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| <b>EMPLOYEES</b> | Each research facility must have a sufficient number of trained employees to provide the husbandry or care required for the animals. [3.12, 3.32, 3.57, 3.85, 3.108, 3.132]   |
| <b>Criteria</b>  | <p>Factors for evaluating the appropriateness of the number of employees include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• maintenance requirements of the animals</li> <li>• construction and design of animal facilities<br/>Example: All wood facilities require more maintenance.</li> <li>• routine condition of the animal facilities<br/>Example: If always in compliance, there may be enough employees. If always out of compliance in areas related to husbandry/care, there may not be enough employees</li> <li>• an employee's area of responsibility<br/>Example: An employee is responsible for the care of both regulated and non-regulated animals and the care of the non-regulated animals takes most of his/her time, so the care of the regulated animals is adversely affected.</li> </ul> <p>Factors in determining an adequately trained employee include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• background and experience</li> <li>• demonstration of proper handling of the animal</li> <li>• facility-provided training</li> <li>• formal training, i.e., apprenticeships/certification</li> <li>• training by the attending veterinarian</li> </ul> <p>Indicators of inadequately trained employees include, but are not limited to:</p> <ul style="list-style-type: none"> <li>• high incidence of injury to: <ul style="list-style-type: none"> <li>▸ personnel</li> <li>▸ animals</li> </ul> </li> <li>• inadequate cleanliness of facility</li> </ul> <p>Employees must be supervised by an individual who has a background in animal husbandry or care.</p> |

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| <b>Species Specific</b> | <p><b>Marine Mammals</b></p> <p>Employees and attendants working with marine mammals must: [3.108(a)]</p> <ul style="list-style-type: none"><li>• be utilized to maintain the level of husbandry required by the regulations</li><li>• be of sufficient number</li><li>• be adequately trained</li><li>• be responsible to management</li><li>• work in concert with the attending veterinarian</li><li>• be under the supervision of a caretaker with demonstrable experience in marine mammal husbandry and care</li></ul> <p>The research facility must: [3.108(b)]</p> <ul style="list-style-type: none"><li>• provide a training course for employees/attendants</li><li>• document participation in the training course</li><li>• document successful completion of the training course</li></ul> <p>The training course must include, but is not limited to: [3.108(b)]</p> <ul style="list-style-type: none"><li>• species appropriate husbandry techniques</li><li>• animal handling techniques</li><li>• information on proper reporting procedures, such as:<ul style="list-style-type: none"><li>▶ recordkeeping</li><li>▶ notification of the veterinary staff for medical concerns</li></ul></li></ul> <p>Training of marine mammals must be done by or under the direct supervision of experienced trainers. [3.108(c)]</p> <p>Trainers and handlers must meet professionally recognized standards for experience and training. [3.108(d)]</p> |
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