



# Potential Concern: Training sessions

## What happened?

- It was discovered that some training records for husbandry tasks included early comments about working on the trainee's speed.
- It was discovered that training comments had not been added on the correct day, and instead all input had occurred on the same day.
- It was discovered that training comments for cleaning out, did not include essential information that could cause significant welfare concerns if not applied appropriately. E.g. discussing the risks of trapping, the handling of pregnant animals/pups. Rules for fighting males.



## Why does this matter?

- While this may have been intended as constructive feedback, referencing pace at this stage can put unnecessary pressure on trainees to rush, potentially leading to mistakes or reduced confidence. If trainees feel rushed, it may impact animal welfare, technician confidence, and even result in a potential non-compliance.
- Entering all comments on the same day, rather than as the training happened, makes the records unreliable. It also removes the ability to see clearly how the trainee progressed over time.
- Missing key information in training records can impact both animal welfare and the clarity of the record itself. It may not be clear what was covered during the training, and if trainees need to refer back to their records later, they might not have all the details they need.



## What should you do instead?

- **Early training sessions should focus on understanding, confidence and technique, not speed.** Encourage a learning environment where staff can take their time and build confidence.
- **Training comments should include all the information trained.** Try to record what was covered in each session clearly and completely, not just highlights. This helps monitor progress, identify gaps, and ensures consistency across trainers.
- **Add training comments the same day.** Enter training session comments as soon as the training session has ended, or during if you are able to add notes at the same time. This can also help the trainer check whether they have missed any key information at the end of the session. As well as aid others who may need to check the record for what's been covered.
- **Senior staff should support by reviewing early training records.** Having experienced staff review new trainers' records can improve consistency, offer mentoring opportunities, and ensure that early feedback supports good practice.

## SC PEL Standard Conditions

### **4(5)**

The health and well-being of protected animals, and the environmental conditions in all parts of the establishment where animals are kept, shall be checked at least once daily by a competent person. Arrangements shall be made to ensure any defect discovered and any avoidable pain, suffering, distress or lasting harm discovered is eliminated as quickly as possible.

**5)** The licence holder shall ensure that the establishment shall be appropriately staffed at all times to ensure the well-being of the protected animals. Staff shall be adequately educated and trained before they perform any function relating to the care of the protected animals and shall be supervised when performing any such function until they have demonstrated the requisite competence