

ANIMAL ETHICS COMMITTEE TERMS OF REFERENCE



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1 ESTABLISHMENT

The Animal Ethics Committee is a sub-committee of the Research Committee, and will provide reports, recommendations and/or advice to the Research Committee and Vice-President (Research).

2 FUNCTIONS AND RESPONSIBILITIES

This Committee provides advice and recommendations regarding the care and use of animals for scientific purposes conducted on behalf of the University to ensure compliance and animal wellbeing are adhered to in accordance with the [Australian Code for the Care and Use of Animals for Scientific Purposes 2013](#).¹

This Committee's functions and responsibilities, as determined under the [Australian Code for the Care and Use of Animals for Scientific Purposes](#), are to:

- 2.1 Approve ethical clearance for applications, and modifications to applications, for research projects or teaching activities that involve the care and use of animals, to ensure conformance to the University's policy documents, [Australian Code for the Care and Use of Animals for Scientific Purposes](#) and other legislative requirements.
- 2.2 Review applications or activities associated with the care and management of animals in facilities, including procedures applicable to breeding programs integral to the maintenance of an animal line, and approve only those activities that are ethically acceptable and conform to the requirements of the Code.
- 2.3 Ensure the use of animals is justified, the welfare of those animals is considered, and the principles of replacement, reduction and refinement are incorporated.

¹ Relates to clause 2.3.27 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

- 2.4 Conduct follow-up review of approved projects and activities² and allow the continuation of approval for only those projects and activities that are ethically acceptable and conform to the requirements of the Code.
- 2.5 Monitor the care and use of animals, including housing conditions, practices and procedures involved in the care of animals in facilities.
- 2.6 Monitor all activities relating to the care and use of animals for research or teaching on a regular and ongoing basis, including conducting annual inspections of animal housing facilities and where appropriate University laboratories.
- 2.7 Investigate unexpected adverse events, complaints, and breaches of compliance with the [Australian Code for the Care and Use of Animals for Scientific Purposes](#), which may require the project or activity to be suspended. Where appropriate, recommend to the Vice-President (Research) to withdraw the project or activity.
- 2.8 Approve guidelines for the care and use of animals on behalf of the University.
- 2.9 Submit a written report on the Committee's activities at least annually to the Research Committee.

3 DELEGATED AUTHORITIES

This Committee has delegated the following authorities:

- the Executive Committee may approve minor modifications to approved projects
- the Chair may investigate, in consultation with the Animal Welfare Officer and any additional Committee members, unexpected adverse events to ensure that animal wellbeing is not compromised
- the Chair may investigate complaints about the care and use of animals at the University as the 'designated officer' under the [Complaints Policy and Procedure](#), and
- in instances of unexplained and severe disease outbreaks, or morbidity/mortality in animals or people, the Chair, in consultation with the Animal Welfare Officer, may approve the immediate use of animals to undertake diagnosis by appropriately qualified personnel.

Any delegated authority decisions made must be reviewed at the next quorate meeting of this Committee.

4 MEMBERSHIP AND TERMS OF OFFICE

This Committee will comprise:

Chairperson:

- The Chair should hold a senior academic position in the University and will be appointed by the Vice-President (Research)

Appointed members:

- At least one person from each of the categories below will be appointed by the Vice-President (Research), on the recommendation of the Animal Ethics Committee Chair:
 - Category A - a person with qualifications in veterinary science that are recognised for registration as a veterinary surgeon in Australia, and with experience relevant to the University's activities or the ability to acquire relevant knowledge
 - Category B - a suitably qualified person with substantial and recent experience in the use of animals in scientific or teaching activities relevant to the University and the business of this Committee. This must include possession of a higher degree in research or equivalent experience. If the business of this Committee relates to the use of animals for teaching only, a teacher with substantial and recent experience may be appointed
 - Category C - a person with demonstrable commitment to, and established experience in, furthering the welfare of animals, who is not employed by, or otherwise associated with the University, and who is not

² Clause 2.2.32(ii) of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

currently involved in the care and use of animals for scientific purposes. Veterinarians with specific animal welfare interest and experience may meet the requirements of this category. While not representing an animal welfare organisation, the person should, where possible, be selected on the basis of active membership of, and endorsement by, such an organisation, and

- Category D - a person not employed by or otherwise associated with the University and who has never been involved in the use of animals in scientific or teaching activities, either in their employment or beyond their undergraduate education. Category D members in this category must be viewed by the wider community as bringing a completely independent view to this Committee, and must not fit the requirements of any other category.

Nominated members

- A person responsible for the routine care of animals within the University³, nominated by the Dean School of Health, Medical and Applied Sciences.

Appointed and nominated members will serve for a term of up to three years. In some circumstances, the availability of suitably qualified potential members will require some members to serve for longer periods.

Members must sign a confidentiality agreement upon the acceptance of the appointment.

Members must represent and maintain effective communications between their business area and this Committee, as appropriate.

New members will, on their appointment, receive relevant induction information and briefings to assist them to meet their Committee responsibilities.

Where a member is aware that they will be absent and unable to attend Committee meetings for an extended period, the member may apply to the Chair for leave of absence for the period.

Reappointment and retirement of members

Prior to the expiry of a current term of office, members may be invited in writing, to serve an additional term of office. On written acceptance, members will be deemed to have been re-appointed. Where members decline this invitation, a vacancy will be declared.

On declaration of a vacancy, an advertisement via CQUniversity networks or external advertisement inviting expressions of interest from persons who meet the eligibility criteria for the vacancy. These expressions of interest will be assessed by the Chair, ineligible candidates will be advised, and interviews of eligible candidates will be conducted where required.

Members may be retired:

- by written or verbal self-nomination, or
- as requested in writing by the Vice-President (Research), where a breach of the code of conduct has been established, on the advice of the Chair.

5 RIGHTS OF AUDIENCE AND DEBATE

This Committee may extend rights of audience and debate on a standing or ad hoc basis.

Attendees with rights of audience and debate may participate in meetings, but have no voting rights.

Those holding the following or equivalent positions (or their nominee) will have standing rights of audience and debate at meetings:

- Animal Welfare Officer.

Employees and external stakeholders may request the opportunity to address this Committee. The Chair will consider and determine these requests.

³ Clause 2.2.5 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

6 OBSERVERS

Observers are welcome with the Chair's prior permission and provided they advise the Secretary in advance.

Observers are entitled to see and hear the proceedings of the meeting but have no voting rights and no right to speak at meetings, unless invited to do so by the Chair. Observers must leave the meeting when requested by the Chair, or if any matters are to be considered in closed session.

7 CHAIR

The Chair will be appointed by the Vice-President (Research) and hold a senior academic position in the University.

The Chair will serve for a term of office of three years.

The Chair is responsible for impartially guiding the operations of this Committee, resolving conflicts of interest related to the business of this Committee and representing this Committee in any negotiations with the University's management.

This Committee has delegated authorities to the Chair. Refer to the [Delegated Authorities](#) section for further information.

The members present will elect an alternate Chair if the Chair is unable to attend a scheduled meeting.

8 SECRETARY

The Vice-President (Research) will nominate the Secretary.

9 EXECUTIVE COMMITTEE

This Committee will have an Executive Committee, empowered to act between meetings where urgent business arises, and to form ad hoc sub-committees if required.

As outlined in the [Australian Code for the Care and Use of Animals for Scientific Purposes](#):⁴

- this Committee may delegate powers to an Executive Committee
- operating procedures must be established covering the powers that this Committee is prepared to delegate to the Executive Committee
- the Executive Committee must include at least one external member from Category C (animal welfare person) or D (independent person)
- the Executive Committee may approve minor modifications to projects
- the Executive Committee cannot approve new proposals, and
- any decisions made by the Executive Committee must be reviewed by this Committee at its next meeting.

The Executive Committee will comprise:

- the Chair of this Committee (Chair of Executive)
- at least one external member from Category C (animal welfare person) or one external member from Category D (independent person).

The Executive Committee will have a quorum which must include the Chair and one external member from Category C, or one external member from Category D.

⁴ Clause 2.2.23 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

10 QUORUM

This Committee will have a quorum which must include at least one member from each Category A, B, C and D at all times throughout the duration of the meeting, including after the withdrawal of any members with a conflict of interest.⁵

Categories C and D together must represent at least one-third of those members present.

11 CONFLICT OF INTEREST

Members must declare to the Chair any real, perceived or potential conflict of interest they may have with any item on the agenda. A conflict of interest is defined within the [Australian Code for the Care and Use of Animals for Scientific Purposes](#) as 'a situation in which a person's individual interests or responsibilities have the potential to influence the carrying out of his or her institutional role or professional obligations, or where an institution's interests or responsibilities have the potential to influence the carrying out of its obligations.'

Members, and any experts approached to provide advice to this Committee, must declare any interests with respect to committee business and its operation:

- prior to their appointment - by making a signed declaration of all real or potential conflicts of interest as part of the member application process
- as matters arise - by declaring all real or potential conflicts of interest and the nature of that interest to either the Chair or Secretary as soon as is reasonable after they become aware of the conflict, or
- at each meeting - by declaring as an early item of the meeting agenda all real, perceived or potential conflicts of interest and the nature of that interest. This must include all real, perceived or potential conflicts with any items on the meeting agenda or any other matter relating to membership of this Committee.

Declarations of real or potential conflicts of interest (as part of the appointment process, between or at meetings) will be recorded in the relevant meeting minutes.

This Committee will deal with situations in which a conflict of interest arises, including any situation where a member has an interest that may be seen to influence the objectivity of a decision by:

- requiring the member whose objectivity may be influenced by an interest (including consideration of a proposal submitted by that member) to leave the room prior to any discussion of the identified item, returning only at the invitation of the remaining members to provide clarification on issues raised (after which the member will again be requested to leave) or returning only when a decision has been finalised
- recording the method of dealing with any conflict in the relevant meeting minutes (e.g. recording that the member left and returned to the room)
- considering and responding to any concern or claim raised by an activity leader or other party that the Committee member has a conflict of interest that may have influenced the objectivity of a Committee decision, and
- advising complainants, in writing, of this Committee's response to any concern or claim relating to a conflict of interest. If the complainant is not satisfied with the Committee's response, a grievance may be lodged.

12 MEETINGS

Committee meetings must be held face-to-face where practical, with video or web conferencing, as a first preference used where necessary to establish quorum. In exceptional circumstances the use of teleconferencing is permissible.⁶ This Committee will be scheduled to meet 11 times each year. Additional meetings may be called on an as needs basis. Scheduled meetings may be cancelled due to lack of submissions.

Committee members must fully prepare for each meeting, read the documentation in advance, and make every reasonable effort to attend each meeting.

⁵ Clause 2.25 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

⁶ Clause 2.2.26(ii) of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

Decisions should be based on a thorough, fair and inclusive process of discussion and deliberation by Committee members and should be made only by those present throughout the discussion. Decisions should be made on the basis of consensus. Where consensus cannot be reached after reasonable effort to resolve differences, this Committee will explore with the applicant/s ways of modifying the project or activity that may lead to consensus. If consensus is still not achieved, this Committee should only proceed to a majority decision after members have been allowed a period of time to review their position followed by further discussion.⁷

13 ACCESS TO RESOURCES

External Committee members will be provided with access to any resources they reasonably require to fulfil their duties as a committee member.

14 AGENDAS AND MINUTES

Agenda papers will be distributed at least 10 calendar days before the meeting. Members will be notified by email of the location and availability of material. Members are encouraged to view the agenda electronically during the meeting.

Only with the Chair's permission will late papers or the tabling of papers be accepted. All papers must be submitted to the Secretary by the specified submission deadline.

Committee records are subject to the Queensland [Public Records Act 2002](#) and must be retained by the Secretary in accordance with the University's [Records Management Policy and Procedure](#).

Minutes will be prepared from each meeting. The Chair will review the draft minutes and action sheet of each meeting, after which the Secretary will circulate the documents to all Committee members and include them in the agenda papers for the next meeting.

15 EVALUATION AND REVIEW

The University, through the Research Committee, must conduct an annual review of this Committee to ensure that it is effective and consistent with the [Australian Code for the Care and Use of Animals for Scientific Purposes](#) and University policy documents. This must include an assessment of the Committee's annual report and a meeting with the Chair.⁸

The annual report will advise on:

- numbers and types of projects assessed and approved or rejected
- the physical facilities for the care and use of animals by the University
- actions that have supported the educational needs of the Committee members, and people involved in the care and use of animals
- administrative or other difficulties experienced, and
- any matters that may affect the University's ability to maintain compliance with the [Australian Code for the Care and Use of Animals for Scientific Purposes](#) and if appropriate, suitable recommendations.⁹

The University must also undergo an independent external review at least every four years to assess the University's compliance with the [Australian Code for the Care and Use of Animals for Scientific Purposes](#), and to ensure the continued suitability, adequacy and effectiveness of its procedures to meet its responsibilities under the [Australian Code for the Care and Use of Animals for Scientific Purposes](#).¹⁰

16 RELATED DOCUMENTS

[Animal Care and Protection Act 2001](#) (Qld)

Animal Ethics Committee Application Guideline

⁷ Clauses 2.310 and 2.3.11 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

⁸ Clauses 2.1.9, 2.2.37 and 2.3.28-29 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

⁹ Clause 2.3.29 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

¹⁰ Clause 2.1.9 and Section 6 of the [Australian Code for the Care and Use of Animals for Scientific Purposes](#)

[Animal Ethics Procedure](#)

[Animal Research Act 1985](#) (NSW)

[Animal Welfare Act 1985](#) (SA)

[Animal Welfare Act 1993](#) (Tas)

[Animal Welfare Act 2002](#) (WA)

[Australian Code for the Care and Use of Animals for Scientific Purposes](#)

[Code of Conduct for Research](#)

[Prevention of Cruelty to Animals Act 1986](#) (Vic)

17 FEEDBACK

Feedback about this document can be emailed to policy@cqu.edu.au.

18 APPROVAL AND REVIEW DETAILS

Approval and Review	Details
Approval Authority	Academic Board
Delegated Approval Authority	Research Committee
Advisory Committee	Animal Ethics Committee
Required Consultation	N/A
Administrator	Vice-President (Research)
Next Review Date	19/04/2026

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