

2015 IS ALMOST THERE and we are ready for it with a full and updated training programme

Tailored to your needs
To be of service-to-science!

Perhaps you are wondering what is new?
The answer is **everything!**.....

We continuously assess, review and update our training to meet the ongoing needs of the laboratory animal science community. The Fondazione Guido Bernardini (FGB) scientific committee and faculty are focused on ensuring that the courses make the best use of available resources, trends and techniques to support the development of best practice in biomedical research. The exchange of knowledge between members of the scientific community, from public and private institutions, is absolutely essential in creating new solutions and in developing innovative ideas.

Over the last few years, FGB has continuously improved training contents and topics taking into account the feedback of attendees and the developing trends in the research community. We recognise the importance of making our courses interactive, practical and closely linked with daily practice.

We deliver great training, Continuing Professional Development and scientific events to meet the needs of all categories of research facility users and personnel involved in “in vivo” research. We aim to support professionals in their development and in meeting the challenges of the ever changing regulatory frameworks.

All FGB courses are delivered by enthusiastic training professionals who share their active research experience.

To help us to continue to meet your needs it is your turn to respond to the question: “What sort of training is of benefit to you and your organisation?” - we welcome your ideas and suggestions.

Please visit the web site www.fondazioneguidobernardini.org to download the programmes and choose the one that will suit your needs.

FONDAZIONE GUIDO BERNARDINI
BETTER EDUCATION FOR BETTER SCIENCE

THREE DAY COURSE
(18-20 hours)

Organizing and Operating Activities in a Laboratory Animal Facility
4th to 6th of March 2015

OBJECTIVES
The course covers the general functioning of laboratory animal facilities and focuses on particular attention to new technological developments, scientific needs of research and management concepts.
The course aims to enhance professional knowledge and to improve the skills of the attendees through theoretical and practical scientific approaches in a laboratory animal facility in all its aspects.
The meeting educational focus is the interaction between speakers and attendees who are encouraged to share information and practical experiences.

CONTENTS
Legal, structural issues, equipment, safety, accreditation and certification and laboratory definitions and technical standards. Main procedures in "clean" and "dirty" areas. Planning and development, health monitoring programmes, Quality management, Staff management, data management and waste handling. The clean calculation and reduction.

RECEIVERS
Facility and unit managers and supervisors, manager assistants, animal care and welfare officers, management, technology, quality assurance managers.



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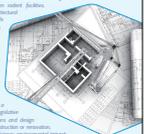
TWO DAY COURSE
(16 hours)

Facility Planning, Logistics and Technological Solutions
17th to 18th of September 2015

OBJECTIVES
The course covers the key aspects to be considered during the planning and design of modern animal facilities. Details about all relevant architectural solutions to reduce the energy needs for air conditioning or ventilation are included. Different approaches to welfare requirements, hygiene and procedures will be described. Waste efficiency and general principles of use of the air conditioning systems will be discussed.

CONTENTS
Methodology to approach a new project. Guidelines and legislative requirements. Planning considerations and design process. Energy efficiency and general principles of use of the air conditioning systems. Facility, structural issues, air conditioning in animal facilities.

RECEIVERS
Facility managers, animal welfare officers, veterinarians.



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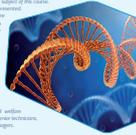
TWO DAY COURSE
(16 hours)

The Management of Genetically Modified Rodent Colonies
22nd to 23rd of October 2015

OBJECTIVES
The course covers the management of GM rodents from the breeding, husbandry and care and methods to record genetic material according to the latest rules.
The generation of transgenic is not a prime subject of the course.
Biological and structural issues are discussed.
The programme includes a session where participants are given the opportunity to present one or more cases with the faculty and the other participants.

CONTENTS
Genetic engineering. Breeding. Animal characteristics and identification. Animal welfare. Ethical considerations. Cryopreservation. Data management.

RECEIVERS
Facility managers and supervisors, animal welfare officers, veterinarians, laboratory biologists, animal technicians, GM colony breeding coordinators and managers.



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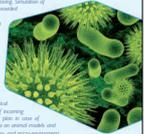
TWO DAY COURSE
(16 hours)

Health Monitoring of Rodents: Traditional and Innovative Approaches
14th to 15th of May 2015

OBJECTIVES
The course is designed to provide the participants with advanced concepts of animal health and environmental monitoring. Traditional and health monitoring laboratory schemes to prevent through sensitive identified systems.
The participants are guided to report incidences through the modern laboratory information system programmes, the implementation of health and care plans in case of confirmed rodent infestation.

CONTENTS
Traditional and emerging pathogen agents. Remote environmental guidelines. Selection of laboratory rodents. Health monitoring of mice and rats. Practical applications in their own laboratory of sampling animals and biological samples. Decision plan in case of confirmed rodent infestation. Health and care plans. Health and care plans. Health and care plans.

RECEIVERS
Facility managers, animal care and welfare officers, animal technicians, animal care and welfare officers.



FONDAZIONE GUIDO BERNARDINI
BETTER EDUCATION FOR BETTER SCIENCE

THREE DAY COURSE
(24 hours)

Managing Resources in the Modern Animal Facility
16th to 18th of November 2015

OBJECTIVES
The course is designed to provide a mix of technical and non-technical skills needed to effectively cope with increasingly complex and sometimes new issues such as ensuring quality care of the animals, compliance with regulatory and guidelines, feeding and administration, staff and human resources management. The aim of the training will be achieved by a human resources leading group that will broaden the understanding and experience of facility managers towards the specific field of laboratory animal science.
The course aims at allowing to move into management positions to improve their managerial performance.
The course will give particular emphasis to interactive case discussions and practical sessions including two workshops.

CONTENTS
A wealth of information will be available both from within and outside the specific field of laboratory animal science including monitoring of facility operation, project management, supply procurement, tender, laboratory building, personnel hiring and training, compliance identification and assessment, engagement and motivation, communication strategies, relationship and conflict resolution.

TARGET AUDIENCE
Facility directors, facility managers and supervisors, assistant/managers, senior technicians.



DO NOT FORGET TO APPLY ALSO TO THE UPCOMING FGB COURSES	NEVER STOP LEARNING.
ORGANIZING AND OPERATING ACTIVITIES IN A LABORATORY ANIMAL FACILITY.....	March 4-6, 2015
HEALTH MONITORING OF RODENTS: TRADITIONAL AND INNOVATIVE APPROACHES.....	May 14-15, 2015
FACILITY PLANNING, LOGISTICS AND TECHNOLOGICAL SOLUTIONS.....	September 17-18, 2015
THE MANAGEMENT OF GENETICALLY MODIFIED RODENT COLONIES.....	October 22-23, 2015
MANAGING RESOURCES IN THE MODERN ANIMAL FACILITY.....	November 16-18, 2015

COURSES RUN IN THE SECOND HALF OF 2014

The three FGB courses held during the second part of this year were well received by a diverse audience; responses from the feedback surveys showed that most participants found the training well organized and structured to meet their needs at all levels. The lectures were helpful, easy to understand and applicable in daily practice. Suggestions made will be taken into due consideration to improve programmes and organizational aspects.



Here some of the comments that have been made to the courses:

“...Very interesting and completely adapted to the audience...”

“...The practical examples help me a lot as it is an experience from which we may learn from...”

“...it would/should be positive to spend more time on this specific point...”

“...I suggest to move the session up to front of the course to create more discussion and more room for interaction...”

“...Very good overview of the topic...”



FGB TECHNICIAN TRAINING AWARD 2014

REPORT OF THE AWARD WINNER, Panagiotis Papadopoulos (06 June 2014)

The course “**The management of genetically modified rodent colonies**” was extremely important for my career progression as it gave me detailed information concerning the management and reproduction procedures of genetically modified mouse colonies and brought me up to date with current EU legislation for animal welfare. It was an applied course which I can directly transfer/implement and employ the information from the lectures and the presentations to my daily work.

Furthermore, I had the opportunity to improve my skills and competences by introducing myself to up to date practices and technologies. All the sections of that course provided me with valuable practical tools, such as scientific information regarding the genetic background of mice, strains and sub strains which are directly related with my work.

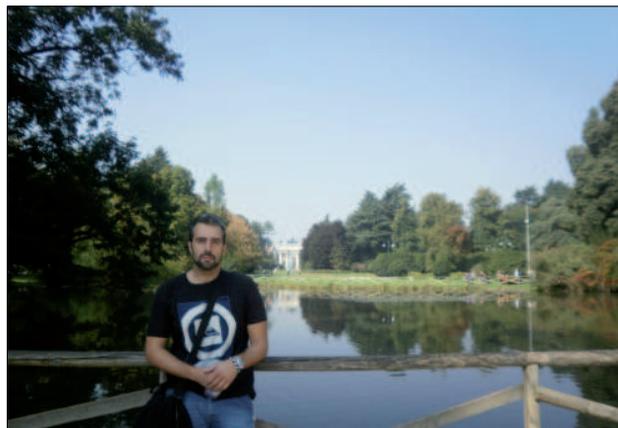
A characteristic example would be the nomenclature of the strains; throughout the course it became clear to me why it is so important. Moreover, basic principles of the maintenance of genetically altered strains were referred to and analysed in detail, thus, giving me the opportunity to achieve better breeding performance in the future. In addition, genetically modified mice were mentioned.

Another important result of the training provided is the fact that I directly applied information for the proper colony management as soon as I was back in the animal facility in Greece. This includes the improvement of husbandry; housing and care of animals according to Brambell's 5 freedoms for animals under human control. Also the course gave me a different view on how to monitor the animal facility.

Furthermore, the course has been really enlightening as far as Infracore and Emma activities and the utility and function of a cryo unit facility.

I would also like to take this opportunity to warmly thank the FGB committee for awarding me the European Technician Training Award 2014 for this course. This course has been a great experience, it fulfilled by far my professional expectations and I am convinced that it will help me achieve my future career goals in animal science. I should mention that one of the main reasons why this course is successful is also due to FGB's staff and scientists who have been really helpful, truly kind and friendly!

Last but not least, I have to indicate certainly worth to spend some beautiful streets and monuments, and feeling the aesthetics of the



that Milan is a wonderful city! It is time wandering around to the tasting exceptional food and wine Renaissance.

REPORT ON THE COURSE “MANAGING RESOURCES IN THE MODERN ANIMAL FACILITIES” Milan, 17-19 November 2014

I have felt for many years that training for research facility managers with regards to management and operational facility skills could be improved. There are many technical skills courses and one-off taster sessions and Continuing Professional Development seminars but limited by spoke courses to meet the needs of managing a busy research facility. So, I was delighted to receive a request to lecture on the first Managing Resources in the Modern Animal Facility 3 day course run by Fondazione Guido Bernardini in Milan, Italy.

The course was limited to around 20 attendees to enable each manager to get the most from the course,



address any issues or specific interests that they might have and to ensure that the course was interactive with plenty of opportunities to participate.

The attendees and lecturers arrived from many different countries such as Argentina, Belgium, Luxembourg, Finland, the USA, Sweden, the UK, Hong Kong, Switzerland and Portugal.

Day one concentrated on facility operations with regards to risk assessments, work flows, design and bundling fabric and services. It reviewed HVACs, record keeping and preventative maintenance strategies along with contingency and emergency planning. There were many opportunities for questions and discussion leading the afternoon session covering equipment specification and

selection, Lean management processes and strategies to increase efficiency in the animal facilities including a useful real life case study. The day ended with a review of cost accounting and modelling, direct and indirect costs, labour utilisation and the use of cost centres to get accurate “Per Diem” costings.

Day two was more focused on leadership and personnel development, sessions included effective recruiting practices, candidate selection and a workshop on interview techniques using the STAR technique Situation, Task, Action and Reaction/Outcome. I delivered the next two 45 minutes sessions on pre-employment screening and developing an effective communications strategy. This was followed up with sessions on training principles, competence assessment and duty assignment and the day finished with the principles of motivation including Maslow and Herzberg and reward strategies.

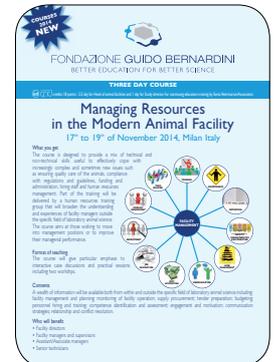


Day three concentrated on streamlining internal communication, overcome communications barriers and conflict management. Developing win-win approaches with practical examples assisted in attendee understanding. The final session and workshop was around the important topic of team working, the “4 ings” and developing trust and team development. The third day ended with a de-briefing session with attendees unanimously agreed that the training had been extremely worthwhile and thought provoking.

I was pleased to have been invited to attend the whole course and found the material and delivery of great interest and I saw through the interaction of the attendees how much they also enjoyed the training programme. The course organisers were extremely friendly and helpful, the food was excellent and Milan

was a wonderful setting to hold the course - next time I will take an extra day to explore more!

Norman Mortell BA (Hons)
Director of Operations For Agenda Resource Management



FGB INTERNATIONAL SYMPOSIUM “EDUCATION AND TRAINING FRAMEWORK UNDER DIRECTIVE 2010/63/EU” VARESE, 30-31 October 2014

The symposium gathered more than 45 participants from all over Europe. The first half-day began with a presentation of the EU framework of education and training in animal experimentation. **David Anderson**, from the Commission, set the stage of the symposium by reviewing the highlights of the Expert Working Group document endorsed by the National Competent Authorities in February 2014. The speaker presented the objectives of the EWG to develop a common framework aiming to assure the competence of all persons involved in the care and use of laboratory animals and to facilitate the free movement of personnel. He described the modularity structure of education and training and the associated learning outcomes; he also pointed out how this system allows flexibility, affordability and agreed quality.



The Directive introduces a series of profound changes moving from the simple acquisition of knowledge to critical thinking, to demonstration of competence and maintenance of skills. Assessment of learning outcomes, skills and competence and mechanisms of supervision during the learning process are also outlined in the endorsed document.

David Smith, chair of the EU platform for education and training, showed how the platform will be a hub for exchange of information between stakeholders, member states, course providers, and accreditation bodies. The platform will also facilitate the process of mutual recognition and, consequently, will enable free movements of personnel.

If the Directive is aimed to harmonize education and training in Europe and to ensure free movements of researchers, it raises also a series of questions that the subsequent speakers have grasped. **Anna Olsson**, from the Institute for Molecular and Cell Biology, Porto, explained the challenges that a provider of a FELASA accredited course has to face when adapting it to the requirements of the Directive. The difficult issue of supervision and assessment of competence has been tackled by **Beverley Marczycha** from the UK Universities Accreditation Body who presented the UK view and experience on this matter. The symposium concentrated then on how member states adapted the Directive to their national education and training legal scheme. Examples were provided by the Netherlands, the Czech Republic, Italy and Germany.

The second part of the symposium focused on the impact of the European framework on course providers and accreditation bodies. **Nicole Linklater**, from University of Marburg, Germany and GV-SOLAS Board tackled the issue, as course provider, of changing course content from knowledge to competence. Four examples of accreditation bodies were given: the Swiss approval system, the German, the UK and the FELASA accreditation schemes for education and training.

David Smith concluded the symposium by presenting how the EU platform views mutual recognition in Europe.

The symposium provided a very good overview of where the implementation of the EU education and training framework under Directive 2010/63 stands today. The work is still in progress and the Fondazione Guido Bernardini is planning a follow up meeting in about 12 to 18 months to update the situation.

Marcel Gyger PhD,
EPFL, CH

