

----- Original Message -----

Subject:ACVS staff in Level 3

Date:Mon, 21 Mar 2011 11:54:12 -0400

From:Brett Mason <bmason4@uwo.ca>

To:jstanle2@uwo.ca

CC:Jane O'Brien <jobrien@uwo.ca>

Hi Jennifer,

Further to the attached letter, which again I'm more inclined to think was written within the context of an individual solely being an undergrad student without the complication of also being an ACVS employee, and as we discussed briefly this morning and per your intent to add item to this Friday's Biohazards Subcommittee agenda, I think the critical question to be answered is the following:

It is clear from historical documentation that individuals who are not paid, and are present solely as ACVS undergraduate students under the supervision of Private Investigators, are not allowed to work with Vaccinia (Haeryfar project) and do not have direct access to Level 3 pathogens in their research. However, are ACVS employees who are trained and orientated to work in ACVS with an ACVS supervisor, who also happen to be undergraduates, allowed to work with Vaccinia (specifically the Haeryfar project) and in Level 3, when functioning as paid ACVS employees?

thanks

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Dr. Mansour Haeryfar
Department of Microbiology and Immunology
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August 13, 2010

Dear Mansour,

Your project involving Vaccinia virus has been approved by the Biohazards Subcommittee with the following biosafety related conditions:

- The vaccine will be acquired by you, the Principal Investigator (PI). Any costs will be borne by you.
- No undergraduates will be allowed to work with Vaccinia.
- All workers using Vaccinia, including animal care workers, will be screened and informed of the risks of working with and without the vaccine. Dr. Sidney Siu and Steve Jarrett, the University's Legal Counsel, will create a document for informed consent. This informed consent will be signed by the worker after talking to Dr. Colby.
- The in vivo work must be done in a Level 2 location in ACVS using biological containment units and standard Level 2 Standard Operating Procedures.
- Jennifer Stanley has inspected your laboratory in SDRI (room 233) to ensure that level 2 containment practices are in place.
- As per Staff Relations, the following notice will be used for job postings and job offers:
Posting:
"Due to the nature of the work, this position requires all employees to actively participate in and successfully complete initial and ongoing medical screening and surveillance programs as described in the procedures."

Job Offer:

"Due to the nature of the work involved in this position, this offer of employment is contingent upon your successful completion of our medical screening process as outlined on the attached document. If successful, your ongoing involvement in the medical surveillance program established for this position is mandatory and a requirement for your continuing employment in this role. Failure to maintain your ongoing involvement and/or participation may result in the immediate termination of your employment."

The permit number for your research is BIO-UWO-0150. This number should be used when accessing grants from Research Services and any biohazard purchases.

Regards,

Susan F. Koval

Chair, Biohazards Subcommittee

On 3/15/2011 10:45 AM, de Langley Tyrrel wrote:

Hi Jennifer,

I am hoping to clarify a matter currently under discussion.

The level 3 manual section 4.2.5 and appendix 8, all make reference to undergraduate students not being eligible for work as "research personnel" in Level 3. As ACVS management interprets this, ACVS employees - who may happen to be students - are not considered research personnel by Western but rather employees, and are therefore able work in Level 3 to provide animal care services. Someone raised the question as to how Biosafety would interpret this policy. I hope we are in agreement but I'd like to confirm, and if we agree, then perhaps this section of the Level 3 manual can be updated.

We've discussed this with Brett Mason in HR who agrees that employees paid by Western are not the same as undergraduate student research personnel funded by a PI's grant, and that if an ACVS employee happens to be a student, then the fact that they are an employee is what matters in the interpretation of the policy and to Western from a liability perspective. In discussing this policy further with members of the biohazards committee, it appears that historically, it was written with the intent to exclude undergraduate students of PIs, who would be subject to less training and supervision, and not meant to exclude bona fide ACVS employees, appropriately trained and supervised. Historically, Greg Dekaban was the only PI using animals within the Level 3, and as he provided the necessary care to these animals, this issue never arose. Now that other PIs including Haeryfar are using the facility, we require clarification so that our entire staff pool can be utilized as required in this area.

Thanks Jennifer - I'm looking forward to your comments. I've copied Jane, as HR was involved while you were away in initial discussions as to how to interpret this policy.

Regards,

Tyrrel

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