

The first FGB course in Australia in collaboration with La Trobe University, Melbourne, 11-13 February 2015

REPORT ON THE COURSE “MANAGING RESOURCES IN THE MODERN ANIMAL FACILITY”



The FGB course on “Managing resources in the modern animal facility”, held at La Trobe University in Melbourne, (Australia) in February 2015 has been the first, and hopefully not last, opportunity to partner with a prestigious Australian institution. Management tasks are increasingly important in facilities dedicated to animal maintenance and use due to complexity and diversity of aspects that need to be dealt with. The objective of the course was to

a point of putting all participants at ease. Tracy’s sessions would be highly relevant for all staff in the workplace. There was a considerable amount of information and techniques that I will be adopting as a result of her sessions. **Facility design, infrastructure, monitoring and maintenance** are critical to maintain a professionally operated and efficient animal facility. Chris Cosgrove, Colin Sakinofsky and David Fletcher’s presentations gave a very thorough and informative overview of what is essential to maintain the highest possible infrastructure standards for an animal facility. Systems monitoring and how to address issues to do with maintenance providers, contributed valuable information for any facility manager. Chris Cosgrove’s knowledge, enthusiasm and passion for his profession was a highlight. With future building processes in mind I would certainly look at engaging with Chris further in the planning stages of any new facility. Alberto Gobbi’s session on **LEAN concepts** and applying these concepts to an animal facility were particularly useful to me. The management technique gives

improve managerial skills and performance of facility directors by focusing on issues such as overseeing and ensuring high quality animal care, funding and administration and human resources. The course was very well welcomed by the 60 attendees coming from Australia and New Zealand. Feedback from delegates, mainly facility managers and supervisors, senior technicians and veterinarians, was very positive and encouraging, including comments such these that we are proud to report: “*Course very valuable*”, “*I can take a lot of info back to my workplace*”, “*The speakers were very engaging and interactive*”, “*Very practical, able to apply contents to my work*”.

We are delighted to include a brief report from one of the attendee, **Mr Matt Wilmot** from CSIROs Agriculture Flagship, Perth.

“I manage a large animal facility for CSIROs Agriculture Flagship based in Western Australia. We are predominantly a sheep based research group focused on perennial shrubs and novel grazing systems, nutrition, metabolism, livestock methane emissions and Near Infrared Spectroscopy. As an animal facility manager my main interest is in facility design, operations and staff culture to maximise welfare outcomes and ultimately maintain a high quality of life for the livestock within the facility. At the forefront of this is staff attitude and importantly empathy for the animals. Tracy White’s sessions on “**Motivating a team**” “**Hiring the right people**”, “**Expanding influence**”, “**Building better relationships**” and “**Having tough conversations**” were particularly useful not only for managers, but also for anyone working in a team environment. She provided very interactive sessions and made



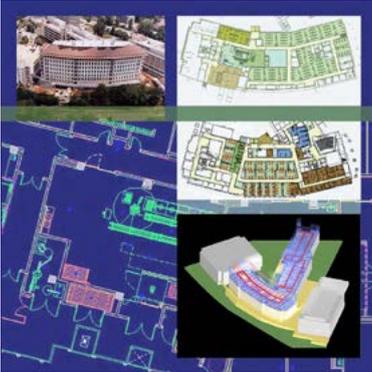
a very clear and over arching tool for facility managers and those working in senior positions within a facility.

His case studies of his own facility and the impacts of small changes making considerable improvements to efficiencies, staff workloads and health & safety were poignant and something that all staff should be mindful of.

In summary, I found the course to be very well constructed with a balanced combination of topics and issues relating to animal facilities. I would have no hesitation in recommending this course to others who work in an animal facility.”

Here's another participant's report, **Jacki House** - Bioresources Manager, Florey Institute of Neuroscience and Mental Health, Kenneth Myer Building (KMB), Melbourne Brain Centre, Parkville, Victoria:

"I was fortunate to recently attend this course at the wonderful La Trobe facilities. Alistair Reid and the Guido Bernardini Foundation performed a marvelous job in organising the course. I found the program to be extremely useful and relevant. I have listed the talks and summarised what I found to be key points from each day's contents:



Colin and David took us through some strangely familiar-looking animal facility floor plans and designs. A key point was a building's "accessibility". There was discussion about double layer seals of buildings, effects of "super rat vermin infestations", the difficulties designing a facility that can be safely

fumigated. Future facilities will need to consider the true cost of a mouse and should allow for flexibility of differing SPF conditions.

Chris Cosgrove took delegates through the process of setting up the facility parameters and then maintaining them with consideration to appropriate audit regimens. Key point is having "redundancy" in the facility. He also discussed having an effective emergency plan in place and quantifying the costs of an emergency in a language Directors/Finance can understand. Equipment purchasing – very big financial decision so make sure the proper time and care is given to it. He then described equipment maintenance with an appropriate preventative maintenance system and regular equipment audits and "cost accounting" vs. "financial accounting", as a method of helping animal facilities to demonstrate fair and consistent costing system, with transparency and useful documentation for research grant writing etc. It is suggested a team approach is used with administration and finance for determination of how costs will be determined. Alberto took us through the "Toyota

Lean Management Principle" as applied to an animal facility wash room and cage rack changing area. Tracy very energetically and humorously took the delegates through a series of presentations, interactive sessions and worksheets designed to make you consider your approach as a manager (or leader). She addressed the concept of "Emotional Intelligence", the effects of language and body language as communication tools, approaches to effective communication, developing rapport with your staff through conversations and discovering common ground outside of pure work related activities. Tracy offered advice on interview approaches and hiring people. She also discussed building teams, team dynamics, differing personalities and tips to ensure extroverts/introverts are both heard in meetings, motivation of staff and valuing of staff. Tracy showed no signs of weariness and took delegates straight into how to prepare for those tough conversations. Tracy continued with effective time management processes – via works sheets that forced delegates to look at areas of procrastination, working with your natural best times of day for hard tasks".



The interest in this FGB course shows the increasing importance of developing training in the management of laboratory animal facilities. Make sure your facility managers and supervisors attend the next session of FGB course "Managing resources in the modern animal facility " which will be held in November in Milan.

Details of this and other courses from the FGB Website www.fondazioneguidobernardini.org .

ORGANIZING AND OPERATING ACTIVITIES IN A LABORATORY ANIMAL FACILITY

4-6 March 2015, Milan

This was a further course in the facility management series that was attended by 10 delegates from different European countries. Over the three days the delegates accessed new technological developments and modern operational techniques in rodent facilities. The expert speakers dealt with topics ranging from colony management, bio-containment and bio-exclusion, main operating procedures and staff management in terms of duty assignment and work scheduling. Feedback from the participants was very positive, showing an appreciation of the presentations and speakers and particularly of the friendly, interactive atmosphere.

DO NOT FORGET TO APPLY ALSO TO THE UPCOMING FGB COURSES

HEALTH MONITORING OF RODENTS: TRADITIONAL AND INNOVATIVE APPROACHES.....	May 14-15, 2015
ORGANIZING AND OPERATING ACTIVITIES IN A LABORATORY ANIMAL FACILITY.....	June 17-19, 2015
FACILITY PLANNING, LOGISTICS AND TECHNOLOGICAL SOLUTIONS.....	September 17-18, 2015
THE MANAGEMENT OF GENETICALLY MODIFIED RODENT COLONIES.....	October 15-16, 2015
MANAGING RESOURCES IN THE MODERN ANIMAL FACILITY.....	November 16-18, 2015

NEVER STOP LEARNING.



ANNUAL ACTIVITY REPORT FOR YEAR 2014

In 2014 the Fondazione Guido Bernardini (FGB) has celebrated its fifth year since it was established. They have been five years of intense and enthusiastic efforts to get in the right direction by learning from the experience and mistakes. We are really proud of the progress that we have made over the last five years and for the realization of courses and scientific events that have gained a high level of reputation and appreciation across Europe and beyond. About 340 professionals of different positions and roles have been participating in FGB training activities. Also the scientific events, usually organized twice a year and addressing key and timely issues concerning laboratory animal science, have received very positive reception. We are truly grateful to all the renown and excellent speakers who have contributed so effectively to the success of our meetings and as well to the attendees who have shown great interest and participation to our initiatives.

FGB training activities award continuing professional development (CPD) credits by prestigious accrediting bodies that are: the Institute of Animal Technology (IAT), the Swiss Veterinary Association, the German Academy of Continuing Veterinary Education (ATF) and, recently, the Society of Biology of which FGB has become a member in 2014.

FGB is continuously aiming at establishing new collaborations with important organizations in various regions of the world to initiate and organise joint educational activities. Very positive links and foundation for future collaboration have been established in Australia.

The Scientific Committee (SC), renewed for the years 2014-2015, is now composed of seven experts who contribute to define and promote the FGB educational initiatives.

FGB, besides the AALAS Affiliate Member Status, is now also member of the Society of Biology.

TRAINING COURSES

During 2014, FGB organized six training courses including a completely new one **“Managing resources in the modern animal facility”** that was quite a novelty for the European context. This three day course was aimed at those wishing to move into management positions or to improve their managerial performance. Part of the training was delivered by a human resources training group that have broadened the understanding and experiences of facility managers outside the specific field of laboratory animal science.

The feedback questionnaires received from all 66 course attendees (range: 4.3 – 4.8) and the increasing number of participants over the years show a high level of interest for FGB training activities, and encourages us on the path of quality that we have chosen from the beginning. Though the participants were mostly from European countries, 9 were from extra-European countries, i.e.: Argentina, Hong-Kong, Israel, Russia, Saudi Arabia and US showing an increasing interest of non-European countries for the training opportunities offered by FGB. The survey questionnaire was recently revised to better describe the participants' feedback and will be adopted in 2015.



2014 TRAINING COURSES

ORGANIZATION AND PROCEDURES IN THE MODERN LABORATORY RODENT FACILITY	MAY 6-9, 2014
CLEANSING AND DECONTAMINATION: BEST PRACTICES IN WASHING, DISINFECTION AND STERILIZATION IN THE LABORATORY ANIMAL FACILITY	JUNE 11-13, 2014
THE MANAGEMENT OF GENETICALLY MODIFIED RODENT COLONIES	SEPTEMBER 25-26, 2014
FACILITY PLANNING, LOGISTICS AND TECHNOLOGICAL SOLUTIONS	NOVEMBER 13-14, 2014
MANAGING RESOURCES IN THE MODERN ANIMAL FACILITY	NOVEMBER 17-19, 2014

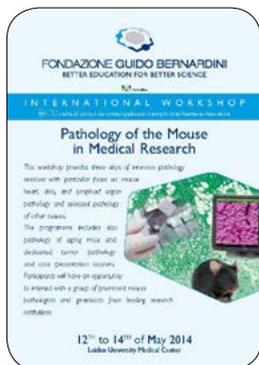
NEVER STOP LEARNING.



SCIENTIFIC EVENTS

In 2014 FGB has held three scientific events; the Workshop **“Zebrafish as a research model”** was held in **Stockholm** during the 44th Annual meeting of Scand-LAS, 24-27 April 2014, and was organized in collaboration with Scand-LAS. The programme covered numerous important topics and renowned experts in the field contributed as speakers. The International Workshop: **“Pathology of the mouse”** was the result of

collaboration between The Leiden University Medical Center (LUMC) and Fondazione Guido Bernardini. It was held 12-14 May 2014 at Leiden University Medical Center (LUMC) in **Leiden**. This workshop provided three days of intensive pathology sessions with particular focus on mouse heart, skin, and lymphoid organ pathology and selected pathology of other tissues. Over 40 participants, including veterinary pathologists,



trainees, and laboratory animal science experts, were able to interact with the speakers and with each other and to exchange different points of view. The International Symposium:



“Education and training framework under Directive 2010/63/EU”, 30-31 October 2014, FGB Conference Centre (VA), gathered more than 45 participants from all over Europe and provided an overview of the actual implementation of the EU education and training framework under Directive 2010/63. Also according to many requests of the participants, FGB is planning a follow up meeting in about 12 to 18 months to update the situation.

FGB AWARD

Also for 2014 FGB has offered the Technician Training Award that is intended to provide scientific and technical training to a technician involved in the care of animals used in biomedical research. The award was conferred to Mr. Panagiotis Papadopoulos, animal technologist at the Animal and Transgenic Facility of the Biomedical Sciences Research Center (BSRC) Alexander Fleming, in Athens, Greece. It consisted in complimentary registration, travel and accommodation to attend the FGB course: **“The Management of Genetically**

Modified Rodents Colonies” which was held from 25th to 26th September in Milan, at IFOM - IEO campus.

NEWSLETTERS

Three issue numbers have been produced during 2014, highlighting achievements and advertising initiatives of the Fondazione. These have been posted in FGB website and distribute electronically to FGB mailing list.

GENERAL CONSIDERATIONS

2014 has been an important year in Europe for education and training; the requirements of the new Directive for all those involved in animal care and use to be properly educated and the development of an European common training framework have been important issues that have generated discussion and proposals from course providers and accrediting bodies across Europe. The SC members of the Fondazione have also been engaged in lively and stimulating discussions aimed to outline the FGB strategy for the future. Despite the consolidated status and good reputation reached by FGB in the five years of its

existence, each of FGB's activities have been re-evaluated and assessed in the context of the new requirements so that, also for the future, we will be prepared to offer training activities adequate to the increasing needs in terms of quality and quantity of the “laboratory animal community”. Though FGB is mainly focused on the European scenario, its interests to expand its educational initiatives to countries other than Europe will continue; the success of the course recently held in Melbourne, Australia, has given us a further indication that we are on the right track and that FGB is able to adapt to different cultural environments.

FGB WEB SITE

FGB web site (<http://www.fondazioneguidobernardini.org>) was awarded “website of the month” by Lab Animal Europe, December issue. Our website received good remarks in each judging criteria, including ease of use, content and up to date, reaching the overall score of 4.5 out of 5.



In 2015 FGB has organized an International Seminar: **“Revisiting Refinement in Care and Use of Laboratory Rodents”** that will be held 25-26 June 2015 at FGB Conference Centre, (VA). The scientific programme of the meeting includes internationally renowned speakers who will address refinement issues in husbandry and in the procedure context providing state-of-the-art and new ideas for refinement programmes in different situations. The objective of the seminar is to offer participants the opportunity to receive useful suggestions for their work and to share and discuss their own experiences and achievements in this field.

We would be delighted if you could consider participating to this International Seminar and, please circulate this invitation to any appropriate contacts of yours.



Friday 26th of June	
Implementation of refinement programmes	
Promotion of refinement in industry.....	07:30 - 03:00
Veolia Site Case	
Refinement in humanized rodent models.....	11:00 - 03:30
Ames Back	
Refinement in imaging techniques of small rodent models.....	02:30 - 11:00
Merck	
Cofis Small	11:00 - 11:30
Refining housing, husbandry and care for animals used in studies involving bacteriology.....	11:30 - 02:00
Pfizer-Medion	
The relevance of Refinement in relation to Reduction and Replacement.....	02:00 - 02:30
Pfizer-Medion	
Lectures.....	02:30 - 04:30
Scientific Committee	
Marcel Cuyler - Ecole Polytechnique Fédérale de Lausanne SV CPO, Switzerland Candice Jenner - University of Basel, Switzerland Gemma Remetta - Fondazione Guido Bernardini, Italy Jan-Bart Pinto - Leiden University Medical Centre, the Netherlands	
Faculty	
Amy-Dominique Diegryse - Institut de Recherche Pierre Fabre, France André Borch - Hannover Medical School, Germany Paul Rackel - Newcastle University, UK Joseph Garner - Stanford University, US Inésma Galán - Purdue University, US Hajo G. Bredje - Universiteit Federatie for Animal Welfare, UK Penny Haines - Royal Society for the Prevention of Cruelty to Animals, UK Marc Jaeger - University of Lyon, France Matthew Lash - Newcastle University, UK Masao Nagai - Chugai PHMA, Japan René Rave - René Reuter Sogard S&B Centre, UK Tim Rodgers - Leiden University Medical Centre the Netherlands Volker Hildebrandt-Claudio Martín, Spain Hans-Ulrich - University of Bern, Switzerland	
Seminar Venue	
Detailed venue information will be provided in your registration confirmation.	
Local Information	
Recommended hotels are located near the conference center. Information will be available contacting FGB secretary. All requests will be honoured based upon availability at the chosen hotel and upon receipt of registration. There will be a complimentary shuttle bus from the hotel and the Conference Centre.	

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