



To [REDACTED]
From [REDACTED] Named Information and Compliance Support Officer
Date Thursday, 28 January 2016
Venue [REDACTED]
Subject Marmoset Welfare
Pages 1
Our Ref [REDACTED]

Policy-

Compliance Assurance Meetings (CAMs) are designed to ensure Governance outside of the Act, to protect individuals, ensure due process and systems are implemented within the division of University Biomedical Services. This committee will ensure the University upholds the highest standards of animal welfare and good practice relating to animal care and use.

Event-

The project licence holder and staff in the facility have been aware that certain aspects of [REDACTED] performance have been below standards expected, regarding anaesthetic and post-surgical monitoring of marmosets. These have been detected early by the NACWO and other members of staff and no serious welfare implications or non-compliance have occurred.

In January 2016 a young Marmoset was left overnight in an incubator, recovering from imaging anaesthesia without water. It was found in the morning fully recovered, in normal health and when placed in its home cage settled back with its family immediately. The animal was closely observed for the rest of the day and no obvious after effects were detected. However, it has become clear that if mistakes like these continues there is a risk that at some stage [REDACTED] actions or inactions may result in non-compliance under the Act and may impact on the welfare of the animals under his care.

[REDACTED] is a dedicated and caring licensee and has been working with the marmosets for the past 2 to 3 years without any major incident. However, the continued presence of minor incidents is a serious worry and appears to be escalating. In June 2015 [REDACTED] held a formal meeting with [REDACTED] and the NACWO, after which record keeping improved. It is recognised that [REDACTED] has problems with multi-tasking and understanding legislative requirements.

A Compliance Assurance Meeting has been selected as the most appropriate means of action to ensure governance and compliance and, setting processes in place to ensure there is no repetition of this event.

CAMs Meeting-

[REDACTED] struggles with multi-tasking and requesting back-up. Additional support has been offered but [REDACTED] feels he should know what is required of his role and doesn't appear to recognise when it is appropriate to ask for help.

The project licence holder and NACWO have lost confidence in [REDACTED] ability to work alone with animals although they recognise he is a good researcher and capable of planning experiments. Neither feels he should be the person responsible for animals undergoing experimental procedures.





The Welfare Director advised that the Home Office may consider the January 2016 event a breach of personal licence standard condition 2 which covers the responsibility of the personal licence holder for the monitoring and care of their animals.

Outcome- [REDACTED] left the meeting, [REDACTED] entered the meeting.

[REDACTED] asked if there had been a misunderstanding of what the legislation or the Act requires. [REDACTED] informed the meeting there was no misunderstanding, it was purely a mistake on his part for which he was very sorry. Personal circumstances required a change of night routine and he felt generally tired. [REDACTED] said that he was not good at multi-tasking; he explained that he is not confident with this and uses a timer to manage his actions but on occasion has forgotten to set the timer. He feels he should avoid multi-tasking in the future and learn from this process to organise tasks better. The systems in place in the unit to manage recovery are good and leaving this marmoset in the incubator overnight was his own mistake. [REDACTED] has concerns that he cannot guarantee this will not happen again and now feels uncomfortable working with animals. He offered to surrender his licence to prevent mistakes from happening in future.

Actions-

1. [REDACTED] will surrender his personal licence to [REDACTED] and the licence will be returned to the Home Office as a symbol of remorse, to prevent re-occurrence and protect the welfare of the animals. The NACWO has no objection to [REDACTED] continuing to work in the unit in the imaging suite using tissues and cadavers. He may be allowed to operate the imaging equipment for other personal licence holders but only under their direction and with the licensee present.
2. The NACWO will initiate formal arrangements for checking that no animals have been left in the recovery suite prior to the last person leaving the building with signature sheets and an SOP.
3. The Home Office inspector will be informed of events and actions by the project licence holder, [REDACTED], and informing her of the actions and outcomes from this Compliance Assurance Meeting.