

Welfare First and Research Integrity

24th November 2016




The Life Science Specialists

Welfare First and Openness



- Introduction
- Research Integrity and Values
- Welfare First
- Openness Commitment
- Conclusions



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Introduction



- Who is the presenter?



Norman Mortell, BA (Hons), MIAT


23 years research, research facility manager, 15 years Agenda, Director of Lifesciences, Screening and Marketing divisions, Editor, Lab Animal Europe and Vice Chair IAT and has trained over 6,000 worldwide.



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Research Integrity and Values



Integrity (noun)




- *"The quality of being honest and having strong moral principles."*
- *"Doing the right things when nobody is watching!"*
- *"Thoughts and actions based on Values not personal gain."*
- *Linking our Values to the 3R's.....*



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Research Integrity and Values

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Welfare First Drivers!



- Building on our Values to develop a common standard and expectation for Technicians.
- To support Openness and Resilience initiatives.
- Research integrity, how do we deliver welfare consistency?
- Legal compliance does not mean great welfare.
- Expose's question welfare focus and so we need a clearly stated tangible commitment.



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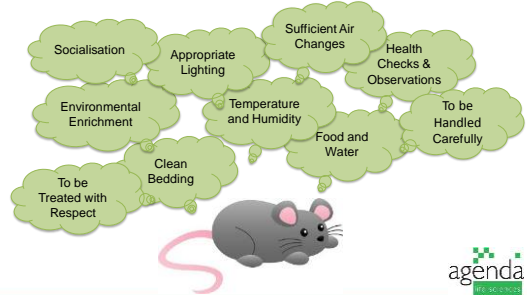
Welfare First Aims!

- Put the welfare of animals front and centre.
- Review how we deliver excellent welfare.
- Care for those that care for animals.
- Engage over 100 Techs, in 5 facilities and on contract.
- Enable and encourage concerns.
- Be the "thought leaders" on welfare.
- Protect the "integrity" of research.
- Welfare First is not the same for all.


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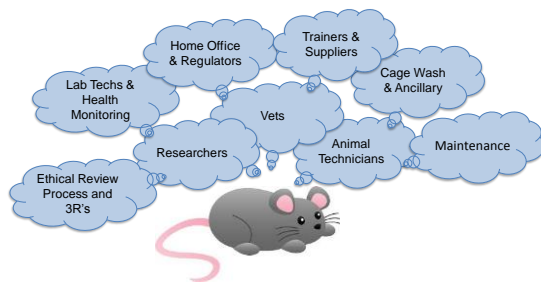
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What do animals need?


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Welfare depends on people


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What do people need?


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Welfare First 6 Key Principles


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How is integrity underpinned?


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Openness Commitment



- Delivered over 40 Welfare First talks, 10 recently at colleges careers events for over 300 students in 2015/early 2016.
- Welfare Survey conducted, results were delivered at FELASA. Important in understanding how people in research think about other animal welfare issues.
- Active social media presence – Life Science blogs/tweets, Life Science Linked In page.
- Delivered Welfare First talks in USA, Greece, Brazil, Australia and UK (many AWERBs).


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Public Position Statement

**Agenda's Position Statement**

ARM supports the research community through the provision of services aimed at facilitating research. ARM believes that whilst animal research continues to make a valuable contribution to scientific understanding and the development of medical treatments that the animals should be treated with dignity and respect at all times.

ARM fully supports the Reduction, Refinement and Replacement of the use of animals in research. Until viable alternatives to animals are available for all areas of research, the animals should be cared for by dedicated, professional and well trained individuals who care passionately about animal care and welfare.


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Public Job Advert Statement



Agenda only recruits people who are passionate about animal care and welfare, people with integrity who are honest and trustworthy and who have a great work ethic.

To enable us to hire the very best people we will conduct a full and comprehensive background and pre-employment screening as an essential part of the recruitment process.

people with integrity

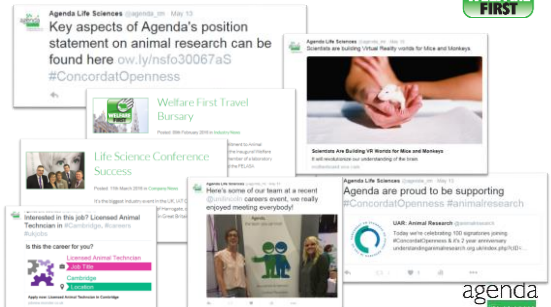


Job Adverts
Emphasis on
Welfare and
Security


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Open Social Media Engagement

Agenda Life Sciences (@agendalife) May 13
Key aspects of Agenda's position statement on animal research can be found here ow.ly/nsof30067a5 #ConcordatOpenness

Agenda Life Sciences (@agendalife) May 13
Scientists are building virtual reality worlds for mice and monkeys

Agenda Life Sciences (@agendalife) May 13
Scientists are building VR worlds for mice and monkeys. It will revolutionise our understanding of the brain.

Agenda Life Sciences (@agendalife) May 13
Agenda are proud to be supporting #ConcordatOpenness #AnimalsResearch

Agenda Life Sciences (@agendalife) May 13
UKAR: Animal Research (@ukarresearch) Today we're celebrating 100 supporters joining #ConcordatOpenness & it's a year anniversary understandingagendaresearch.org.uk/ukar-100/

Agenda Life Sciences (@agendalife) May 13
Have some of our team at a recent #Concordat careers event, we really enjoyed meeting everybody!

Agenda Life Sciences (@agendalife) May 13
Interested in this job? Licensed Animal Technician in Cambridge, Business

Agenda Life Sciences (@agendalife) May 13
Is this the career for you? Licensed Animal Technician in Cambridge, Business

Agenda Life Sciences (@agendalife) May 13
Welfare First Travel Bursary

Agenda Life Sciences (@agendalife) May 13
Life Science Conference Success

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New Public Web Pages

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We do it right

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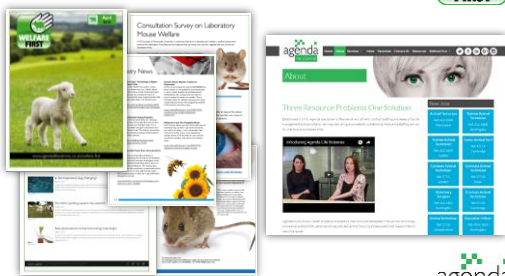
New Student Web Pages

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New E-Newsletters and Video

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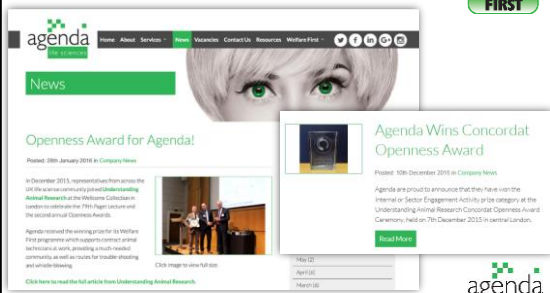
Welfare First Posters

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Concordat Winner Dec 2015

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Conclusions

- Welfare First has helped us to engage all of our staff and make Welfare and integrity tangible.
- Openness has enabled us emphasise our commitment to animal welfare and our people.
- Engagement at meetings has enabled us to share ideas with other organisations.
- Social media use has improved our "thought leadership" rankings on Google.
- Very few negative issues.

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Any Questions?

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GOT A QUERY OR CONCERN?

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