

competency rather than training, it is acknowledged that there may be a variety of ways of acquiring the necessary knowledge and skills, and emphasis is placed on learning outcomes. Until personnel have had their competency assessed and been found to be competent to perform the relevant tasks or procedures, any work with animals must be carefully supervised. This supervision will aim to reinforce understanding and ensure tasks and procedures are conducted according to the university standard. The duration of supervision required for competence to be attained will vary with the frequency of the procedure, the technical complexity of the procedure, and the technical ability of the individual.

Training programs contribute to the development of knowledge, skills and competency relevant to procedures that will be undertaken. The program will ensure the availability of both theoretical and practical training and recognize that a flexible approach is required to address the training requirements of individuals with various needs and levels of experience. Queen's University sustains an active training program for all users that includes:

- x Open dialogue with the University and Clinical Veterinarian during design and implementation phases of research
- x Online standard operating procedure (SOP) bank (multi- species and facilities)
- x Online Biomethodology manuals
- x Online Theoretical (Ethics) Training program
- x Practical workshops
- x Individualized training for specific technical procedures (following initial participation in a training program, it is recommended that individuals attend additional training sessions as their activities or responsibilities change, or as new and relevant requirements and guidelines come into effect).

Core Training

Online courses are based on modules from the CCAC's Training Program and must be completed by all individuals prior to being listed on an animal use protocol (AUP). This includes Principal Investigators, research associates, veterinary technicians, research assistants, post- doctoral fellows, graduate students, undergraduate students, volunteers, and any other individuals as deemed appropriate. A minimum grade of A - (80%) in each of the first five module quizzes) is required to pass the course(s).

The courses offered include:

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- x 4 \$ & 6 - , QWURGXFWLRQ WR 3URDWH 6DIHW\ LQ 6FLHQFH
- x 4 \$ & 6 - , QWURGXFWLRQ WR)LVK LQ 6FLHQFH
- x 4 \$ & 6 - , QWURGXFWLRQ WR %HYGROV LQ 6FLHQFH LQ

All courses contain the following modules, with species -specific information where relevant:

- x Guidelines, Legislation, and Regulations
- x Ethics in Animal Experimentation
- x The Three Rs of Humane Animal Experimentation
- x Occupational Health and Safety

Because this process requires involvement from many stakeholders (S