



To [REDACTED]
[REDACTED]
From [REDACTED] Named Information and Compliance Support Officer
Date Tuesday 13th December
Time 1:30
Venue [REDACTED]
Subject [REDACTED] Frog Deaths
Pages 3
Our Ref [REDACTED]

Policy-

Compliance Assurance Meetings (CAMs) are a management tool, 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 process will ensure the University upholds the highest standards of animal welfare and good practice relating to animal care and use.

NOTE: A CAM meeting does not replace the investigation of an incident by the Home Office. Therefore, where the local inspector deems appropriate a Home Office non-compliance investigation may run in parallel or sequentially with a CAM.

Event-

[REDACTED] (Biofacility Manager/NACWO) reported details to [REDACTED] (Deputy Director, NTCO) of an event where two frogs were found dead on the floor of the [REDACTED] following husbandry checks which occurred in the [REDACTED] between 2nd and 5th December 2016.

A wildtype male frog was found dead on Sunday 4th December during morning checks. It is suspected that it escaped from its tank due to the lid not being fully secured.

The second frog was a very old female clone belonging to [REDACTED]. This animal was found dead under the freezer during morning checks on Monday 5th December. It is suspected that she too escaped due to unsecured housing.

Animal Technician husbandry checks during this time were:

- Friday 2nd December - [REDACTED] covered frogs, general husbandry.
- Saturday 3rd December - [REDACTED] weekend checks including feeding tadpoles.
- Sunday 4th December - [REDACTED] weekend checks including feeding tadpoles.
- Monday 5th December - [REDACTED] covered frogs, general husbandry.

The local Home Office inspector has been informed and will be attending meetings at the [REDACTED] with [REDACTED] as NACWO for the Facility and those technicians named above on Friday 9th December 2016. Any advice received from the inspector as part of those meetings will be brought to this CAM.

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 impress there is no repetition

[REDACTED]



of this event following a failure in husbandry checks which has resulted in the loss of life to research animals.

Actions

1. The Home Office Inspector was notified and praised self-reporting, she feels the facility staff are motivated but that the systems have let individuals down in providing appropriate training.

Conclusions from the Home Office Inspectorate: A non-compliance has been served to the Establishment Licence holder. No individual is blamed. [REDACTED] conclusion is that a series of issues resulting in this incident.

Action- Establishment Licence Holder will receive a non-compliance against PEL Standard Condition 4.

2. The lids on some frog tanks are not a good fit, to the untrained eye they could inadvertently be observed to be correctly aligned. Training systems had not incorporated identifying the different lids.

Action- Training systems to be put in place to ensure these areas are covered – [REDACTED]

3. Current occupancy in the Facility has led to the different tank lids being used in the Facility. [REDACTED] has 1 further year of research to complete. It is anticipated that with [REDACTED] retirement animal numbers will reduced and there will be no need to use the inferior tank lids.

Action - Review equipment and consider phasing new frog tanks/lids into the [REDACTED] Facility - [REDACTED]

4. [REDACTED] did not have a system in place to cover accountability and track staff checking animals or interactions with particular tanks. This includes any researchers who might be checking animals and opening tanks outside of normal working hours. It was agreed that a handover for weekend duties on a Friday will be initiated.

Action – A system with tick boxes, notes section and sign-off accountability, which is currently used in the [REDACTED] has now been adopted and is in use - action complete.

Action – Ensure that an effective Friday handover is undertaken – [REDACTED]

5. Technicians had noticed that frogs were more active because up to 3 people at a time were in the Facility at a weekend; this appeared to have an impact on the wellbeing of the frogs as they are more likely to be stressed by increased activity in the Facility.

Action- Reduce staff to one technician in the [REDACTED] at weekends - action complete.

6. Home Office Compliance Advice that staff are appropriately trained and competent to be able to identify a sick frog.

Action - with immediate effect, staff are to be trained in how to identify a sick frog and how to notify and record ill health - [REDACTED] and [REDACTED] identify training (such as photographic reference sheets) and supporting training records.

[REDACTED]



7. Resource issues are a problem, during the summer staff turnover was high and subsequently holiday had to be restricted, sickness absences have been common and have an impact on staff that remain to cover an increasing workload.

Action - UBS are appointing an HR business processing supervisor to address these issues - in process.

8. Staff in the [REDACTED] were praised for their conduct and their professional response and attitude. They have taken steps to act immediately to ensure no further incidence and are very open to guidance and support from all quarters.

[REDACTED]

[REDACTED]