



Institute of Animal Technology (IAT) Technician Commitment Action Plan 2025 - 2028

Visibility

- Continue raising the profile of Animal Technicians by means of website, videos, meetings and social media advocating their skill, professionalism and caring attributes.
- Enable and encourage networking within IAT through the annual congress meeting, local branch activities and social media allowing the sharing of best practice. Facilitate methods for branches to communicate and share local news and information.
- Consider alternatives to Tech Month (March). This is the Bi-annual recognition and celebration of the skilled work and professionalism of Animal Technicians.
- IAT annual publication allowing technician's recognition. Circulation within the membership sharing individual and group achievements and activities within Animal Technology. Review the best methods for reaching technicians via publications. Ensure the publication remains current and cost-effective.
- Continue to publish Animal Technology and Welfare Journal (ATW) released tri-annually promoting the recognition of Animal Technicians by publishing peer-reviewed articles allied to animal science and technology, management and education including papers and posters presented at national and international meeting.
- Representation of Council members in National Groups with key stakeholders. Annual promotion to encourage new members to join the Council.

Recognition

- Encourage technicians to apply for the Andrew Blake Tribute Award (ABTA), which is an acknowledgment of their work activities related to animal welfare designed to Reduce, Refine & Replacement (3Rs). Platform presentations are no longer required. Entries should be submitted in poster format, following the provided section guidelines. All Congress posters meeting the criteria will be automatically entered to be judged for ABTA.
- Consider the implementation of additional prizes that recognise work undertaken by technicians, potentially through a poster format
- Animal Technology and Welfare Journal (ATW) released tri-annually promotes the recognition of Animal Technicians by publishing peer-reviewed articles allied to animal science and technology, management and education including papers and posters presented at national and international meeting. An annual prize for the best journal article.
- Increase prize money at the annual Congress for the best poster and first-time presentation to encourage applicants. Celebrate winners in IAT publications.
- At a certain level, the ability to apply to become a Registered Animal Technologist (RAnTech) this demonstrates to the public, employers and the regulatory authorities the high ethical standards and qualification of career animal technologists. Review guidance notes and interview process. Promote the advantages of professional registration status.



Career Development

- A Caring Career brochure details for professional career roles, human resource departments and pathways for the IAT community.
- Produce syllabuses for animal technician training levels 2 to 6 as recognised by OFQUAL. Regular reviews of the syllabuses ensure qualifications remain current and suitable for technicians and employers.
- Reasonable adjustments are offered to all learners and candidates, and put in place when needed
- Provide guidance for the training and accreditation of Named Care and Welfare Officers (NACWO) apposition recognised under the Animal (Scientific procedures) Act 1986 amended 2012. Reviewing the accreditation process to ensure the integrity of the NACWO qualification and that it remains relevant.
- The accrediting body for IAT professional qualifications from introductory level 2 to higher education level 6, illustrating a clear level of their knowledge and understanding to employers.
- Facilitate opportunities for Named Animal Care and Welfare Officers (NACWOs) and technicians to gain and share additional vocational experiences through the exchange programme furthering their knowledge and expertise. Explore and circulate opportunities whereby grants are available to fund exchanges.
- Provide regular webinars on relevant topics free to attend for members.
- Demonstrate to employers the advantages of being an IAT member for them and their employee.

Sustainability

- Facilitate and encourage a Culture of Care by providing resources that support technicians' wellbeing, and career development.
- Apprenticeships specifically developed for employers to provide a comprehensive training programme preparing individuals for their professional role as Animal Technologists. Explore opportunities that support apprenticeship training outside the remits of OFQUAL.
- Offer qualifications from diploma level 2 up to level 6 that encourage Animal Technicians to develop their knowledge, skills and attitudes so the highest standards of animal welfare maintaining good science.
- Continued Professional Development provides Animal Technicians with opportunities to enhance their skill, knowledge and performance.
- Offer those in Animal Technology a clear career pathway detailing progression through IAT professional qualifications with associated career steps including the potential to become an IAT Council Member.
- Equality, Diversity and Inclusion (EDI) group working to increase awareness of EDI challenges, exploring ways to address current issues to advance equality, diversity and inclusion for all. Offer members access to a group of trained Mental Health First Aiders.
- Provide guidance to board/committee members and senior leaders on EDI.