



McGill

Comparative
Medicine



Animal Resources Centre



Safeguards and
Service:

Striking The Right
Balance

From the perspective of a veterinarian



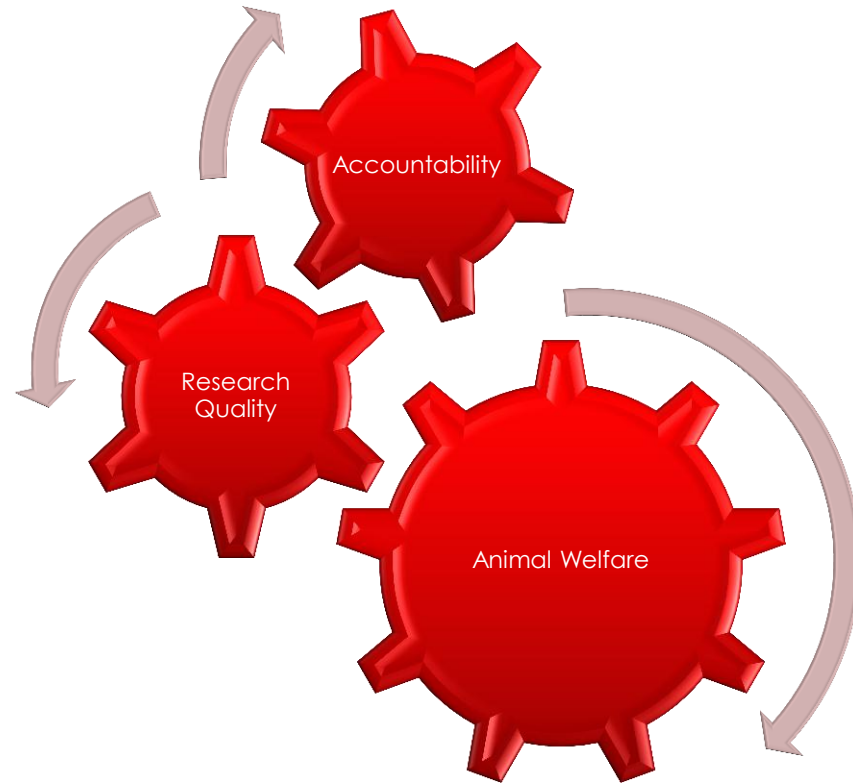


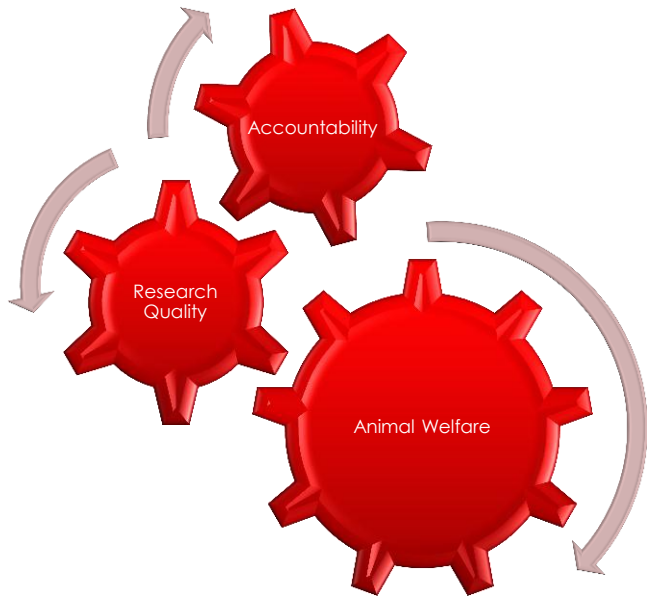
Safeguard opposing service?

- Safeguard is not well understood (or explained)
- The purpose of the safeguard got lost in its application
- The safeguard brings no value



Staying focused, bringing value





Do our actions
bring value to...

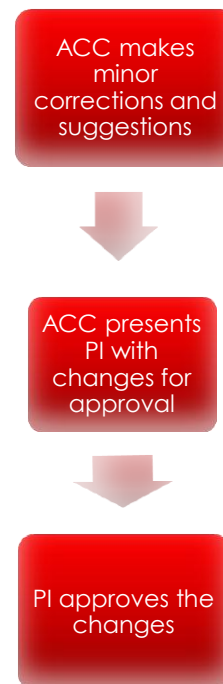
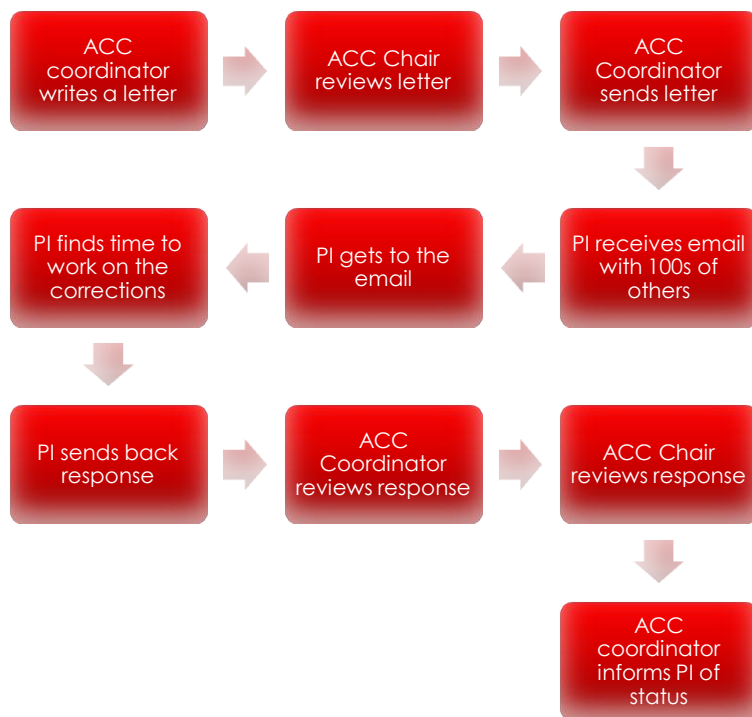
Animal welfare?

Research quality?

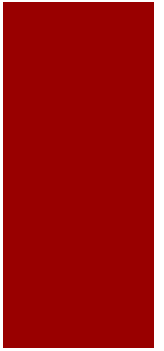
Accountability?



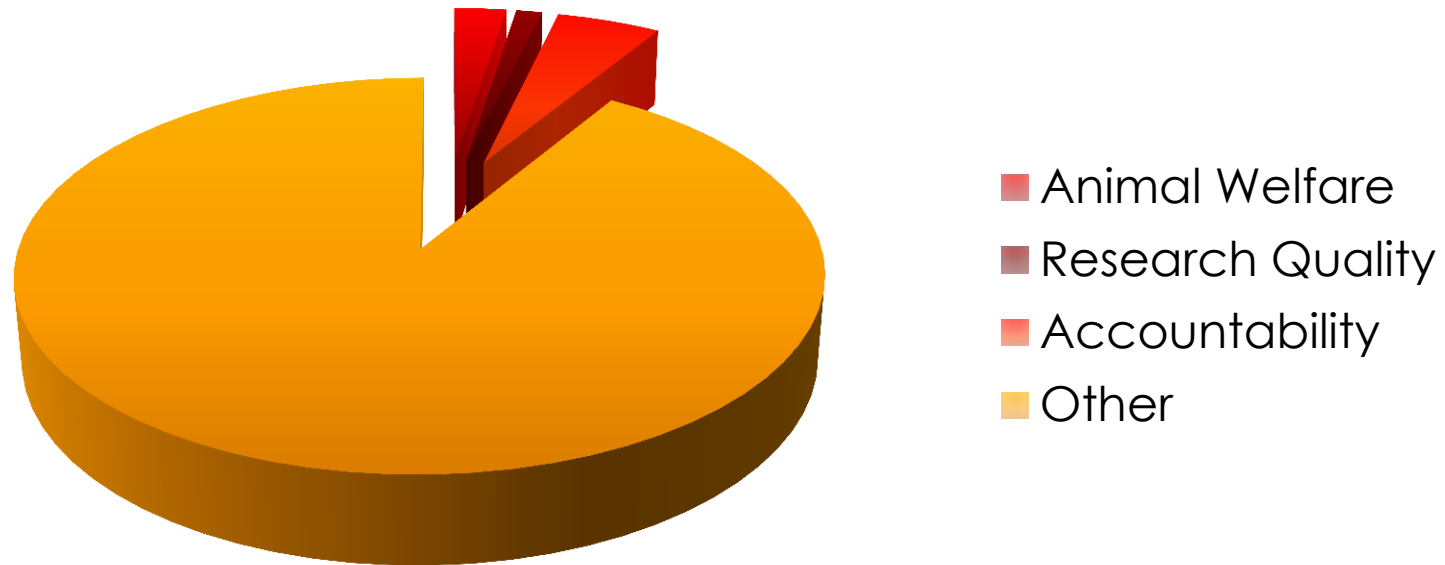
Balancing the value and the cost



Are we bringing value?



ACC Review Comments



All rules are equal
but some rules are
more equal than
others...

- Laws and regulations
- Institutional Policies
- Procedures
- Practices



Refocusing the organization



10 Rules For Addressing Non-Compliance Issues

■ Do:

- Give the benefit of the doubt
- Gather facts
- Focus on problems and solutions
- Follow a gradation in intervention, documentation and consequences
- Educate:
 - Teaching is repeating
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■ Don't:

- Make it personal
- Punish
- Hide behind ACC or CCAC to avoid facing conflictual situations
- Use emails
- Make rules for exceptions

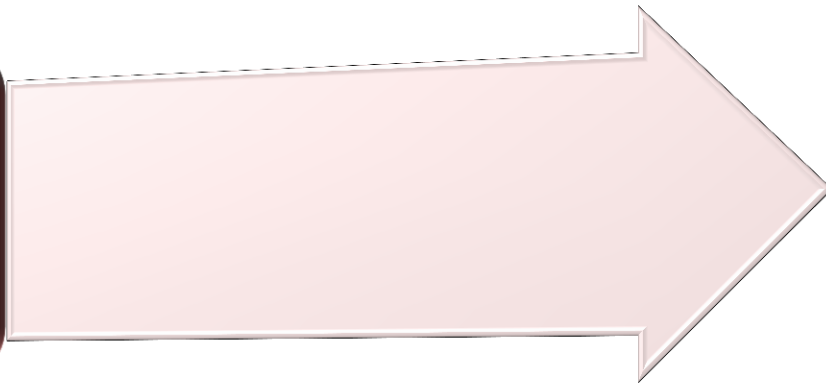




Conclusion



Quality
Service



Compliance
with
Safeguards

