?
- How is the evaluation done?
  - Questionnaire?
  - Office visit?

### Preventive Medicine Program

- Components
  - Vaccination/immunization. Viable to require?
  - Serum banking
  - Hearing conservation program
  - Allergy program/Respiratory protection program
  - Reproductive counseling
  - Periodic medical evaluations
- Special precautions for personnel exposed to hazard
  - Species (NHP, ovine)
  - Agents (infectious, toxins, human origin)
OHP Training Matrix

<table>
<thead>
<tr>
<th>Topic</th>
<th>Animal Care Personnel</th>
<th>Research Personnel</th>
<th>IACUC Members</th>
<th>Maintenance or Support Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>Animal and Research Material-Related Hazards</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>As needed</td>
</tr>
<tr>
<td>Facility Hazards</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>As needed</td>
</tr>
<tr>
<td>Occupational Health and Safety Concerns</td>
<td>X</td>
<td>X</td>
<td>X</td>
<td>X</td>
</tr>
</tbody>
</table>

“In accordance with the Guide assurance must be provided by an organization that all personnel at risk are appropriately considered under the occupational health and safety program.”
- AAALAC Position Statement

How can you ensure that all individuals receive OHS training?

Some ideas:
- Utilize human resources (HR).
- Name a designee from each approved protocol responsible for listing new employees on the protocol.
- Some institutions link facility access to training.
- During IACUC review of protocols
- During semiannual facility inspections and program review.

Occupational Health & Safety Program:
Take Home Message

- There is an expectation that the institution provide an occupational health and safety program.
- The IACUC must review and assess the effectiveness of the program.
Qualifications, Training & Occupational Health Programs 2016

Documentation!

Finally, make certain for all training and OHP participation that documentation is maintained!

IACUC Administrator Responsibilities:

Document Participation in Training and OHP

- Verify
  - Veterinary consultation
  - Protocol review
  - Post approval monitoring
  - Semi-annual program review
  - Other

- Records
  - Training logs
  - Database

Qualifications, Training, & Occupational Health Programs

Summary

IACUC Administrator responsibilities:

- Know and disseminate the requirements and expectations
- Identify participants
- Ensure documentation of training and participation in the OHP
- Assist IACUC with semiannual assessment of both training and OHP

marcy.brown@pfizer.com
dfrolich@scripps.edu
Recommended reading:

- The Basics of Animal Biosafety and Biocontainment Training, Stacy Pritt, DVM, MBA, T. Claire Hankerson, DVM, MS, DACLAM, Todd Wagner, MS & Melody Tate, DVM, Lab Animal, June 2007, 34, 6
- Training the trainer: the institution’s responsibility to the often forgotten. Joseph N. Benoit PhD & Kathryn Bayne MS, PhD, DVM, Lab Animal, June 2005, 34, 6
- Training for best practices for agricultural programs. Wendy J. Underwood DVM, MS, DACVIM, Lab Animal, September 2005, 34, 8