



## REGISTRATION AND ACCREDITATION BOARD

### Application for Registered Animal Technologist (RAnTech)

#### GUIDANCE NOTES

##### INTRODUCTION

The Register of Animal Technologists was established in June 1985 to promote professionalism in laboratory animal care and enhance standards of animal welfare. The Register of Animal Technologists demonstrates to the public, to employers and to the regulatory authorities the high ethical standards and qualification of career animal technologists. Individuals are included on the Register who by qualification, experience and personal conduct are considered suitable to promote a culture of care and hold posts of great responsibility in laboratory animal facilities. Members of the Register affirm to a Code of Professional Conduct and are answerable to their peers should their professional conduct fall below the standard of behaviour expected of them.

The United Kingdom is obliged under Article 14 of the European Directive 86/609 to ensure that persons taking care of animals used for experiments have appropriate education and training. The UK Animals in Science Regulation Unit (ASRU) considers that it is important to animal welfare that qualified animal technologists with appropriate attitudes, knowledge and skills are appointed within establishments. To this end the Register of Animal Technologists is recognised by the Home Office as helpful in identifying individuals of suitable quality to fill posts of responsibility.

It is our belief that persons named as "Named Animal Care and Welfare Officer" (NACWO), within the requirements of the Animals (Scientific Procedures) Act 1986, should be appointed from the list of Registered Animal Technologists. By adopting such a policy establishments using or breeding animals for biomedical research would demonstrate to all that they take matters of animal welfare seriously and that the interests of the animals are properly served.

##### BENEFITS

The Register is a highly regarded organisation offering immense benefits to its membership:

- **Recognised Professional Register**
- **Access to dedicated CPD events**
- **Career Enhancement**
- **Eligibility for the annual AAALAC Fellowship Award**
- **A high quality certificate confirming their Registered status**
- **Professional advice and guidance**
- **The privilege of using the designatory letters RAnTech after their name**
- **Eligibility for the award of RSciTech by the Society of Biology**

##### CODE OF ETHICS

1. Registered Animal Technologists shall exercise his/her professional skill and judgement to the best of his/her ability and discharge his/her professional responsibility with integrity.
2. Registered Animal Technologists will at all times promote the welfare of all animals in their care and work within the legislation and/or guidelines concerned with laboratory animal welfare.
3. Unless otherwise provided by law, Registered Animal Technologists shall not knowingly be involved in the supply or use of animals which have not been specifically bred for this purpose.
4. Any complaint regarding a breach of the Code of Ethics must be sent in writing to the Chair of the Registration and Accreditation Board who will report to the next Board Meeting. Should the

Board consider that the complaint requires further investigation it will refer the matter to the Preliminary Investigation Committee who will report back to the Board.

5. Each Registered Animal Technologist shall affirm to the Guide to Professional Conduct and abide by the requirements of the Guide while they continue to be included on the Register.

## **QUALIFICATIONS AND EXPERIENCE**

For inclusion on the Register applicants must be full Members (MIAT) or Fellows (FIAT) of the Institute of Animal Technology, holding the IAT Level 3 Diploma in Laboratory Animal Science and Technology or equivalent\*. In addition, they must have a minimum of five years relevant experience, including two years post qualification experience. Suitable applicants will be invited to attend for interview to demonstrate that they understand the legal and moral responsibilities placed on Registered Animal Technologists, that they are up-to-date with current legislation and practice and that they demonstrate an appropriate professional attitude. Applicants will also be asked questions regarding their job role and responsibilities. Registered Animal Technologists are entitled to use the designatory letters "RAnTech".

\*An equivalent qualification would be able to demonstrate that all the learning outcomes as listed in the IAT Levels 2 and 3 qualifications have been met, see the abridged syllabuses at <http://www.iat.org.uk/qualifications> Practically this would often allow exemption from all the background sciences and functional skills. However, few non-IAT qualifications are likely to meet the animal technology component and these would normally have to be taken as modules to gain the IAT Level 2 and 3 Diplomas, coupled with exemptions from previous qualifications. For an existing experienced animal technologist this could be achieved in a relatively short space of time, but a discussion with an external IAT FE course provider would give a specific timeframe.

## **SPONSORS**

Two sponsors are required. They should normally have known the applicant for a number of years and be one of the following: Member or Fellow of the IAT, member of LAVA or LASA. At least one sponsor must be a Registered Animal Technologist.

Sponsors should ensure that the applicant is fully prepared for their interview and they must also ensure that applicants are fully conversant with the Guide to Professional Conduct, NACWO Guidelines and appreciate the standards and attitudes required of a Registered Animal Technologist to promote a culture of care in the workplace. Sponsors should satisfy themselves that the applicant they are sponsoring understands the standards and professionalism expected of a Registered Animal Technologist.

## **APPLICATION FEE**

Current fees are advertised on the IAT website ([www.iat.org.uk](http://www.iat.org.uk)) and will be reviewed annually. However, should these change they will be approved by Council in March and brought to the AGM at IAT Congress for approval by the Members and advertised in the Bulletin and on the IAT website. Any changes will be implemented in Autumn of that year. The RAnTech application fee is a one-off fee and non-refundable.

Under certain circumstances, applicants may be interviewed at their place of work depending upon the numbers of applicants. Where this is agreed, in addition to the application fee all direct expenses incurred by the Institute (travelling, accommodation etc) must be met by the applicants or their employer.

## **ANNUAL REGISTRATION**

All Registered Animal Technologists must re-join the Institute annually. Lapsed members must re-apply for RAnTech status. If you have lapsed for more than five years you will be re-interviewed by the Board.

## INTERVIEW GUIDANCE

These Interview Guidance Notes are provided to help applicants for the Register of Animal Technologists to prepare for their interview and to understand the processes involved. These Guidance Notes are not intended to give a fully comprehensive list of the personal qualities required or every question you will be asked, but they will provide you with sufficient guidance to assist you to succeed at interview.

### PURPOSE OF THE INTERVIEW

The interview normally lasts approximately 30 minutes and is normally performed by three members of the Registration and Accreditation Board.

The purpose of the interview process is two-fold and both are of equal importance:

Firstly, to assess the breadth and depth of your knowledge on a range of topics related to the applicant's professional performance and competence in the workplace (see the topic list below);

Secondly, the interview panel will assess if the applicant is able to demonstrate the correct attitude and motivation for wishing to become a Registered Animal Technologist and that they understand the commitment expected. The panel will also assess the applicant's understanding of what would be expected in terms of your professional conduct if admitted on to the Register, as well as the penalties for improper conduct.

### INTERVIEW OUTCOMES

At the conclusion of the interview, the panel will ask the applicant to leave the room and the panel will then review the applicant's performance and make their decision.

If the applicant is successful they will be invited to join the Register and to confirm that they will abide by the Guide to Professional Conduct. This will be confirmed by letter and their certificate will follow in due course.

If the applicant fails to satisfy the interview panel that they have all the requisite knowledge and/or attitude, they will be informed at this time and their deficiencies explained to them. Candidates will be informed that they may re-apply to be interviewed when they feel that they are able to satisfy the panel that they have addressed the deficiencies identified.

### TOPIC LIST

Animals (Scientific Procedures) Act 1986, plus its associated Codes of Practice and Guidance

Local arrangements regarding the implementation of the Animals (Scientific Procedures) Act

Relevant knowledge of other legislation that impacts on the role of animal technologists

IAT Guide to Professional Conduct

IAT NACWO Guidelines

CPD requirements and benefits

### FURTHER INFORMATION AND THE REGISTRATION APPLICATION FORM

Further information and the application form can be found at [www.iat.org.uk](http://www.iat.org.uk) on the Members Section, under "The Law" tab.

### IAT ETHICAL STATEMENT:

**IN THE CONDUCT OF THEIR PROFESSIONAL DUTIES ANIMAL TECHNOLOGISTS HAVE A MORAL AND LEGAL OBLIGATION, AT ALL TIMES, TO PROMOTE AND SAFEGUARD THE WELFARE OF ANIMALS IN THEIR CARE, RECOGNISING THAT GOOD LABORATORY ANIMAL WELFARE IS AN ESSENTIAL COMPONENT OF GOOD LABORATORY ANIMAL TECHNOLOGY AND SCIENCE**

**RAnTech Application Process**