



**Annual General Meeting
of the
Australian and New Zealand Laboratory Animal Association**

Thursday 9 September 2021 at 3:30pm AEST

Virtual platform – Zoom

Member Attendees

Kiri	Collins	CCI	Jonathan	Mauclair	QIMR - Berghofer
Natalie	Stunnell	Ingham Institute	David	McNeilly	QIMR - Berghofer
Veronika	Tatarinoff	Consultant	David	Mike	The University of Adelaide
Paula	Porter	TAFESA	Carlee	Mottley	University of Wollongong
Suzanne	Fowler	ANU	Thomas	Muresanu	
Ian	Saldanha	Malagan Institute	Gabby	Musk	University of Western Australia
Michelle	Anderson	Lab Animal Systems	Melissa	Nolch	Health Directorate, ACT Govt
Emma	Armstrong	University of NSW	Sean	O'Loughlin	UQ – Biological Resources
Keneisha	Ashcroft	ARL MARP	Carly	Owen	ACT Health Directorate
Michael	Atkinson	Monash University	Warren	Potts	Specialty Feeds
Charlene	Attard	Monash University	Lorna	Rasmussen	Cerberus Sciences
Rona	Barughare	Translational Research Institute	Cameron	Reeley	UNSW Biological Resources
Ellen	Bennett	University of Tasmania	Alison	Richards	Ingham Institute
Jennifer	Buttress	Melbourne Polytechnic	Simone	Ross	Harry Perkins Institute
Olivia	Cameron	Monash University	Charne	Rossouw	SAHMRI-ComPath
Lydia	Chan	Melbourne Polytechnic	Anthony	Rowe	CSIRO - Food and Nutrition
Simone	Chapple	University of Western Australia	Fiona	Ryan	University of Technology
Arthur	Chau	University of New South Wales	Jodi	Salinsky	University of Auckland
Pui Yu Eve	Choi	Chinese University of Hong Kong	Maree	Schollum	University of Auckland
Roxanne	Collingwood	Flinders University	Carla	Smith	Telethonkids Institute
Naomi	Craig	University of New South Wales	Courtney	Stevens	Animal Welfare Solutions
Tara	Donnellan	The University of Adelaide	Cassandra	Stuart	Centenary Institute
Brian	Fowler	Biological Associates	David	Taylor	Deakin University
Malcolm	France	Independent consultant	Tanya	Templeton	Lennane
Brent	Fullerton	Peter MacCallum Cancer Centre	Jessica	Toolan	Heart Research Institute
Jaclyn	Gilbert	WEHI	Sarah	Toole	University of Wollongong
Samantha	Herzog	SAHMRI	Lewis	Vaughan	Flinders University SAHMRI
Kim	Hewitt	Kids Research	Irma	Villaflor	University of NSW
Mike	Hill	University of South Australia	Neil	Walls	Neil Walls Consulting
Patricia	Hitchcock	University of Queensland	Yu-Chiuan	Wang	Academia Sinica, Taiwan
Carolyn	Hornstra	Monash University - MARP	Neil	Ward	Massey University
Patricia	Jaros	Invetus NZ Ltd	Tayla	Watkinson	CCI
Josephine	Joya	University of NSW	Bonnie	Wei	UNSW
Brittany	Koning	Malaghan Institute	Mikala	Welsh	SLHD
Morgan	Leigh	UQ – Biological Resources	Jason	Zahra	CSIRO AAHL

Non-member Attendees - Nil

The President welcomed all to the meeting, and the Acknowledgement of Country was given.



1. **Apologies** – Nil

2. **Declaration of interest** – none declared

3. **Minutes of Annual General meeting held Friday 18 September 2020**

The minutes of the previous meeting held on Friday 18 September were distributed to members prior to the meeting.

That the minutes of the ANZLAA Annual General Meeting held on Friday 18 September 2020, as distributed, be taken as read and confirmed.

Moved by David Taylor and seconded by Brent Fullerton.

4. **Business arising from the last minutes** – none

5. **General business**

5.1 **Appointment of Auditor**

Treasurer, Natalie Stunnell, confirmed that the audit has been completed for the financial ending 30 June 2021. Members received the audit in advance of the meeting.

That Allworths be appointed as auditor of the association for the 2021-2022 financial year.

Moved by Suzanne Fowler, seconded by Ian Saldana

5.2 **Adoption of Financial Reports and Accounts**

Natalie Stunnell displayed a condensed version of the financial report distributed prior to the meeting. ANZLAA is in good financial shape and noted the decision to cancel the 2020 conference in Brisbane was made early in 2020 and this avoided any substantial financial loss. The loss for the year was \$27,637 and part of that loss was because as well as the conference ANZLAA offered a six month complementary membership to its members.

Additionally, interest rates have been low and investments have returned minimal amounts. On a positive note, our NZ Branch Meeting held in June this year returned a profit of \$2,000. And the annual conference has a potential profit of around \$10,000 which will be reflected in next financial report.

That the 2020-21 financial reports and accounts be approved.

Moved by Carlee Mottley, seconded by Rona Barugahare.

5.3 **President's Report**

See Appendix 1

5.4 **Reports from Regional Representatives**

See Appendix 2

5.5 **Reports from the Special Interest Groups**

See Appendix 3



5.6 Membership Policy and Fees year commencing 2022

Membership Policy and Fees were noted (Appendix 4). Membership fees have increased by 5% in line with AGM approval a few years ago.

A snapshot of current membership levels was provided to attendees. ANZLAA's active member numbers are currently 732, with 76 new members from August 2020.

Following on from the complimentary six month membership period (until end 2020) when we saw a high level of membership, there has been a membership decrease of 11%. We have worked with Associations Forum to benchmark a number of activities and across Australia associations have shown average retention rates of 84% during the "COVID" year of 2020. At 11% reduction ANZLAA is doing better than other associations which have lost ~16% membership. This is a reflection of the membership engagement activities that we have implemented to ensure perceived value and relevance of membership.

Comparing our current membership numbers to 2019 (690 members) we still show continued overall growth in the long term.

A breakdown of current membership levels by category and region at end Aug 2021 presented.

Ordinary	320	Student	19	Australia	603
Institutional	349	Affiliate	10	New Zealand	107
Corporate	16	Life Member	18	International	22

6. Confirmation of election of office-bearers

The President thanked Nick Grainger for his contribution to the Executive Committee as a General Committee Member since 2019. She welcomed Jonathan Mauclair to the Committee.

The 2021-2022 members are as follows:

President:	Kiri Collins
Treasurer:	Natalie Stunnell
Secretary:	Veronika Tatarinoff
General Committee Member:	Ian Saldanha
General Committee Member:	Suzanne Fowler
General Committee Member:	Paula Porter
General Committee Member:	Welcome to Jonathan Mauclair

The **Regional Representatives** for 2022 remains the same as 2021

ACT	Melissa Nolch
NSW	Alison Richards & Carlee Mottley
QLD	Jonathan Mauclair
SA	Samantha Herog & Tara Donellan
TAS	Natalie Doucet replaced by Ellen Bennett post AGM
VIC	Megan Bathurst, Brent Fullerton & Michelle Cook



WA	Carla Smith
NZ - North	Jodi Salinsky, Stacey Parbhu
NZ – South	Scott Loeffler, vacant

7. Other Business

7.1 Annual Conference Scheduling

Due to the COVID pandemic, the 2022 ANZLAA Annual Conference is yet to be confirmed as a virtual or in-person event. The Executive are committed to re-instating face to face events as soon as it is safe and practical for the community and will be enlisting support to ensure we provide the best outcome for our members.

7.2 Animal Welfare Symposium Scheduling – Dunedin

The 2022 Animal Welfare Symposia has been confirmed with University of Otago, Dunedin. Future dates will be advised based on direction from our Symposium partners, Tecniplast.

7.3 New Zealand Branch Meeting Scheduling – Christchurch

The 2022 NZ Winter meeting has been confirmed and will be hosted in Christchurch. The next meeting dates will be advised.

7.4 Special Resolution: Constitutional review changes

Following extensive review of the ANZLAA constitution in 2019 led by Malcolm France, the ANZLAA Executive Committee commissioned a review and benchmarking exercise of our constitution and governance functions in 2020. As an outcome of this review, several updates and changes were recommended to ensure our constitution is current and provides appropriate support for our association activities.

The review findings also reflect ANZLAA's membership population and activities increasing steadily over the last few years.

In order to continue to fulfil our continuing strategy and objectives at full capacity, the ANZLAA executive committee has proposed a number of changes to our constitution. These proposed changes have been circulated to the membership for consultation and are incorporated into the revised constitution. The outcome of the consultation resulted in all proposed changes receiving overwhelming support (at least 75% of respondents) in favour of each specified change.

In order to change a constitution, a Special Resolution describing the change must be passed at this year's Annual General Meeting. Special Resolutions require that members are given at least 3 weeks' notice, and the resolution can only be passed if at least 75% of the votes cast are in favour of the Special Resolution.

The special resolution vote was made available 19 August 2021 and closed on 8 September. The resulting votes were 96% in favour, 4% against.

**That the 2021 Constitutional review changes be accepted
Moved by Brent Fullerton, seconded by Melissa Nolch**



8. Business without notice

8.1 Life Member Award

Paul Porter presented Lewis Vaughan with the ANZLAA Life Member Award.

8.2 Member of the Year Award

Alison Richards was presented with the Member of the Year Award

9. Close of meeting 16:03 AEST



Appendix 1: ANZLAA President's Report

Once again, I am delivering this report virtually for this year's AGM.

As our industry continues to develop and understand what our new normal may start to look like, the level of activity and responsiveness within the Executive Committee has risen to align ourselves with needs of the ANZLAA membership as they evolve.

On reflection of last year's AGM, we spent the year focused our strategies to improve our resources for our membership. This was to ensure the longevity of our knowledge base within both the membership and Executive committee and to attract and retain members that will bolster our resilience for however long we have this need. Considering hindsight, and something I'm sure you've heard over and over again, we now know that this journey is a marathon, not a sprint! This year we aimed to turn our 2020 accomplishments into sustainable initiatives that became a core part of ANZLAA's offerings to our members. We chose not to continue pausing our events and focused on ensuring we delivered impactful experiences with that signature ANZLAA flavour within the boundaries of what was available to us.

Looking at our events across the year, we started off with the Animal Welfare Symposium delivered by our longstanding industry partners, Tecniplast. I was thrilled to be able to attend this event in person and connect with the attendees face to face after a year apart. The symposium was a great success with many attendees both online and in person, seamless technology and incredible speakers.

Our New Zealand winter meeting earlier in the year was ANZLAA's first endeavour into leading a virtual event and Ian Saldanha and the team did an incredible job along with the support of our secretariat service – office logistics. The event turned a small profit, which is critically important for us whilst we try to remain sustainable for the foreseeable future until our revenue streams can recover.

Throughout the year we've continued to deliver on the various activities and events established in 2020. The special Interest Group forums expanded with the addition of the highly popular Wellbeing Special Interest Group and we were thrilled to have Cindy Buckmaster join us from the US. The Wellbeing seminars provide a whole new type of connection for our members to tackle conversations and challenging topics that translate into a more inclusive and supportive environment. On that note, I'd also like to make mention that today is RUOK today, so please ensure that today and every day you check in with those around you both at work and at home and look out for ANZLAA material relating to R U OK DAY in your inbox. I would also like to share my sincere thanks to all of the speakers and chairs who incorporated an acknowledgement to animals as I did on our opening day. This has been an important initiative directly connected to our wellbeing committee and I'm thrilled to see it gain momentum.

Our Veterinarian Special Interest Group Seminars lead by Suzie Fowler, were again, another well attended forum for a subset of our community to gather and discuss within a support network of likeminded members and will continue in 2022

Whilst are now coming to the end of ANZLAA's annual meeting. It is important to ANZLAA Executive that we give thanks and honour the hard work of the Queensland Organising Committee from 2020 who again this year leveraged their hard work and expertise as much as possible to deliver the 2021 meeting. I'd like to extend my sincere thanks to Jonathan Mauclair who worked tirelessly as the OC Chair throughout the year and was so passionate about creating an incredible experience for all who participated. I think I can



now say that through his hard work and incredibly positive attitude we've managed to deliver something special for the ANZLAA community and I'm sure there are many grateful members who have welcomed this change of topic over the last 2 weeks!

We also had some longstanding activities continue to be led by the various executive committee and myself. Ian has continued to deliver the seasonal newsletter with one due out shortly on top of his NZ winter meeting duties earlier in the year. Paula Porter continues to be our fearless State Rep leader coordinating initiatives, discussions, and activities with our representatives and contributing to the wellbeing special interest group. Our trusty treasurer Natalie, continued to ensure we were able to deliver scholarships and awards in our current environment and spent a lot of time working closely with me to ensure our decisions were financially responsible and sustainable for 2021 and beyond. Suzie and I have worked closely together this year on a number of executive matters whilst she delivered the VetSig events in parallel and Nick Grainger continued to operate as our import/export liaison and key communication path between ANZLAA and EARA, whom you just heard from directly before the AGM.

This year we also undertook a significant review and update of our constitution. It had been many years since this was completed and the process was driven by our secretary and internal eye for detail – Veronika Tatarinoff. This process was guided by our relationship with Associations Forum, whom you know we engaged in 2020 to upskill the Executive team and better equip us in various leadership roles within ANZLAA Executive. The resulting constitutional changes reflects an organisation keeping up to date with current legislation and business practices for Associations throughout Australia and we also took an additional opportunity to consult further with our members to provide further context, take questions, and get an overall understanding about whether this was right for our organisation before it was issued for membership voting. We were thrilled to receive a level of engagement and discussion about these changes through that process and I will give an update on an outcome a bit later in the AGM agenda.

In 2021 ANZLAA also continued to support ANZCCART with progression of the Openness Agreements across Australia and New Zealand. Discussions are still progressing in Australia but with strong contribution and engagement from across the sector keeping momentum moving. ANZLAA was represented at the ANZCCART Conference in New Zealand earlier this year where we were able to sign the NZ Openness Agreement as a contributing Partner. My sincere thanks go out to Ian Saldanha for representing ANZLAA during this important moment and to our NZ ANZCCART Colleagues on their success of putting this agreement together for the New Zealand Community.

It would be remiss of me not to mention the proposed closure of the Animal Resources Centre in Perth, Western Australia. This news shook the core of the ANZLAA community not only for our own local Animal Research programs but also for the 65 dedicated personnel that have worked tirelessly to create and maintain a world class facility. In my 4 years as President, I have not faced such a significant crisis in our community, but I understood very clearly that that the ANZLAA membership have put their trust in me to advocate and action as much as I can for our community, and anything less would be unacceptable.

I was extremely fortunate to have the support of extremely intelligent and effective ANZLAA members who were willing and able to help. I give sincere thanks to all that engaged with me and worked along side me in various working groups and also to the ARC Steering Committee I established who distilled all of our priorities into a clear and concise positioning statement that has landed on the desk of many politicians,



University and MRI administrators and has been received dozens of times over through your letters to WA government. I continue to be in close contact with various bodies such as WA Chief Scientist, Peter Klinken, AAMRI – Australian Association for Medical Research Institutes and University colleagues to continue to ensure that action is taken to establish a national resource that is sustainable, transparent and produces high quality services and animals for research well into the future. The work is far from over and I am still highly active in this space along with many others and I will continue to provide updates to the community in a timely manner whilst ensuring we achieve a sustainable outcome for our industry.

In 2022, the intended focus is on ANZLAA's ability to remain sustainable. Sustainability extends across our financial obligations as an association, into our business practices, and our offerings to membership to ensure that we can keep delivering the value and community support ANZLAA is known for.

Again, I would like to express my deep gratitude to this community and to the amazing Executive Committee I serve. We are all volunteering our time on top of our work and family commitments in this climate because we care deeply about ANZLAA, and I look forward to serving our community for another 12 months.



Appendix 2: Reports from Regional Representatives

No reports were received from Tasmania, New Zealand Lower North or Western Australia

ACT AGM Statement 2021

CHMR: The animal facility team at Centre for Health and Medical Research (Canberra Hospital) was unfortunately not able to do any cross-facility events with ANU this year but both facilities have endeavoured to find team-building activities for technicians. ANU also generously loaned us more double decker IVC racks for our larger rats who thoroughly enjoy the extra space to play.

For tech week 2020, the CHMR team did a lunch outing and a science-themed escape room puzzle, ironically based around finding the cure to a pandemic.

In 2021, we performed a pilot study into rat tickling behaviours and displayed our poster at the Canberra Health Annual Research Meeting and at the 2021 ANZLAA Conference. Our Facility Supervisor Ian has planned mental health sessions for our technicians, where we create autoclavable origami toys for our rats and discuss how everyone is going.

ANU: The team at Australian Phenomics Facility has made the most of their situation, hosting some work drinks pre-lockdown to boost team morale and hosting fortnightly morning teas for their technicians. APF also organised some presentations by research groups so that technicians can hear about what interesting research projects are happening.

Although many events had to be cancelled, the team at APF were able to host smaller events like an Easter morning tea with a funny hat competition.

New Zealand Upper North Island Region Report (September 2020-2021) - Jodi Salinsky

Tech week was fun and educational. I can't believe how long ago that seems! The team went to a sensory maze, which was fun and occasionally a bit bizarre! There was also a pizza quiz lunch, an animal making Play-Doh competition and daily whiteboard quiz questions and various treats.

The University has formally endorsed the open adoption of research animals. This is great news and the whole team is very excited. We are working closely with two organisations that one may not traditionally expect. We hope that it may pave the way for a NZ wide rehoming network.

I Chaired the Working Group for the Openness Agreement on Animal Research and Teaching in New Zealand. This was formally launched at the ANZCCART Conference in Queenstown in July with 21 signatories, including all NZ Universities. It was also signed by Crown Research Institutes, funding bodies, government organisations, peak scientific and educational bodies, and non-profit organisations. Ian Saldanha represented ANZLAA on the Working Group.

The technicians have been amazing throughout this ongoing crisis and continue to rise to the challenges presented. Everyone has worked well under pressure and supported each other in a professional and caring manner. Our animals on research protocols were not impacted, due in no small part to the efforts of our technicians. Teams were split, work on campus was done week on week off and the technicians took on



additional responsibilities that would normally have been done by the research teams. Throughout the year they have also been upskilling of in procedures, attending training sessions and progressing work on various AALAS qualifications.

The technicians in the largest facility on campus were nominated for a faculty professional staff award for their amazing work supporting research and animal health and welfare during COVID-19 and won! As I write this, we are back on the highest level of lockdown and the technicians are fantastic as usual. There are many researchers and the AEC all asking what they can do to show their appreciation for the technicians.

The ANZLAA Winter Branch Meeting took place in June our region this year (albeit via Zoom). The organising committee (AKA mini committee, plus Ian Saldanha) worked well together, and the meeting was a great success. We had many comments about the great speakers and talks.

There have been a couple of seminars where the techs, veterinarians, facility managers and researchers have come together and listened to each other give talks about what they do. They have been a great success and have helped with communication and appreciation of the work everyone does/what the technicians may be able to help with that researchers were not aware of.

We have also started introducing rat tickling and done some work looking at the outcome of tickling to see what type of vocalisations can be heard with a bat detector. It is clear what ranges are positive and negative. People loved hearing the rats, 'giggle'. Several research groups are finding much long-term benefit. Other refinement initiatives include group housing of rabbits, which everyone likes very much!

Morale feels like it is at the highest that it has ever been, despite intermittent lockdowns with COVID-19 and staff shortages.

I'm sure that we are looking forward to the year ahead and are all hoping to see everyone (in three dimensions) in 2022.

New Zealand South Island - Scott Loeffler

I have checked with all of my contacts in the South Island and there is no significant news to report concerning the AGM other than that we have scheduled the Tecniplast Animal welfare Symposium for UO Dunedin and the NZ Branch meeting for Christchurch UO for 2022.

Queensland Annual Report - Jonathan Mauclair

2021 was my first year as QLD state representative and although my nomination was late, it took me no time to get involved with the 2021 ANZLAA annual conference. It is with great pleasure that Queensland is hosting the first virtual annual conference and we are hoping that the change in format allows more people to attend the annual event. We are also looking forward to hosting a face-to-face conference in the next couples of years to give Queensland members and non-members an opportunity to attend a live event.

You will find below a report from different Qld institutions for the past 12 months.



Australian Defence Force Malaria and Infectious Disease Institute

Fiona McCallum - Head, Department of Clinical Studies and Surveillance

- Successful adoption of 'Covid-safe' modifications by researchers and facility staff

James Cook University

Serrin Rowarth - Manager Small Animal Operations

- Research on Hawksbill turtles – Successful release into the Great Barrier Reef

QIMR Berghofer Medical Research Institute

Suzanne Cassidy, Animal Facility Manager

- Welcomed new director June 2020 – Professor Fabienne Mackay.
- Covid-19 research using mice

The University of Queensland

Kevin Wathen-Dunn - Director, UQ Biological Resources

- QLD has been rather fortunate to be spared significant COVID impact during 2020 and 2021. Researchers working across UQ's operations were very cooperative during this period and although projects were momentarily placed on hold, research support requirements have remained consistent.
- Unfortunately, a fire has incapacitated our State's only PC2+ large animal facility (Queensland Animal Science Precinct). Thankfully no staff or animals were in the building at the time.
- As with other Institutes/State's we are working towards both the pending closure of ARC and the implementation of the new class criteria from the Department of Agriculture, Water and Environment.
- On a positive note, after several false starts the team across UQBR were able to successfully export its first native Fat-tailed Dunnart population to a research lab in the US.

Griffith University

Mr Hamish McMath - Manager, Bioscience Resources

- Flight arrangements from ARC with Covid proving difficult. Current arrangements with ARC for supply of animals is still ok.

All facilities are looking forward to tech week, hoping that QLD will remain "covid free" and staff will be able to participate in group activities.

New South Wales State Annual Report - Carlee Mottley and Alison Richards

The NSW State Representatives held 8 Mini-committee meetings within the last 12 months, with voluntary membership comprising of representatives from NSW research institutions and Universities. Topics discussed included ANZLAA events and communication, reports from industry conferences, and general animal facility operations and troubleshooting. Voluntary participation in the NSW mini-committee will expand to include all NSW members in 2022 in order to improve reach.

2021 Tech Week saw institutions run their own internal events due to Covid-19 restrictions. Common events included lunches, games, and presentations.

Throughout 2021 NSW members were also involved in the development of the ANZLAA Wellbeing Hub, spearheaded by Alison Richards. This Hub has provided valuable information and access to webinars to ANZLAA members to assist with raising awareness and hopefully alleviating compassion fatigue and mental health disorders within the industry.

South Australia State Rep Report 2021 - Tara Donnellan and Samantha Herzog

The SA State Reps positions remained for 2021.

- Some changes to the mini-committee members but still have a good representation from most facilities in SA
- Animal Welfare Symposium & Gnotobiotic Workshop on the 13th of May went ahead in Adelaide, held at SHAMRI on North Terrace. First face to face event since COVID with over 300 attending in person and virtually
- NZ Branch Meeting on the 15th of June 2021, was a virtual event.
- State rep meetings occurred frequently during the year as virtual meetings via Zoom. Meetings with other state reps have been beneficial.
- Tech week discussed at last meeting on the 24th of August. SA is planning on having a face-to-face gathering but will have everything prepared for a virtual celebration if a lockdown is enforced.
- Announced that ARC will potentially close over the next 12-18
- Encouraged mini committee members to send out Position Statement/Template Letter from all staff members of their facility.

University of Adelaide Tech week 2020:

- Asked all staff to submit their cutest picture of their pet(s), to then be made into a slideshow for judging on the day.
- Staff were gathered in a meeting room with food and drink provided.
- A quick run through of how to vote for each animal
- Winner was announced and given a block of chocolate as prize



SAHMRI Tech Week Celebrations 2020

Tech week 2020 at SAHMRI with PIRL (Preclinical, Imaging & Research Laboratories) techs (n=11) and vivoPharm techs (n=6) who work at same site.



'Tech Week 2020' was emailed out the week before, preparing the techs and managers for what I had prepared.

Every morning I sent out one funny meme to start off the day in good spirits. Around 930am, after I was sure that all techs were at work, I emailed a picture of an animal's nose of my choice. The winner received a small gift bag containing 4-5x chocolates (self-funded).

On Thursday 12th November I organised for a researcher to give a talk about one of his current projects. Many techs were involved in this study, and I wanted him to share what he was doing. (*"Rapid development of a field-ventilator for humanitarian use in early COVID-19 lung injury"* - presented by A/Prof David Parsons (Cystic Fibrosis Airway Research Group)) This video was shared with Paula to distribute and/or upload to the ANZLAA website.

On Friday 13th I asked one of our own to present on another project which involved cows, an animal that not many technicians are privileged to work with. (*"Moo: What's in the soil?"* - presented by Paul Herde). Immediately following the cow presentation, we had pizza and drinks in our boardroom. The food and soft drinks were funded by PIRL's social club.

To keep things exciting, I circulated a small 50 mL yellow specimen collection pot filled with caps from 3-way stopcocks for all to guess how many it contained. The winner got some chocolates. After lunch, I started off *Sam's Super Special Swiss Quiz*. I made up a quiz of 11/12 questions of various topics. The winner of the quiz walked away with more chocolate and a Swiss Army Pocketknife (self-funded) – hence the odd name of the quiz.

I had lots of positive feedback and feel that I was able to lighten the mood and bring some 'fun' back into work and people's lives; which were heavily dampened by COVID. The image below hangs in all the tech offices and tea rooms to remind the technicians that they're valued and appreciated every day.



courtesy of Paula Porter: ANZLAA email sent on 6/11/2020

TECH WEEK 2020

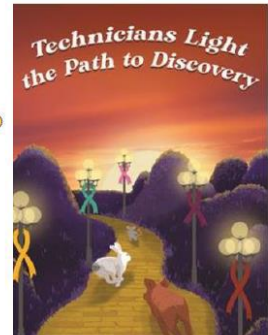
HELLO FELLOW TECHS!

Tech week's here and Sam's full of cheer ☺ Let's have some fun this week.

Check your emails every morning. Who 'nose' what you might find.



There will be prizes!!!!



Other events planned:

When: Thursday 12th at 14.30

What: "Rapid development of a field-ventilator for humanitarian use in early COVID-19 lung injury" - presented by A/Prof David Parsons (Cystic Fibrosis Airway Research Group)

Where: PIRL Boardroom

When: Friday 13th at 13.30

What: "Moo: What's in the soil?" - presented by Paul Herde

Where: PIRL Boardroom

When: Friday 13th 1400 - 1600

What: Tech week celebrations – food, food, more food and drinks. Sam's Super Special Swiss Quiz will kick start the afternoon

Where: PIRL Boardroom



Appendix 3: Reports from the Special Interest Groups

VetSIG Report – Suzanne Fowler

The VetSIG has continued to be a strong network throughout 2021. We held a well attended forum on Euthanasia techniques in March which sparked good discussion between members. The group plan to hold a case study forum in October as the next event. The email channel continues to be utilised for veterinary specific questions and we have had a number of new vets join the group. We hope to be able to continue to hold forums every 3-4 months and encourage members to put forward suggestions for future topics.

ANZLAA Wellbeing Committee Report 2021

- The concept of an ANZLAA Wellbeing ‘Hub’ was initially discussed during at an ANZLAA Exec meeting, where one topic was on the upcoming R U OK? Day on the 10th Sept 2020.
- An email was sent out to all members asking if they would be interested to join a Wellbeing Committee. The idea was to launch a new section on the ANZLAA website about mental health and wellbeing with the information all in one location.
- The first Wellbeing Committee Meeting was held on 15th Oct 2020 via zoom
A home page for the wellbeing hub was designed
We decided on a ‘Brain’ coloured with flowers with different categories/ subject matter listed
- Host quarterly 1 hour webinars focusing on different aspects of Wellbeing and mental health.
- Debut of the first webinar was held 30th April 2021. Included a ‘tour’ of the newly formed Wellbeing Hub on the website and then moved onto an edited pod cast recording from Dr Cindy Buckmaster called Invisible Heroes. As a special treat for our first webinar- Cindy joined live on the day.
- Our second webinar was held 29th July 2021. We encouraged all members to send in tributes they may have to acknowledge animals in research. Our aim was to give everyone a chance to share and also provide incentive and ideas for others that may wish to start one but didn’t know what to do.
- Tecniplast sponsored a prize of a morning tea or lunch and everyone that entered was placed into a raffle. This was drawn by Tecniplast representative during the webinar.

Everyone is affected differently with our unique job roles- remember you are not alone and we hope that the Wellbeing Hub has been of help.

The Wellbeing Committee continues to meet via zoom every month, and anyone that would like more information, to share ideas and /or would like to join the committee please contact membership@anzlaa.com or click on the comments section in the wellbeing hub site.

Thank you from the Wellbeing Hub Committee



Appendix 4: Membership Policy and Fees for 2022

The Membership Policy and Fees for the year commencing 1 January 2022 shall be as follows:

Benefits to be conferred by membership shall include:

- Access to the ANZLAA email discussion list
- The ANZLAA newsletter
- Access to members-only content on the ANZLAA website
- Access to the AALAS Learning Library at generously discounted rates
- Discounted conference registration and scholarships
- Notification of meetings and events
- Voting rights (except Corporate and Affiliate Members)

Membership criteria:

- Ordinary Membership:** Ordinary Membership is open to individuals who are employed or otherwise engaged (including on a casual basis) in a part-time or full-time position relevant to the Objects of the Association.
- Student Membership:** Student Membership is applicable to undergraduates enrolled in full-time or part-time study in a field directly relevant to the Objects of the Association. Student Members must be residents of Australia or New Zealand.
- Corporate Membership:** Corporate Membership is available to organisations other than universities or research institutions whose activities are relevant to the Objects of the Association. Organisations holding Corporate Membership shall have the following entitlements:
 - Listing of their name on the ANZLAA website along with a link to their homepage and a summary of their products or services (maximum of 250 words with wording subject to Executive Committee approval);
 - Use of the words 'Corporate Member of ANZLAA [*current year*]' in association with their logo; note that the current year must be shown.
 - Access to a list of ANZLAA members who have agreed to receive mailings of commercial material;
 - Access to the ANZLAA group e-mail system for up to ten nominated staff;
 - Members' discount on individual conference registration.Corporate Members must nominate a contact person. The contact person may nominate up to ten additional staff within their organisation whom they wish to be included in the Corporate Membership. Corporate Membership does not confer voting rights.
- Affiliate Membership:** Affiliate Membership may be available to individuals not eligible for membership under any other category but whose professional interests are consistent with the Objects of the Association. Applications for Affiliate Membership are to be directed to the Executive Committee. The annual subscription fees for Affiliate Members shall be the same as full Ordinary Membership. Affiliate Membership does not confer voting rights.
- Life Membership:** Membership in this category may be bestowed upon individuals who are widely recognised as having made a distinguished contribution towards the goals of ANZLAA. Unless exceptional circumstances exist, Life Membership will only be awarded to individuals who have



contributed at least 15 years' continuous service to the industry. Life Members of AATA, ASTA and ANZSLAS shall be granted automatic Life Membership of ANZLAA. While not mandatory, nominees for Life Membership will usually be current or former members of ANZLAA. Admission to Life Membership is only available through nomination by an Ordinary or Life Member of ANZLAA and must not be initiated by the nominee. Nominations must be accompanied by a citation from the nominating member which must outline the nominee's achievements and must name at least three (3) other current members willing to act as referees. Nominations must be made in strict confidence and are to be lodged with the Secretary. The decision to approve a nomination shall be made by the Executive Committee. Life Members shall not be required to pay annual subscription fees and are entitled to the usual benefits of Ordinary Membership. The award of a Life Membership should be marked by the presentation of a certificate and the awardee's citation should be placed in the archives. Posthumous awards may be considered and a nomination process similar to that of Life Membership should apply. In such cases, the Committee must make all reasonable endeavours to obtain consent from the family before proceeding.

Subscription fees for the year commencing 1 January 2022

Fees for the year commencing 1 January 2022 shall be:

Ordinary and Affiliate:

Cost for New Subscription:

Australian residents	A\$ 93.60 (incl. GST)
New Zealand residents	A\$ 85.15 (GST not payable)
Residents of other countries	A\$ 85.15 (GST not payable)

Cost for Renewing Subscription:

Australian residents	A\$ 66.90 (incl. GST)
New Zealand residents	A\$ 60.75 (GST not payable)
Residents of other countries	A\$ 60.75 (GST not payable)

Student:

Cost for New and Renewing:

Australian residents	A\$ 40.15 (incl. GST)
New Zealand residents	A\$ 36.55 (GST not payable)

Corporate:

Cost for New and Renewing:

Australian registered companies	A\$ 735.40 (incl GST)
New Zealand registered companies	A\$ 668.60 (GST not payable)
Companies registered in other countries	A\$ 668.60 (GST not payable)

Additional fees apply for credit card transactions through PayPal.

Fees will increase annually by 5%.