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.
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…”
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/implment 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 Infrafrontier and Emma activities and the utility and function of a cryounit 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 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 be 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
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