



felasa

Federation of European Laboratory Animal Science Associations



# The Continuing Training of Personnel EPAA Annual Conference, 2010

David Smith  
President-Elect FELASA

[www.felasa.eu](http://www.felasa.eu)

# Training as a Key Objective in 2010/63/EU

## Recital 26

“Welfare of animals used in procedures is highly dependent on the quality and professional competence of:

- Supervisors
- Those performing procedures
- Those taking care of animals”

# Requirement for Continuing Education (CPD) in 2010/63/EU

## Article 23

“Member States shall publish on the basis of the elements set out in Annex V, minimum requirements with regard to education, training and requirements for obtaining, **maintaining** and demonstrating requisite competence for the functions set out in paragraph 2”.

## The FELASA Guidelines for CPD

- Developed by a European working group
- Modelled on the Swiss mandatory scheme for animal technologists
- Applicable to all persons working with experimental animals
- Aspirational but mindful of resource implications
- Based on seven principles

## The Seven Principles

- 1. People working with animals (FELASA Categories – A, B, C & D) should have and maintain state of the art knowledge and skills**
  - This is a pre-requisite within the Directive 2010/63/EU
  - Knowledge and technology are advancing quickly, particularly in the areas which promote uptake of the 3R's
  - Animal science includes 'hands on' skills requiring practical expertise which can be lost without continuing experience.

## **2. Continuing Professional Development should be available and organised in a flexible way**

- Since opportunities for CPD may arise in different ways in different regions eg. Web-based systems
- Although the principles remain the same the processes for large and small Institutions may have to be designed differently

### **3. CPD should commence when a person starts working with animals and continue through the working career**

- Since knowledge & technology are advancing quickly it is necessary to avoid any break in the learning process.
- Careers may change directions and the level of CPD needs to be adapted to the actual field of work.
- CPD should be part of the individual's development plan

#### **4. The system is based on the award of credits over a certain period of time (up to 5 years)**

- Both individual needs and the course delivery require flexibility – credits averaged over a period
- Learning should not be concentrated on a single subject
- Practical & theoretical activities are equally important
- Accumulation of credits allows quantification of CPD efforts
- One hour of learning corresponds to one credit

## **Award of Credits**

Minimum number of credits per year:

Category A – 5

Category B – 10

Category C – 15    Category D – 20

cf Swiss system of 4 days in 4 years

## **5. Activities which are for inclusion in a CPD program should be reviewed & evaluated**

- Member associations will endorse courses, and decide their credits. Up to 50% of credits can be achieved from non-endorsed activities (recognised by the Institution)
- FELASA shall ensure consistency by maintaining information of suitable activities together with their credits to guarantee mutual recognition with other schemes.

## **6. Operation of the CPD scheme should be reviewed**

- To ensure that the scheme is meeting its objectives
- To ensure compliance with the Institutions CPD scheme
- To demonstrate that the schemes are in accordance with FELASA principles
- Compliance with the scheme will be achieved by self-regulation

## **7. Communication between countries should be encouraged by the organisation of joint courses**

- To facilitate critical mass and to share best practice

## Status of the FELASA CPD Scheme

- Spain (SECAL) – pilot trial in operation
- UK (LASA) – pilot trial is planned
- Switzerland (SGV) - in dialogue with competent authority
- Sweden (ScandLAS) – under discussion
- Germany (GV-SOLAS) – under discussion
- Report published on FELASA website  
<http://www.felasa.eu/working-groups>

## Acknowledgements

### Working Party Membership:

David Smith	Chair
Alain Dorier	France
Mats Sjoquist	Scandinavia
Walter Zeller	Switzerland
Joana Visa	Spain
Reudiger Hack	Germany

### Corresponding members

Jeurgen Weiss	Germany
Bob Ruane	UK
Beatrice De Smet	Belgium