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**General Schedule
Position Classification Standards**



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**POSITION CLASSIFICATION
STANDARD
FOR
VETERINARY MEDICAL
SCIENCE SERIES, GS-0701**



**Workforce Compensation
and Performance Service**



Veterinary Medical Science Series

GS-0701

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Veterinary Medical Science Series

GS-0701

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SERIES DEFINITION

This series includes positions that involve professional veterinary work to investigate, inspect, and deal with animal diseases, animal pollution, contamination of food of animal origin, health and safety of imported animals and animal products, safety and efficacy of many animal, as well as human, drugs and biological products, and cooperative enforcement activities involving both the public and private sectors. Such positions require the degree of Doctor of Veterinary Medicine or an equivalent degree; a knowledge of current, advanced, or specialized veterinary medical arts and science principles and practices of the profession; and the ability to apply that knowledge in programs established to protect and improve the health, products, and environment of or for the Nation's livestock, poultry, or other species for the benefit of human, as well as animal, well-being.

This standard supersedes the standard for the Veterinary Medical Science Series, GS-0701, published in June 1968.

SERIES COVERAGE

Veterinary medical officer positions are characterized by application of professional competence in the veterinary medical science and arts of current, advanced, or specialized gross and microscopic anatomy; general, special, and post mortem pathology; microbiology and immunology; pharmacology and therapeutics; comparative physiology; toxicology; epidemiology; surgery; hygiene; reproduction; or other specialties in the veterinary branch of medicine.

Veterinary medical officer work is performed in a number of programs carried out by Federal agencies such as:

- Detecting, controlling, or eradicating both domestic and foreign diseases that threaten the Nation's livestock and poultry or other species.
- Examining meat products or livestock and poultry or other species for symptoms of diseases or disorders while in transit or temporary confinement in the course of shipment through livestock markets, borders, air and ocean ports.
- Evaluating the manufacturing, testing, handling, and marketing of vaccines, serums, diagnostic reagents, and other veterinary biologics to determine their potency, purity, and safety.
- Evaluating and inspecting meat and poultry slaughter and processing operations to assure that products entering the human food chain are wholesome, unadulterated, and truthfully labeled.

- Evaluating the manufacturing, testing, handling, and marketing of food; food additives, drugs, and other chemicals; and therapeutic devices intended for use by livestock and poultry or other species, particularly for the products' risk versus the potential therapeutic, reproductive, or prophylactic benefit.
- Research in any of the above or other Federal programs.
- Developing, planning, designing, coordinating, and managing comprehensive industry-State-Federal programs for "targeted" or "mission-oriented" activities leading to the implementation of measures to eradicate or otherwise control certain of the more devastating pathogens or chemical contaminations of livestock and poultry or other species.

Most veterinary medical officers perform work in one or a combination of basic specialty areas, such as control of animal diseases, including those transmissible to humans; detection and control of health problems related to environmental contamination of food, and general problems of food storage and disposition; surveillance and control of insect, rodent, and toxic agent contamination of food, or other avenues of disease transmission; liaison, public relations, and administration in relation to general public health activities. Such medical officers may also be concerned with laboratory disciplines, e.g., microbiology, immunology, serology, pathology, and radiobiology, as well as, assisting in chemical, toxicological, and microbiological analyses of foods.

Some veterinary medical officers have additional responsibilities for closely associated activities concerning animal health and welfare such as enforcement of laws governing animal quarantines, control of diseases and insect pests of animals, humane care and treatment of animals, the regulation of pesticides, veterinary biologics used mainly to immunize animals against diseases, and veterinary pharmaceuticals to ensure they are safe and effective. Although specialization in such related health activities is characteristic of other disciplines, the Veterinary Medical Science Series includes positions with responsibility both for veterinary medicine and related aspects of animal health.

Veterinary medical officers are typically disease-oriented as well as public health-oriented. The occupation includes medical positions concerned generally with diseases of economic importance amenable to control, prevention, or therapy with drugs, chemicals, or biologics where the work requires primarily specialized professional abilities of the veterinary medical officer in the etiology, epidemiology, or pathogenesis of diseases and the evaluation and development of safe and effective agents and compounds. Thus, veterinary medical officer positions concerned with the development and testing of drugs, chemicals, and biologics designed for human use are classified to the Veterinary Medical Science Series, if the agents must be studied intensively in animal species prior to testing in humans.

SERIES EXCLUSIONS

The following types of related occupations are excluded from the Veterinary Medical Science Series:

1. Occupations involving research or other professional and scientific work in the field of human and animal physiology not requiring the degree of Doctor of Veterinary Medicine. Such work is classifiable under the [*Physiology Series, GS-0413*](#).
2. Occupations involving research or other professional and scientific work in breeding, feeding, and nutrition, or management of animals or poultry not requiring the degree of Doctor of Veterinary Medicine. Such work is classifiable under the [*Husbandry Series, GS-0487*](#).
3. Occupations involving technical work such as inspection, investigation, quarantine, identification, vaccination, appraisal, and disposal of diseased animals, and disinfection for the control and eradication of infectious and communicable animal diseases concerned with animal health in support of veterinary medical programs. Such work is classifiable under the [*Animal Health Technician Series, GS-0704*](#).
4. Occupations involving preprofessional on-the-job training in veterinary medicine at a Federal establishment and college or university leading to the degree of Doctor of Veterinary Medicine. Such on-the-job training and education is classifiable under the [*Veterinary Student Trainee Series, GS-0799*](#).
5. Occupations involving inspection of foods and food establishments relating to standards of wholesomeness and purity of foods and food products; and inspection of imported foods, drugs, and cosmetics by trained lay inspectors. Such work is classifiable under the [*Food Inspection Series, GS-1863*](#).

OCCUPATIONAL INFORMATION

Positions in this occupation are usually either inspection or investigation types. The inspection types are generally located at meat and poultry processing plants, livestock markets, borders, air and ocean ports. Their primary function is to certify conditions, products, and facilities of or for animals which pass inspection, advise on corrective actions, and enforce governing Federal laws and regulations accordingly. The investigation types of positions may be found in field locations such as farms, licensed laboratories, and other places; agency diagnostic laboratories; or in a staff or consulting capacity. Their major functions are the detection, control, and eradication of animal diseases through epidemiological surveys, diagnostic pathology, biologics, drugs, nutrition, genetics, or other methods. An integral part of both types of positions is continued surveillance of the health, products, and environment of or for livestock and poultry and other species that affect the Nation's meat and food animal supply and the public health and animal well-being.



Examples of Inspection Functions

1. Examining livestock and poultry, other species, and associated products and byproducts in transit or temporary confinement in the course of shipment through livestock markets, border, air and ocean ports pursuant to provisions of *Health Requirements and Regulations Governing the Interstate and International Movement of Livestock and Poultry*.
2. Inspecting livestock and poultry whose carcasses and products are eligible for entrance into interstate commerce, meat and poultry slaughter and processing plants, plant equipment, and slaughter and processing operations, pursuant to provisions of the *Federal Meat Inspection, Poultry Products Inspection and the Inspection Amendments Acts*.

Examples of Investigation Functions

1. Investigating reports of animal diseases, both domestic and foreign, and, conditions that pose a threat to the Nation's food animal and poultry supply pursuant to terms of *Cooperative State-Federal Disease Control and Eradication Agreements*.
2. Evaluating the manufacturing, testing, handling, and marketing of vaccines, serums, and diagnostic reagents which enter interstate and international commerce as immunological products pursuant to provisions of the *Virus-Serum-Toxin Act*.
3. Evaluating different types of new animal drug applications such as originals, amendments to unapproved originals, supplements to approved applications (proposals to change conditions in the tentatively approved original application), and amendments to unapproved supplements of approved applications pursuant to provisions of the *Federal Food, Drug and Cosmetic Act*.
4. Developing laboratory, diagnostic, epidemiological, and immunological studies, tests, and standards, including scientific concepts, applications, information, and methodologies on "targeted" or "mission-oriented" animal disease problems pursuant to terms of *Cooperative State-Federal Disease Control and Eradication Agreements*.

TITLES

Veterinary Medical Officer is the basic title authorized for non-supervisory positions classified in this series.

Positions which meet or exceed the criteria of the [General Schedule supervisory Guide](#) for evaluation as a supervisor are titled *Supervisory Veterinary Medical Officer*.

GRADE OF POSITIONS

Benchmarks as provided in this standard cover nonsupervisory veterinary medical officer positions at grades GS-09, 11, 12, 13 and 14. The factor level descriptions as provided in this standard may be used to classify nonsupervisory veterinary medical officer positions at grades GS-09 through GS-15 in functional areas for which the benchmarks are not applicable and for which there are no separate grade evaluation guides. Two types of work specifically included consist of:

- Professional work which is accomplished primarily by interpretation of, adaption of, application of, or enforcement of Federal livestock, meat and poultry product inspection laws and regulations, and provisions of other appropriate Federal Acts.
- Professional work which involves staff assignments as technical reviewers, advisers, consultants, and/or program coordinators in organizations engaged in or concerned with investigation in the preceding type of work and the detection, control, and eradication of certain of the more devastating pathogens and conditions involving various laws which regulate the health, products, and environment of the Nation's livestock and poultry or other species.

Excluded from coverage of the grade level criteria in this standard are the following categories of positions:

- *Research* -- Research positions should be evaluated by reference to the [Research Grade-Evaluation Guide](#). The guide may also be used to evaluate the research portion of mixed jobs.
- *Supervision* -- Supervisory positions should be evaluated by reference to the [General Schedule Supervisory Guide](#).

EVALUATION NOTES

Nonsupervisory Veterinary Medical Officer positions should be evaluated on a factor-by-factor basis, using one or more of the Office of Personnel Management benchmarks provided in the classification standard for the Veterinary Medical Science Series, to the extent possible. Factors in the individual positions that cannot be matched to factors in the benchmarks may be point-rated by reference to the Factor Level Descriptions in the classification standard for the Veterinary Medical Science Series. Use only the designated point values. A copy of the grade conversion table is provided below.

The Factor Level Descriptions provided in this standard are applicable to nonsupervisory Veterinary Medical Officer positions only.

GRADE CONVERSION TABLE

Total points on all evaluation factors are converted to GS grade as follows:

GS Grade	Point Range
09	1855-2100
10	2105-2350
11	2355-2750
12	2755-3150
13	3155-3600
14	3605-4050
15	4055- up

FACTOR LEVEL DESCRIPTIONS

FACTOR 1, KNOWLEDGE REQUIRED BY THE POSITION

This factor measures the nature and extent of: (1) information or facts (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts) which the doctor must understand to do acceptable work and (2) skills necessary to apply these knowledges. To be used as a basis for selecting a level under this factor, a knowledge must be required and applied.

Level 1-6 -- 950 points -- A professional knowledge of anatomy, physiology, diseases of farm animals, materia medica, and the general methods and techniques of diagnosing and controlling certain of the more common diseases and disorders acquired with the degree of Doctor of Veterinary Medicine (equivalent to relevant graduate study) which would enable the doctor to independently perform livestock, meat and poultry medical examinations and associated functions that do not require significant deviation from professionally established methods and precedents. Additionally, a general familiarity with practices of related medical disciplines (e.g., microbiology, pharmacology, comparative physiology, parasitology, and hygiene) concerned with the protection or improvement of health, products, and facilities of or for livestock, poultry, or other species.

Level 1-7 -- 1250 points -- Professional knowledge of a wide range of inspection duties or a comprehensive professional knowledge of a technical field in a specialty area and the skill to:

- Pass judgment on serious types or important animal disorders and public health diseases; train lay inspectors in performing quality and quantity inspections; and evaluate effectiveness of inspection, standards of sanitation applied, and new or revised inspection regulations for immediate implementation.
- Participate in established programs and in the development of new disease detection, control and eradication concepts, applications and methodologies applicable in

epidemiology, diagnostic pathology, biologics (virus, serums, or toxins), drugs (prescription and non-prescription), therapeutic devices, food additives, residues, and related problems.

Illustrations:

- Knowledges and skills necessary to diagnose a wide variety of diseases and conditions during ante mortem and post mortem inspection, including the ante mortem diagnosis of poisonings and diseases affecting the central nervous system that will produce no demonstrable post mortem lesions (e.g., rabies, tetanus, lead poisoning, listeriosis, etc.), and also including the diagnosis of diseases of particular public health or animal health significance (e.g., tuberculosis, brucellosis, foot-and-mouth diseases, African swine fever, ornithosis, anthrax, etc.). It also includes the examination of carcasses for unsafe concentrations of biologics and drug residues.
- Knowledges and skills necessary to train lay inspectors to carry out much of the routine ante mortem and post mortem inspection such as carcass, cervical, visceral, rail, and offal for visible signs of abnormalities.
- Knowledges and skills necessary to evaluate the quality of inspections, standards of sanitation applied, and new or revised inspection criteria for incorporation into inspection lines.
- Knowledges and skills necessary to investigate specialized microbiological, parasitological, pathological, immunological, pharmacological, toxicological or other related problems acquired with a master's degree beyond the degree of Doctor of Veterinary Medicine: They aid in the development of new disease detection, control and eradication concepts, applications, and methodologies in epidemiology, diagnostic pathology, biologics (virus, serums, toxins), or drugs (prescription and non-prescription).

Level 1-8 -- 1550 points -- Mastery of a program field in which the doctor is considered an expert in dealing with and solving chronic problems which affect the health, products, and environment of or for livestock and poultry or other species due to a combination of scientific factors requiring skill to:

- Study various factors that could possibly affect the wholesomeness of meat and poultry products.
- Study various factors that could possibly influence or lead to causes and solutions for chronic endemic and pathogenic conditions.
- Study various factors that may lead to the development of safer standards of potency, efficacy, and purity for biologics, drugs, and related products.

Illustrations:

- Knowledges and skills necessary to advise on causes that could affect the wholesomeness of meat and poultry products such as existing defects of equipment and areas and the likely consequences (e.g., product spoilage, food poisoning, and condemnation) if not corrected physically, chemically, or microbiologically.
- Knowledges and skills necessary to probe various factors of endemic conditions such as the etiology (cause) and ecology (environment) of various organisms, farm management practices, and serological, bacteriological, or virological complications.
- Knowledges and skills necessary to evaluate various factors of pathogenic conditions, for example, either in vitro (in a test tube) or in vivo (in a living body), using as tools such disciplines as microbiology, serology, biochemistry, and in some instances, mycology.
- Knowledges and skills to review various factors of standards of potency, efficacy, and purity of biologics (virus, serums, or toxins), or safety and efficacy of drugs, devices, additives, pesticides, or other chemicals for use in vitro or in vivo such as laboratory, food or non-food producing animals.

Level 1-9 -- 1850 points -- Mastery of a broad program field and recognized skill to develop new hypotheses, modern mechanisms and techniques, and new or revised program standards; or to function in nationwide cooperative industry-State-Federal consultations as a nationally recognized scientist in long-range "targeted" or "mission-oriented" programs.

- Knowledge and skills necessary to collaborate with industry-State-Federal scientists and organizations nationwide to discover modern mechanisms and techniques such as biologics, drugs, nutrition, genetics, etc., for use in effectively, safely, and efficiently interfering with disease processes, thereby preventing its occurrence or controlling its severity.
- Knowledges and skills necessary to design and develop new or revised cooperative industry-State-Federal program standards for nationwide application to prevent the introduction of foreign animal diseases into the United States, eradicate those diseases of major economic significance and eliminate outmoded, continuous control programs and their annual costs to the Federal Government.

FACTOR 2, SUPERVISORY CONTROLS

This factor covers the nature and extent of direct or indirect controls exercised by the supervisor, the doctor's responsibility, and the review of completed work.

- Controls are exercised by the supervisor in the way assignments are made, instructions are given to the doctor, priorities and deadlines are set, and objectives and boundaries are defined.



- The doctor's responsibility depends on the extent to which the doctor is expected to develop the sequence and timing of various aspects of the work, to modify or recommend modifications or instructions, and to participate in establishing priorities and defining objectives.
- The review of completed work depends upon the nature and extent of the review, e.g., close and detailed review of each phase of the assignment, detailed review of the finished assignment, spot check of finished work for accuracy, or review only for adherence to policy.

Level 2-3 -- 275 points -- The supervisor makes assignments by defining objectives and priorities and assists the doctor with unusual situations which do not have clear precedents.

The doctor plans and carries out the successive steps and handles problems and deviations in the work assignments in accordance with instructions, policies, previous training, or accepted medical practices.

Completed work is usually evaluated for technical soundness, appropriateness, and conformity to policy and requirements. The methods used in arriving at the end result, are not usually reviewed in detail.

Level 2-4 -- 450 points -- The supervisor sets the overall objectives and resources available. The doctor and supervisor, in consultation, develop the deadlines, projects and work to be done. The doctor, having developed expertise in the specialty area, is responsible for planning and carrying out the assignment; resolving most of the conflicts which arise; coordinating the work with others, as necessary; and interpreting policy on own initiative in terms of established objectives. In some assignments, the doctor also determines the approach to be taken and the methodology to be used. The doctor keeps the supervisor informed of progress, potentially controversial matters, or far-reaching implications.

Completed work is reviewed only from an overall standpoint in terms of feasibility, compatibility with other work, or effectiveness in meeting requirements or expected results.

Level 2-5 -- 650 points -- The supervisor provides administrative direction with assignments in terms of broadly defined mission or function.

The doctor has responsibility for independently planning, designing, and carrying out programs, projects, studies, or other work.

Results of the work are considered as technically authoritative and are normally accepted without significant change. If the work should be reviewed, the review concerns such matters as fulfillment of program objectives, effect of advice and influence on the overall program, or contribution to the advancement of technology. Recommendations for new projects and alteration of objectives are usually evaluated for such considerations as availability of funds and other resources, broad program goals, or national priorities.

FACTOR 3, GUIDELINES

This factor covers the nature of the judgment needed to apply guidelines. Since individual assignments vary in the specificity, applicability, and availability of guidelines, the judgmental demands placed upon doctors also vary. The existence of specific instructions procedures, and policies may limit the opportunity of the doctor to make or recommend decisions or actions; however, in the absence of procedures or under broadly stated objectives, the doctor may use considerable judgment in researching literature and developing new methods. For this factor, guidelines refer to standard guides, precedents, methods, and techniques including:

- agency regulatory codes and standards;
- agency manuals of instructions and operations;
- agency scientific materials on livestock, meat, and poultry;
- agency handbooks on health, product, and facility inspection procedures;
- agency instructions on industry standard practices;
- departmental policies, Federal Acts, and the Federal Register;
- professional society codes and standards;
- standard professional practices as taught in veterinary medical courses or generally accepted by doctors of veterinary medicine; and
- governing policies and procedures of other agencies concerned with the same problems.

Level 3-2 -- 125 points -- The doctor is provided established guidelines in the form of standard instructions, literature, precedents, and practices concerned with the assignment function.

Judgment is required in locating and selecting the most appropriate guidelines and references. This may include exercising discretion, i.e., in selecting among alternatives and making minor deviations occasionally to adapt guidelines to specific cases. Situations to which existing guidelines are inapplicable or require significant deviations are referred to the supervisor.

Level 3-3 -- 275 points -- Guidelines are available in the form of standard instructions, technical literature, agency policies and regulations, precedents, and standard practices, but involve special application in specific areas of the assigned function.

Independent judgment is required to select, interpret, and adjust the guidelines individually and collectively to meet most requirements of the assignment. This includes applying them in the same manner to relate new medical situations to precedent cases.

Level 3-4 -- 450 points -- Guidelines are often not specific in dealing with unusual or serious cases and problems. The doctor is required to be resourceful, enterprising, and experienced in deviating from or extending traditional medical methods and practices and developing solutions to problems where precedents are inapplicable. This may include responsibility for developing supplemental material to explain agency and departmental guidelines.

Level 3-5 -- 650 points -- Guidelines are chiefly broad and general policy statements, regulations, and laws requiring the exercise of considerable judgment and ingenuity in interpreting and adapting existing guides and in developing new or improved hypotheses, approaches, or concepts not tried, tested, or reported in the veterinary scientific community. Frequently, the doctor is a recognized technical authority in a specialty area with responsibility for developing policies and nationwide standards, procedures, and instructions for guiding industry-State-Federal personnel.

FACTOR 4, COMPLEXITY

This factor covers the nature, number, variety, and intricacy of tasks, steps, processes, or methods in the work performed; the difficulty in identifying what needs to be done; and the difficulty and originality involved in performing the work. This factor incorporates all those elements of an assignment which tend to make it more or less difficult. Such elements measure the inherent difficulty of an assignment as distinguished from an individual's demonstrated ability to resolve a problem or complete an assignment. It must be emphasized that the inherent difficulty of an assignment include questions or problems which are yet unanswered or unresolved that require solutions or controls. Hence, the true difficulty of an assignment can only be measured by the levels of professional approaches used to resolve the questions or control the problems.

Among the elements to be considered under the nature and variety of an assignment are their complexity, measurable from a veterinary medical standpoint. This element sets the environment in which the potential for discretionary judgment can be ascertained. Another element to be considered relates to the importance of the problems constituting an assignment in relation to the possibility of establishing precedents. Sometimes the delicateness of the problem becomes an important consideration in evaluating an assignment because it could lead to the embarrassment of the Government in the eyes of the public and pharmaceutical or agricultural groups. Broadly, the factor reflects the professional level of a doctor in terms of what is actually done in connection with a particular assignment.

Level 4-3 -- 150 points -- Assignments consist of selecting classical approaches to be followed and successfully applying them in resolving medical problems. Typically, the work entails making minor adaptations or modifications to established procedures and methods. In some instances, a significant modification to procedures and methods may be developed in collaboration with the supervisor.

Level 4-4 -- 225 points -- Assignments involve a combination of medical and regulatory responsibilities which usually call for a number of atypical inspection or investigative approaches of accepted veterinary, medical practices. Determinations on approaches include



evaluating atypical disease conditions, procedure adjustments, and inconclusive or adverse findings and conclusions. Duties involve diagnosing and passing judgment on a number of symptoms and conditions, organizing or inspection or investigation activities, or improving animal examination or disease or other evaluation procedures.

Level 4-5 -- 325 points -- Assignments involve a combination of medical and regulatory responsibilities which usually call for a number of atypical inspection or investigative approaches applicable to a wide variety of regulatory functions or intensive medical evaluations for programs in disease control and eradication, or the like. Determinations on approaches are influenced by precedents drawn from ongoing improvements in program concepts; advancements in the sciences and industry; new animal or other species health, product, and environmental problems; or disagreements in enforcement procedures. Duties involve developing advanced or specialized program concepts, determining accepted or recognized standards, or providing expertise in programs and the veterinary medical arts and sciences.

Level 4-6 -- 450 points -- Assignments consists of the selection and resolution of problems which reflect a high degree of professional judgment. The medical problems are of extraordinary emergency, public interest or economic restraints and, in most instances, either have not been attacked or have been attacked previously without success. This creates a need for the doctor to develop alternatives which become national and international guides or standards for action program operations, industries, or other professionals engaged in similar activities. In the resolution of specific problems, considerable judgment is required in the selection, evaluation, and modification of methods and procedures, standard concepts or theories, the objectives, and/or previously formulated requirements and criteria.

FACTOR 5, SCOPE AND EFFECT

This factor covers the relationship between the nature of the work, i.e., the purpose, breadth, and depth of the assignment and the effect of work products or services both within and outside the organization.

Effect measures such things as whether the work output facilitates the work of others, provides timely services of a personal nature, or impacts on the adequacy of research conclusions. The concept of effect alone does not provide sufficient information to properly understand and evaluate the impact of the position. The scope of the work completes the picture, allowing consistent evaluation.

Only the effect of properly performed work is to be considered. No credit is given for the possible consequences of employee error.

Among the elements to be considered under the nature and effect of the work, are the impact of the resolution in terms of how it affects such things as economics, the development of operating programs, and the like. Another element is the controversial nature of the subject-matter area which may also be significant. For example, the drug and biologics industry can be expected to challenge or contest decision which take exception to their standards, thus placing an additional burden on the doctor involved in such work.

Level 5-3 -- 150 points -- Professional work involves inspecting, investigating, and maintaining surveillance of a variety of medical problems which do not materially affect any major segment of the livestock and poultry economy, although they affect farmers and others in a particular locale or industry in a county or State. Likewise, the impact of medical activities is minimal to the extent that it has altered the field operation in a limited locale or industry. Because the nature of the approaches taken involves fairly-well-established procedures and methods, medical findings and conclusions are rarely challenged or contested.

Level 5-4 -- 225 points -- Work involves providing professional expertise as a specialist in a particular specialty field by furnishing advisory, planning, or reviewing services on specific or peripheral problems, projects, programs, and functions. While, generally speaking, the impact of findings do not materially differ from the economic standpoint than that described under Level 5-3, the findings establish limited precedents that affect field and industry program activities in other geographic areas. In these instances, considerable resistance to change is overcome with successful proofs which show the scientific merit of the recommended requirements.

Level 5-5 -- 325 points -- Work involves resolving critical problems or developing new professional approaches or methods that impact on broad segments of the economy or operating programs, and affect the work of other veterinary experts and industry groups; however, they do not create profound technical controversies. When controversies occur, they are resolved and, in most cases, lead to the development of major aspects of agency veterinary programs. Frequently this is accomplished only after the intervention of a higher medical authority.

Level 5-6 -- 450 points -- Work involves planning and conducting vital medical programs for the agency which are often of national or international scope and impact. These findings or conclusions are of considerable significance from an economic standpoint, as well as from the standpoint of altering or modifying existing veterinary or regulatory concepts. They relate to program activities on a long-term or continuing basis and often influence the programs of other agencies and outside organization. Frequently, questions are raised and decisions are challenged, but the professional stature of the incumbent is such that results are proven and accepted.

FACTOR 6, PERSONAL CONTACTS

This factor includes face-to-face contacts and telephone and radio dialogue with persons not in the supervisory chain. (NOTE: Personal contacts with supervisors are covered under Factor 2, Supervisory Controls.) Levels described under this factor are based on what is required to make the initial contact, the difficulty of communicating with those contacted, and the setting in which the contact takes place (e.g., the degree to which the doctor and those contacted recognize their relative roles and authorities).

Above the lowest level, points should be credited under this factor only for contacts which are essential for successful performance of the work and which have a demonstrable impact on the difficulty and responsibility of the work performed.

The relationship between Factors 6 and 7 presumes that the same contacts will be evaluated for both factors. Therefore, use the personal contacts which serve as the basis for the level selected for Factor 7 as the basis for selecting a level for Factor 6.

Level 6-1 -- 10 points -- Contacts are usually with individuals within the immediate work unit or setting. For example:

- higher graded doctors and experienced technicians in a laboratory; or
- higher graded doctors and food inspectors, line managers and workers in an abattoir; or
- higher graded doctors and customs inspectors, importers and exporters, truckers at a port; or
- county representatives, private practice veterinarians, or farmers in a locale; or
- livestock owners and buyers in a livestock market.

Level 6-2 -- 25 points -- Contacts are with a number of individuals in the agency or setting, but outside the immediate work unit. For example:

- doctors and technicians of other disciplines; or
- doctors and food inspectors, managers and workers of adjacent abattoir lines; or
- doctors and customs inspectors, importers and exporters, truckers of adjacent ports; or
- county representatives, private practice veterinarians, or farmers of adjacent geographic areas; or
- livestock owners and buyers at adjacent livestock markets.

Level 6-3 -- 60 points -- Contacts include a variety of officials, managers, professionals, or executives of other agencies and outside organizations. For example:

- directors and scientists of public and private laboratories; or
- corporate officials of abattoirs, livestock markets, import and export companies; truckers; farm groups; or
- representatives of firms developing or manufacturing drugs, devices, food additives, biologics, or other such substances; or
- official representatives of other Federal, State, and county agencies as well as foreign countries; and/or

-- representatives of educational institutions and professional associations.

Level 6-4 -- 110 points -- Contacts are with high ranking officials from outside the agency, including key officials and top professionals and scientists of other agencies, State and local governments, private industry and public groups. Because of the incumbent's stature as a technical expert, the doctor may also be included on committees and seminars of national or even international importance.

FACTOR 7, PURPOSE OF CONTACTS

Purpose of personal contacts ranges from factual exchanges of information to situations involving significant or controversial issues and differing viewpoints, goals, or objectives. The personal contacts which serve as the basis for the level selected for this factor must be the same as the contacts which are the basis for the level selected for Factor 6.

Level 7-1 -- 20 points -- Contacts are for the purpose of exchanging factual and professional information only.

Level 7-2 -- 50 points -- Contacts are for the purpose of planning and coordinating aspects of program operations; discussing significant problem conditions, products, and facilities of livestock and poultry; resolving medical problems or questions of field personnel; and clarifying overall approaches in guidelines to solve problems. The contacts are usually cooperative toward mutual goals.

Level 7-3 -- 120 points -- Contacts are for the purpose of influencing or persuading other professionals to adopt technical findings and approaches of studies concerning problems in which there are conflicting opinions, resolving disagreements and differences with public and private organizations or experts in a field of veterinary science when there are conflicting interests and opinions, or justifying program proposals and economics to top public and private officials.

Level 7-4 -- 20 points -- Contacts are for the purpose of justifying, defending, negotiating, or settling scientific or technical matters of considerable significance from an economic and program standpoint. Because of their professional stature, doctors often represent their agencies on professional committees or conferences to develop extensive and long range scientific programs and guidelines for broad program activities in order to solve new problems or problems attacked previously without success.

FACTOR 8, PHYSICAL DEMANDS

This factor covers the requirements and physical demands placed on the doctor by the work assignment. This includes physical characteristics and abilities (e.g., specific agility and dexterity requirements) and physical exertion involved in the work (e.g., climbing, lifting, pushing, balancing, stooping, kneeling, crouching, crawling, or reaching). To some extent, the frequency or intensity of physical exertion is also considered (e.g., a job requiring prolonged



standing involves more physical exertion than a job requiring intermittent standing). NOTE: Regulations governing pay for irregular and intermittent duty involving unusual physical hardship or hazard are in chapter 550, Federal Personnel Manual.

Level 8-1 -- 5 points -- Professional work is primarily sedentary, although some walking or bending may be involved in conducting livestock and poultry factfinding studies.

Level 8-2 -- 20 points -- Professional work involves some physical exertion to inspect or investigate conditions, products, and facilities of small livestock and poultry, such as prolonged standing and a substantial amount of walking, stooping, bending, and climbing.

Level 8-3 -- 50 points -- Professional work involves inspections of problem conditions, products, and facilities of livestock and poultry requiring considerable movement and standing in cramped or restricted processing areas, strenuous effort in handling large and heavy carcasses, and cautious movement in animal pens to defend against physical attack by large and confused livestock.

FACTOR 9, WORK ENVIRONMENT

This factor considers the risks and discomforts that may be imposed upon doctors by various physical surroundings or job situations and safety requirements. NOTE: Regulations providing pay differentials for irregular or intermittent duty involving unusual physical hardship or hazard are in chapter 550, Federal Personnel Manual.

Level 9-1 -- 5 points -- Professional work is usually conducted in offices and office areas where there may be occasional exposure to unsafe practices or conditions associated with office operations which require normal safety precautions.

Level 9-2 -- 20 points -- There is exposure to noisy conditions and contagious diseases of livestock and poultry; noisy moving parts and machinery; soiled, wet, and smelly areas associated with light processing and manufacturing work locations inside and outside of a building. The work requires special protective clothing and gear such as hard hats, rubber boots, medical long coats, medical sanitized garments, gloves, masks, gowns, etc.

Level 9-3 -- 50 points -- Professional work involves exposure to highly contagious, infectious, or communicable diseases and bacterial agents; working around large moving parts and machinery associated with high production, large livestock and carcass inspection operations or highly distressed animals. The work requires the same special clothing and gear as in Level 9-2 above, but also requires (coordination of personnel, animal, equipment, and facility safety controls.

OPM BENCHMARK DESCRIPTIONS

VETERINARY MEDICAL OFFICER, GS-0701-09 BMK# 01

Duties

Serves as an intern veterinary medical officer to gain the necessary experience for carrying out the full range of tasks at the next highest level. Assignments are characterized by progression from basic professional procedures and program regulations to broad professional judgments and program rules in connection with such programs as disease control and eradication, meat and poultry inspection, livestock market work, and the like. Applies basic veterinary education principles and practices to the various phases of a program, under direct guidance from an experienced veterinary medical officer in order to:

- Perform routine medical examinations and tests on problem herds, routine ante mortem and post mortem inspection on meat or poultry problem cases, or routine examinations on problem livestock with final authority for most routine professional decisions.
- Recommend disposition of reactor animals, unwholesome carcasses and parts of meat or poultry, or infected and exposed livestock in accordance with prescribed procedures, recognizing controversial cases which require review by an experienced veterinary medical officer.
- Check on general sanitary conditions of barns and premises, abattoirs, or livestock market environment and recommends cleaning, disinfection, and the like.
- Complete and issue routine reports, forms, permits, and certificates for disposition, shipment, sale, or slaughter of livestock or poultry.

Factor 1, Knowledge Required by the Position -- Level 1-6 -- 950 points

Knowledge is required of veterinary medical science principles and concepts acquired through completion of a full course of study in the veterinary medical arts and sciences for the degree of Doctor of Veterinary Medicine or an equivalent degree in veterinary medicine. Skill is required in applying this knowledge to the medical routines of such programs as disease control and eradication, meat or poultry inspection, livestock market work, or the like. Familiarity with the veterinary medical specialties is required such as microbiology, immunology, parasitology, pathology, etc.

- Ability to conduct routine veterinary anatomical (gross and microscopic) and pathological (general, special, and post mortem) examinations such as that acquired with relevant graduate academic study for the doctorate (D.V.M.) degree, beyond the baccalaureate degree.

Factor 2, Supervisory Controls -- Level 2-3 -- 275 points

The supervisor assigns progressive program tasks together with overall program objectives, priorities, and deadlines. The doctor plans and carries out routine professional assignments to completion in accordance with basic veterinary training or accepted veterinary practices as they relate to program requirements. Routine medical methods used are not usually reviewed in detail.

Factor 3, Guidelines -- Level 3-3 -- 275 points

Program guidelines such as agency policies, regulations, precedents, and directives are usually broadly written, requiring interpretation and adaption to even the most routine professional decisions and recommendations on a specific reactor animal, carcass, and part, or disease and stress of livestock. The doctor uses judgment in determining applicability of alternatives.

Factor 4, Complexity -- Level 4-3 -- 150 points

Assignments vary from medical problems of narrow scope and limited complexity to those requiring some professional judgment and program experience. The doctor makes mostly routine professional decisions and recommends others on the basis of medical examinations, tests, and diagnoses and directs the proper disposition as prescribed or suggested by program procedures. Professional work involves infectious and communicable diseases of livestock or poultry, contaminations of meat or poultry, or stress conditions of livestock which must be isolated, controlled, or eradicated in accordance with prescribed program procedures.

Factor 5, Scope and Effect -- Level 5-3 -- 150 points

Professional investigations and inspections, which are as prescribed or suggested by program procedures, deal with a variety of routine health, product, and environmental problems of or for livestock, poultry, or other species. Solutions in the form of routine professional decisions and recommendations affect individual farmers and field operations, but not any major segment of the livestock or poultry economy.

Factor 6, Personal Contacts -- Level 6-1 -- 10 points

Contacts on a day-to-day basis are with professionals (higher graded doctors) and others within the assigned field (herd owners and farmers), abattoir (owners and operators), or livestock markets (owners and buyers) in the interest of medical problems or conditions affecting herds, meat and poultry products, or livestock health.

Factor 7, Purpose of Contacts -- Level 7-2 -- 50 points

Contacts are for the purpose of planning and coordinating routine professional and program work and advising on the medical results of the work and the proper dispositions and the importance of complying with program requirements.



Factor 8, Physical Demands -- Level 8-2 -- 20 points

Work involves some physical effort and dexterity which includes standing for long periods at a time, walking on wet or rough surfaces, or reaching for and handling some fairly heavy items (animals, carcasses and parts, or the like).

Factor 9, Work Environment -- Level 9-2 -- 20 points

Work involves some risks (i.e., exposures to contagious animal diseases, moving machinery in abattoirs, and other conditions) and discomforts (i.e., exposures to inclement weather, cramped abattoir conditions, dampness and humidity, and the like) which require special safety measures in the form of protective clothing and gear, and other safeguards.

TOTAL POINTS -- 1900

VETERINARY MEDICAL OFFICER, GS-0701-11, BMK# 01**Duties**

Serves as a veterinary medical officer-in-charge of a number of small or non-mechanized abattoirs or a large or highly mechanized abattoir department with responsibility for the full range of ante mortem, post mortem, and/or allied inspection operations. Assignments: (a) pertain to the inspection of livestock or poultry for conditions that may render the animal or bird unfit as a food source; (b) involve examination of carcasses and parts, organs and body tissues for evidences of diseases, parasitic infestations, biological residues, or other conditions which might render meat products inedible; (c) involve inspecting the establishment or department to ascertain that sanitary requirements are being enforced; (d) concern inspection of various stages of food product processing operations to insure approved formulas and labels are applied; and (e) include reviewing construction specifications for new or renovated facilities, recommending changes, or approval, and inspecting construction work performed to assure approved specifications and changes are made. The veterinary medical officer:

- Conducts visual, digital, and physical examinations of suspect cases showing evidences of disease, injury, or physical abnormalities. Condemns animals which are in a dying or unfit condition for a source of human food. Directs their destruction by rendering, incineration, or denaturing; and the removal of other condemned for treatment. Assures yards and holding areas are maintained in a sanitary condition.
- Conducts final post mortem inspection and examination of carcasses and parts, organs, and body tissues which show evidence of conditions which might render them unfit for human food such as disease, parasitic infestation, biological residue, or other condition. Certifies for food those carcasses and parts having passed inspection and condemns, in whole or in part, those unfit for human consumption. Submits specimens as necessary for laboratory analysis.
- Conducts sanitation inspection to determine the acceptability of the environment, surfaces, equipment, and utensils; microbiological programs; personal hygienic practices of plant workers; use of pesticide, rodenticide, chemical cleaners, and sterilizers; dressing procedures and other plant operations; and required changes, replacements, or alterations.
- Inspects the preparation, curing, cooking, canning, or freezing of edible poultry or meat products for conformity in kind, quantity, quality, and condition with approved formula and labeling information. Reviews and recommends approval of trade labels proposed for new poultry or meat products to assure that only approved ingredients are used; that they are listed in the order of their proportion; and that the products bearing the label are properly identified.

- Reviews abattoir construction specifications to insure program requirements are met or changes required for compliance are incorporated before recommending approval and submission of proposed plans to agency central office for approval. Inspects construction work to insure approved changes are made.

Factor 1, Knowledge Required by the Position -- Level 1-7 -- 1250 points

Professional knowledge is required of veterinary medical concepts, principles, and practices concerned with the full range of ante mortem, post mortem, and allied inspection operations conducted in abattoirs (livestock or poultry) for the purpose of identifying and certifying red meat or poultry as acceptable for human consumption. This includes a knowledge of:

- Acceptable design and operating characteristics of abattoirs, including equipment and utensils, pre-operational, operational, and post-operational priorities.
- Acceptable slaughter and processing operations, health and condition of livestock to be slaughtered, sanitary dressing procedures, and product handling practices.
- Sanitation surveillance programs, animal disease surveys, residue programs, reportable disease control systems, and attendant methods, procedures, and interpretations.
- Food hygiene and diseases of public health importance and significance (e.g., tuberculosis, ornithosis, anthrax, and the like).

Factor 2, Supervisory Controls -- Level 2-3 -- 275 points

Overall objectives, priorities, and deadlines are made by the supervisor. The doctor plans and coordinates work requirements and independently follows through on assignments. Additional guidance and instruction on agency policy matters or issues are provided by the supervisor or higher graded doctor. Work results are judged primarily on the technical soundness of overall accomplishments.

Factor 3, Guidelines -- Level 3-3 -- 275 points

Written instructions, rules and regulations; and agency inspection policies, precedents, and practices which indicate the objectives to be attained and major adjustments required in abattoirs or large departmental operations are available. As the veterinary medical officer-in-charge, the doctor is responsible for independently advising industry management, and others, on the interpretation and requirements of new policies, precedents, and practices, and insuring that modifications or adaptations of standard practices or related precedents which affect the wholesomeness of meat or poultry are carried out. Since individually the guides are not completely applicable, the doctor must be resourceful in adapting them jointly to new or ongoing situations, or resolving conflicting issues.

Factor 4, Complexity -- Level 4-4 -- 225 points

Assignments involve many new situations or areas normally not contemplated, which require significant modifications or adaptations to established ante mortem, post mortem, and allied inspection procedures and methods. Developments in any of these areas, as well as the diagnosis of significant diseases, pathological entities, or possible adulterants may place special demands on the doctor to assess preoperational, operational, and post-operational priorities beyond those performed by subordinates and lay food inspectors.

Factor 5, Scope and Effect -- Level 5-3 -- 150 points

The purpose of this position is to provide a full range of inspections and surveillances for insuring meat and poultry products are not adulterated or misbranded, but are wholesome and truthfully labeled. Typically, solutions to veterinary medical problems involve determinations which do not materially affect any major segment of the livestock or poultry economy, but may impact farmers, field operations, or individual abattoirs.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

Individuals contacted include plant management and plant personnel, local practice veterinarians, producers and farm groups, public health officials, and other doctors and subject-matter specialists.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

Purpose is to explain medical findings and conclusions of problem conditions, products, and facilities of or for livestock or poultry in which there are conflicts; resolve disagreements and differences concerning regulations, diseases, and the wholesomeness of meat or poultry products; review construction specifications, changes required, and work performed in connection with approved changes for compliance with requirements; and justify the feasibility and desirability of inspection activity modifications and adaptations, providing background and details for implementation.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

Livestock or poultry inspection work demands some physical exertion such as regular and recurring prolonged standing, walking, stooping, bending, and climbing.

Factor 9, Work Environment -- Level 9-2 -- 20 points

Livestock or poultry inspection work is performed in a light processing and manufacturing environment where there is exposure to conditions that require special protective clothing and gear.

TOTAL POINTS -- 2395

VETERINARY MEDICAL OFFICER, GS-0701-11, BMK# 02**Duties**

Serves as an intern veterinary medical officer specialist in a laboratory program with responsibility for the testing, evaluation, and improvement of veterinary biological products. Assignments (a) involve the examination of bacterial or viral biologics produced and proposed by licensed firms for the immunization of animals against diseases, (b) include the inspection of licensed firms to insure compliance with existing biologics', industry standards and regulations, and (c) concern the development of uniform laboratory and manufacturing requirements or standards for biologics and the industry. The veterinary medical officer:

- Reviews biologics' data such as the company's performance, laboratory capability, production methods, test results, or special claims for discrepancies.
- Applies, evaluates, and compares a variety of biologics' laboratory procedures such as serum and culture titrations in laboratory animals, precipitin, agglutination, complement-fixation, and animal inoculation to examine the potency of biological products. Determines which techniques accomplish the purpose intended, correlates the findings, and recommends changes in standard procedures.
- May serve as a member of an inspection team involved in routine and special inspections of the establishment of licensed producers of biological products to insure that the firm is complying with existing production, testing and marketing standards, and regulations.
- Acquires, produces, and standardizes strains of organisms and reagents as requirements in assay procedures for use by biologics' laboratories and manufacturers to assure that results will be uniform when applied with standard procedures.
- Consults with higher graded doctors or the supervisor on laboratory matters and developments in such fields as microbiology, immunology, serology, and related sciences in connection with the examination of new biological products proposed for licensing, problems in evaluating animal biologics, and the interpretation of unusual assay results experienced by licensed producers.
- Provides biologics' evaluation and assay expertise on assigned products at meetings of the veterinary biological product industry.

Factor 1, Knowledge Required by the Position -- Level 1-7 -- 1250 points

Professional knowledge is required in microbiology, immunology, and serology concepts, principles, and practices applicable to routine duties involved in assaying and evaluating the purity, safety, potency, and efficacy of bacterial or viral biological products proposed for licensing.

- Ability to apply standard practices, procedures, or techniques during the review and evaluation of biological product facts, tests, manufacturing data, assay methods, strains of organisms, and reagents to be used as standards.
- Familiarity with related veterinary or allied sciences such as biochemistry and statistics.
- Ability to assay the potency of biological products, apply and evaluate varied biologics' testing procedures, and develop uniform strains of organisms and reagents. Ability such as would be acquired with a master's degree in a related science (e.g., microbiology, immunology, serology, and the like), that is, above and beyond the work for the degree of Doctor of Veterinary Medicine.

Factor 2, Supervisory Controls -- Level 2-3 -- 275 points

The supervisor assigns individual projects to evaluate, test, and improve biological products and sets overall objectives, priorities, and deadlines. The doctor independently plans the work, coordinates parts of it with others, and follows through on assignments to completion. Unusual cases or difficult technical problems that appear precedent-setting or deviate from the proposed plan of action are reviewed by a higher graded doctor or the supervisor. Completed work is reviewed primarily for technical soundness, objectives being met, compliance with agency policies, and compatibility with allied projects.

Factor 3, Guidelines -- Level 3-4 -- 450 points

Guidelines consist of agency policies and regulations; literature in such fields as microbiology, virology, immunology, and serology; standards on the development, manufacturing, testing and marketing of biological products; varied evaluation procedures and instructions; precedent cases and standard practices. The doctor uses initiative and resourcefulness in selecting, adapting, and applying pertinent guidelines to extend traditional medical methods and practices in situations where precedents are inapplicable due to varied assay and evaluation procedures, interpretations and findings. Judgment is exercised by the doctor in comparing and studying guidelines and techniques, determining and explaining which are best to accomplish the purpose intended, and recommending changes in standard procedures and requirements based on this comparative study.

Factor 4, Complexity -- Level 4-4 -- 225 points

Assignments involve well-established aspects of veterinary medical science and a laboratory program of testing, evaluating, and improving the potency of veterinary biological products proposed for licensing. Individual products generally involve a combination of complex, peripheral, or new situations or areas not anticipated requiring the adaptation or modification of examination procedures and strains of organisms and reagents to be used; the correlation of findings of examinations with production, testing, and marketing practices; and the evaluation

of the product's immunizing value in cattle, sheep, swine, poultry, or other species. The doctor also recognizes related medical or technical problems and practices and either solves or refers them to appropriate laboratory program functions.

Factor 5, Scope and Effect -- Level 5-3 -- 150 points

Assays and evaluates the purity, safety, potency, and efficacy of biological products; interprets and reports on the findings of serum and culture titrations in laboratory animals, using precipitin, agglutination, complement-fixation, and related methods; and recommends industry standards of production, testing, and marketing of biologics. The doctor's work has an impact on biologics' producers and on the licensing and release of biological products.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

Individuals contacted include research scientists and personnel of licensed laboratories, veterinary practitioners, producers and farm groups, public health officials, and laboratory program and subject-matter specialists.

Factor 7, Purpose of Contacts -- Level 7-2 -- 50 points

Purpose is for exchanging information, planning and coordinating work efforts, and resolving technical problems of individual biological products assigned. Other purposes include consulting, advising, or resolving problems concerning the methods by which biological products are evaluated and assay results interpreted by laboratories, manufacturers, and others.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

Work involves some physical exertion in the handling, examining, sampling, and treatment of large and small animals during the assaying of biological products for potency and efficacy. This exertion includes prolonged standing and a fair amount of walking, stooping, bending, lifting, and climbing.

Factor 9, Work Environment -- Level 9-2 -- 20 points

Work involves exposure to contagious diseases, bacterial and viral agents, and highly distressed livestock and animals. The work requires special protective clothing such as rubber boots, medical long coats, rubber gloves, biological masks, and the like.

TOTAL POINTS -- 2500

VETERINARY MEDICAL OFFICER, GS-0701-11, BMK# 03**Duties**

Serves as an intern veterinary medical officer specialist in a laboratory program with responsibility for diagnosing viral, bacterial, mycotic, parasitic, toxicogenic and nutritional diseases. Assignments involve (a) examining animals, animal tissues, or other materials to isolate and characterize infectious agents, e.g., bacteria, viruses, fungi or parasites; (b) conducting autopsies to examine pathological changes or abnormalities for the cause of the disease; and © developing standard diagnostic procedures and reagents for use by diagnostic and field laboratories.

- Examines animal tissues or extractions to isolate, identify, or characterize the bacteria, virus, toxin, fungi, or parasite preparatory to diagnosis.
- Conducts autopsies and gross and microscopic examinations to determine the cause of pathological changes and abnormalities such as infectious or toxicological agents, nutritional or genetic factors, or any combination of agents or factors.
- Performs animal inoculation, serological agglutination, precipitation, complement fixation, neutralization, and fluorescent antibody techniques, as well as tissue cultures and related gross and electron microscopic examinations in the disease characterization and identification process.
- Participates in the development of new or unique diagnostic techniques, e.g., bacteriological, virological, serological, pathological, toxicological, histopathological, or others, for improving disease identification and characterization, diagnosis, and diagnostic reagent preparation, use and evaluation.
- Assists in epidemiologic and diagnostic pathologic investigations of animal disease outbreaks of unusual severity by conducting and providing technical support, e.g., bacteriological, virological, serological, pathological, toxicological, hispathtological, etc., involving livestock, poultry, or other species.

Factor 1, Knowledge Required by the Position -- Level 1-7 -- 1250 points

Knowledge is required of veterinary medical concepts, principles, and practices in a field of specialty, e.g., microbiology, pathology, serology, toxicology, or histopathology applicable to diagnostic medicine and the preparation, use, and evaluation of diagnostic references and reagents.

- Ability to apply practical knowledge of autopsy and gross and microscopic examination procedures, e.g., pathological, histopathological, or microbiological, for isolating and identifying diseases; and serological methods and techniques for the production and evaluation of diagnostic references and reagents. Ability such as would be acquired with



a master's degree in a related veterinary science (e.g., microbiology, pathology, serology, toxicology, or histopathology), that is, above and beyond the work for the degree of Doctor of Veterinary Medicine.

Factor 2, Supervisory Controls -- Level 2-3 -- 275 points

The supervisor assigns individual diagnostic projects and provides guidance in animal disease outbreaks of unusual severity requiring atypical procedures. The doctor independently outlines and follows the order and sequence of examinations, diagnoses, and diagnostic reference and reagent developments; deals with abnormalities; and adjusts to changes in normal medical procedures according to laboratory program regulations. Diagnostic determinations are reviewed primarily for consistency with laboratory program objectives.

Factor 3, Guidelines -- Level 3-4 -- 450 points

They consist of agency policies and regulations, textbooks, manuals, technical literature, precedents, and standards in such specialty fields as microbiology, pathology, serology, and biochemistry which are limited in specific information. The doctor uses ingenuity and adeptness in departing from classical examination and diagnostic or other medical procedures in establishing new or unique diagnostic techniques consistent with these guidelines.

Factor 4, Complexity -- Level 4-4 -- 225 points

Assignments involve a combination of professional activities which require a range of dissimilar classical and, occasionally, non-classical diagnostic procedures to isolate, characterize, and identify infectious agents, e.g., bacteria, viruses, toxins, fungi, or parasites in animals and animal tissues, extractions, or cultures. The doctor determines the diagnostic techniques to be used such as autopsy, microscopy, agglutination, serum neutralization, precipitation, fluorescent antibody, cell culturing, and animal inoculation to diagnose pathological changes or abnormalities associated with the animal systems and the number of unknowns such as immune response, disease cycles, pathogenicity, influence of the estrus, and others. Disease diagnostic examination and evaluation functions include a range of determinations on the identity and character of all infectious agents, pathological lesions, or serological status, as well as studies for the development of new laboratory techniques, improving disease identification and characterization procedures, or updating the preparation, use, and evaluation of diagnostic reagents.

Factor 5, Scope and Effect -- Level 5-3 -- 150 points

Diagnostic examination and evaluation functions deal with a combination of standard infectious agents, pathological changes, or abnormalities as prescribed by classical and, occasionally, non-classical procedures. The doctor's professional determinations impact diagnostic and field laboratory activities; development of new or unique techniques for improving disease diagnosis and diagnostic reference and reagent preparation, use, and evaluation; epidemiologic and diagnostic investigations of animal disease outbreaks of unusual severity; or the animal industry's economics due to quarantine or similar restrictions imposed on animals.



Factor 6, Personal Contacts -- Level 6-3 -- 60 points

They include professionals in the disease specialty, e.g., researchers, other doctors (public and private), laboratory and subject-matter specialists; public officials; animal producers; and farm groups.

Factor 7, Purpose of Contacts -- Level 7-2 -- 50 points

Purpose is to exchange information as well as to set up a system for correlating diagnostic activities and inputs, and encouraging active and full participation by those concerned with isolating, characterizing, identifying, and dealing with infectious agents.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

This includes prolonged standing and a fair amount of walking, lifting, pushing, pulling, bending, and climbing while handling, examining, sampling, treating, and autopsying large or small animals.

Factor 9, Work Environment -- Level 9-2 -- 20 points

There is exposure to infectious agents and highly distressed animals. This involves shower-in and shower-out procedures as well as special protective clothing, e.g., gloves, lab coats, coveralls, or other safeguards.

TOTAL POINTS -- 2500

VETERINARY MEDICAL OFFICER, GS-0701-12, BMK#01

Duties

Serves as a veterinary medical officer-in-charge of a major program of ante mortem, post mortem, and allied inspection activities in an abattoir specializing in: slaughters of primarily diseased (culled), exposed, infected, or distressed livestock or poultry; or resolving or controlling a heavy case load of a wide range of livestock or poultry problem conditions, products, and facilities that involves frequent conferences with plant management and others. Assignments (a) include responsibility for closely planning, organizing, coordinating, adapting, and modifying the full range of inspection operations; (b) involve gathering and determining the significance of epidemiological data from ante mortem symptoms and gross post mortem lesions of a wide variety of conditions including, but not limited to, diseases transmissible to humans, domestic diseases, exotic diseases, antibiotic and chemotherapeutic abuses, and poisonings vital to food hygiene, animal disease control programs, and public health agencies; and (c) concern reviewing and determining the adequacy of sanitary dressing provisions and inspection accommodations in long-range plans to upgrade abattoir facilities and equipment, as well as



short-term improvements and repairs, exercising tight controls over inedible and condemned material to prevent its accidental inclusion in the human food channel, as well to prevent the spread of diseases to the livestock population.

- Reviews the effectiveness of inspection operations in detecting significant public health and food hygiene conditions which have established control, eradication, or emergency procedures such as anthrax, tuberculosis, hog cholera, piroplasmiasis, exotic Newcastle disease, African swine fever, and various vesicular diseases. As necessary, applies emergency procedures designed to protect exposed plant workers and others. Insures that lay inspectors are properly trained to apply these procedures.
- Enforces regulations pertinent to all species of livestock (cattle, swine, sheep, and horses) or classes of poultry (chickens, turkeys, and ducks) and rabbits such as the methods of slaughter and carcass and viscera preparation and presentation methods of viscera inspection and inspectional incisions, disease detection and diagnostic techniques, and fundamental inspection procedures to detect group diseases common to cattle (anaplasmosis, epithelioma, actinomycosis, infectious bovine rhinotracheitis, etc.), swine (hog cholera, swine erysipelas, etc.), sheep (caseous lymphadenitis, etc.), or turkey (blackhead, infectious sinusitis).
- Diagnoses culled and distressed livestock or poultry ante mortem symptoms and correlates the findings with gross post mortem lesions to accurately identify the causes of abnormal conditions such as severe trauma, acute and chronic poisonings, mastitis, malignant neoplasms, pneumonia, emaciation, arthritis, traumatic pericarditis, atrophic rhinitis, tuberculosis, leptospirosis and disease problems that may be masked by heavy doses of drugs. Reviews and determines the significance of these disease conditions and their contamination potential of affecting the wholesomeness of meat or poultry products, increasing the hazard to public health, and requiring extensive interagency cooperative effort.
- Conducts extensive ante mortem and post mortem inspection procedures to confirm the incidence, geographic location, and significance of specific disease conditions (pseudo-rabies, leptospirosis, anaplasmosis, etc.), parasitic diseases (cysticercosis, myiasis, stephanuriasis, etc.), and granulomas (coccidioidal, tuberculosis, actinomycosis, etc.). Subjects all animals of the suspected lot to a more extensive examination and sampling procedure in these cases which may result in alerting control agencies.
- Inspects parasitic, nutritionally deficient, and hyperactive cases which more than likely have been administered drugs, antibiotics, biologics or have been exposed to contaminated or adulterated feed and water supplies, requiring more extensive examination procedures and vigilance in preventing illicit traffic of such animals and products from entering human food channels.
- Oversees the total inspection operations of remote abattoirs, cross trains State veterinarians and lay inspectors, and serves as an expert for State inspection systems and abattoirs operating under the Talmadge-Aiken Act. Issues special "sanitary certificates"

on U.S. meat or poultry purchased by most countries. Consults with abattoir management on all matters which would affect product preparation and presentation for inspection.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of concepts, principles, and practices of veterinary medical science is required to serve as a medical specialist in all phases of the professional work of veterinary medical officers in the Meat and Poultry Inspection Program, particularly in the resolution or control of significant cases of chronic disease and non-disease problems. This includes the following.

- Ability to develop and maintain extensive professional and industry management contacts; plan, organize, and coordinate inspection activities; and exert full authority in making immediate and final decisions in cases of dispute and in handling a wide range of difficult situations or problems arising from inspection operations.
- Detailed knowledge of veterinary medical disciplines such as anatomy, physiology, pathology, and other basic and clinical sciences.
- Ability to assess the epidemiological impact of culls or abnormal and distressed livestock or poultry and special residue problems on the public health and the industrial entity involved.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The veterinary medical officer has responsibility and full authority to make decisions and take action on all activities in the assignment. Objectives, policies, and work outlines are established through consultation with the supervisor. The doctor independently plans the work, coordinates with other doctors or subject-matter specialists, resolves or controls medical or technical problems, and carries out assignments to satisfactory completion. The doctor independently advises personal contacts, but informs the supervisor of major and controversial issues encountered and the proposed plan of action. Although work results and medical judgments or recommendations are accepted as technically sound, they are reviewed for conformance with policy and program goals, budget, and compatibility with other related projects.

Factor 3, Guidelines -- Level 3-4 -- 450 points

Guidelines include agency policies and regulations, standard medical and technical literature, established livestock, meat or poultry inspection program standards, industry standard practice instructions, precedents and practices in the field of epidemiology and vital to food hygiene, animal disease control programs and public health. The doctor uses initiative and judgment in selecting, adapting, and applying them successfully to pertinent situations. In situations where guidelines are too general or are not completely applicable in dealing with significant cases of chronic conditions, the doctor uses ingenuity and resourcefulness in deviating from or extending traditional medical methods or practices. In advising State and local authorities and industry officials, the doctor exercises judgment in developing and providing supplemental material to



explain current Federal requirements, identifying potential conflicts with State and local policies and problems that may be encountered initially by industry while trying to meet current regulations.

Factor 4, Complexity -- Level 4-4 -- 225 points

Assignments involve a full range of livestock or poultry disease and non-disease conditions that are typically found in large abattoirs, including technical and administrative control over the operations, facilities, equipment, and requirements of the particular industry. Developments in the significance of the volume and variety of diseases and pathological entities and possible adulterants may place extraordinary or special demands on the doctor to manage the situation to assure both the protection of public health and the economic interests of the industrial entity involved. Technical considerations involve maintaining and developing extensive professional contacts in the veterinary scientific community; planning, organizing, and coordinating frequent adjustments in inspection operations; making immediate diagnoses and final regulatory medical decisions in cases of dispute; and handling a wide range of difficult situations or significant problems arising from inspection operations. The doctor also gathers and determines the significance of epidemiological data vital to food hygiene, disease control programs, and public health agencies.

Factor 5, Scope and Effect -- Level 5-4 -- 225 points

Professional ante mortem, post mortem, and allied inspection duties include instituting standards of food hygiene and disease control; developing disease and non-disease, immediate and long-range control plans; enforcing and evaluating the application of national meat or poultry inspection regulations; or examining or determining the significance of a range of flock or herd health problems, disease conditions, facility and equipment defects, etc. The doctor's determinations on a case-by-case basis may result in major impact on all levels of governments, i.e., State and Federal, as well as the operation of the abattoir, e.g., the determination to refuse or withdraw inspection, totally, due to non-compliance with established standards would automatically stop the abattoir from operating and cause enormous economic hardship in the industry.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

They include State and local authorities, industry officials, other program doctors and subject-matter specialists, and industry representatives.

Factor 7, Purpose of Contacts -- Level 7-2 -- 50 points

Purpose is to provide briefings and instructions on current regulatory medicine policies, objectives, and procedures under the meat or poultry inspection programs; identify potential conflicts of Federal requirements with State and local standards; discuss regulatory requirements and the problems the industry involved may encounter; review other programs to insure that current requirements are consistent with them and do not overlap; and deal with import or export problems to insure that regulatory requirements of the importing country are met.



Generally, the purpose is to obtain the understanding of regulatory medicine and cooperation from those with mutual public, private, and professional goals in food hygiene, animal disease control, and public health.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

Livestock or poultry inspections involve prolonged standing, walking, stooping, bending, and climbing.

Factor 9, Work Environment -- Level 9-3 -- 50 points

There is exposure to a high incidence of disease and conditions and agents some of which are highly contagious, infectious, and communicable to humans that require special protective clothing and gear and strict safety controls.

TOTAL POINTS -- 3080

VETERINARY MEDICAL OFFICER, GS-0701-12, BMK# 02

Duties

Serves as a veterinary medical officer in a laboratory program with responsibility for testing, evaluating, and improving veterinary biological products. Assignments (a) involve the examination and evaluation of bacterial and viral biologics produced by licensed firms and proposed for the immunization of livestock, poultry or pets, etc., against diseases; (b) include the inspection of licensed firms to insure compliance with existing biologics' industry standards and regulations; (c) concern the development of uniform laboratory and manufacturing requirements or standards for biologics and the biological industry; and (d) entail the obtaining or preparation and evaluation of test references and reagents.

- Reviews pathological, virological, microbiological, serological or immunological data on biologics for validity and scientific interpretations and judgment to insure that the facts presented are technically acceptable and competent.
- Develops, applies, evaluates, and compares varied pathological, virological, microbiological, serological or immunological laboratory methods such as precipitation, agglutination, complement fixation, serum and culture titrations in laboratory animals and animal inoculation used to determine the potency or efficacy of biological products. Determines which techniques correlate and are most applicable and which techniques can be adapted to the natural host or an unnatural host.

- Provides manufacturers with technical guidance and direction in biological control methods, research and development and may serve on a special inspection team at the plant of a licensed producer to insure the plant is complying with acceptable procedures, testing standards, and existing regulations, and required levels of potency, purity, and safety.
- Evaluates and applies references and reagents that are purchased or prepared to insure that they meet acceptable standards and are applicable for use in the biologics' program by the laboratory and the biologics' industry.
- Advises the industry on laboratory procedures and assay methods development in terms of microbiological, virological, serological, immunological, and other scientific principles, and their application for the evaluation of licensed and unlicensed biological products as well as the interpretation of unusual results from established test methods, experimental studies, and field trials.
- Develops and applies unique assay methods involving the use of biological systems for determining the yield and adequacy of virus concentration and content. Examines animals and tissues of experimentally inoculated animals to determine whether the degree of protection and immunity stimulated by the product is adequate against exposure to diseases. Evaluates the stabilizing agents added to vaccines by the manufacturer for effectiveness to maintain shelf-life and viability during marketing period.
- Conducts laboratory evaluations and develops medical and non-medical procedures to validate, check-test, or demonstrate scientifically the purity, safety, and potency of licensed, new and revolutionary biologics and their data for licensing and inspection groups.
- Apprises laboratory staff and industry personnel on major developments in virology, microbiology, immunology, biochemistry, cytology, physiology, and the associated sciences of biometrics, chemistry, and physics as they relate to veterinary biologics and infectious diseases.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of advanced concepts, principles, and practices of veterinary medical science is required to serve as laboratory authority for the full range of medical and non-medical functions associated with the Nation's biologics' program. This includes the following.

- Ability to apply the latest developments in virology, microbiology, immunology, biochemistry, cytology, physiology, and infectious diseases to: resolve problems in biologics' development, production, testing, handling, and marketing not covered directly by accepted methods; and review constant development and improvements in production methods. These biological factors are re-evaluated and reconsidered in the light of new knowledge and the changes proposed.



- Knowledge of related sciences of biometrics, chemistry, physics, and genetics.
- Ability to: familiarize self with developments in the field of immunology as it pertains to biological products under study as well as the continued evolutions in new products and new scientific knowledge to provide safer and better products; correlate laboratory testing of biological products and complex biological systems; adapt to changes in biologics licensing, inspection, or laboratory standards and practices; and detect problems in immunological techniques generated by frequent improvements which impact on research, industry, or biological programs.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

Supervisor assigns biologics' responsibility and program authority in broad terms. The doctor and the supervisor together establish immediate and long-range commitments, plans, and elements of medical and non-medical laboratory activities. The doctor independently outlines, implements, and performs biologics' evaluation procedures; interprets unusual results of established test methods, experimental studies, and field trials to settle issues in biologics' purity, safety, or potency; correlates findings and aspects of biologics' tests, studies, and trials with doctors or subject-matter specialists of related activities; applies biologics industry standards and regulations to insure compliance; and prescribes assay methods for determining the yield and adequacy of virus concentration and content. The doctor reports accomplishments, medical and non-medical issues, and major industry violations to the supervisor. The supervisor evaluates the doctor's accomplishments generally for professional soundness, program correlation value, achievement of commitments, or scientific contributions.

Factor 3, Guidelines -- Level 3-4 -- 450 points

They include biologics' licensing, inspection, and laboratory policies, regulations, standards, precedents; and medical and technical literature which are not completely applicable and require correlation to determine those most applicable or those that can be adapted to the evaluation of the biological system under investigation. The doctor uses ingenuity in departing from or extending established medical and non-medical evaluation standards in cases in which the guidelines are inapplicable due to either constant developments or revolutionary improvements in vaccines, sera, and diagnostic reagents.

Factor 4, Complexity -- Level 4-4 -- 225 points

Testing, evaluating, and improving veterinary biological products involve a range of experimental studies and field trials which include an array of dissimilar, but standard laboratory professional applications and techniques. The doctor determines the techniques which correlate, are most applicable, or can be adapted; the interpretation of atypical results of assay methods; and the solutions to issues in biologics' purity, safety, or potency as well as yield and adequacy of virus concentration and content. Assignments involve a range of determinations and judgment on the meaning of scientific facts presented with the product, the outline of biologics' evaluation procedures, or the improvement of testing references, reagents, and procedures for use in the biologics' program by the laboratory and the industry.

Factor 5, Scope and Effect -- Level 5-4 -- 225 points

Assignments include developing biologics' assay methods; establishing test methods, experimental studies, and field trials; determining compliance with existing biologics' industry standards and regulations; or examining and evaluating a range of atypical results (of test methods, laboratory studies, or field trials), concerns about the technical acceptability and competency of biologics' facts presented, or issues concerning product purity, safety, potency, or other claims. The determinations of the doctor impact on the broad scope of biologics' program functions, principal laboratory and biologics' manufacturing practices of the industry, as well as related activities in the private and public sector.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

They include research and industry biologics' scientists, other subject-matter specialists, local officials, and foreign representatives.

Factor 7, Purpose of Contacts -- Level 7-2 -- 50 points

Purpose is to correlate laboratory activities for scientific facts on biologics' incidental to licensing decisions; provide industry with technical guidance and direction in the development and setting of product standards, or on biologics' research and development methods that are consistent with licensing requirements; and correct faulty or invalid production and testing procedures.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

Assaying biological products involves prolonged standing and a fair amount of walking, stooping, bending, lifting, and climbing while handling, examining, sampling, treating, or autopsying large and small animals.

Factor 9, Work Environment -- Level 9-2 -- 20 points

Assaying biological products involves exposure to bacterial and viral agents, infectious and contagious diseases, and highly distressed animals which require special precautions and protective clothing such as rubber boots, medical long coats, coveralls, rubber gloves, biological masks, etc.

TOTAL POINTS -- 3050

VETERINARY MEDICAL OFFICER, GS-0701-12, BMK# 03**Duties**

Serves as a veterinary medical officer in a laboratory program with responsibility for the full range of professional diagnostic functions concerned with viral, bacterial, mycotic, parasitic, toxicogenic, and nutritional diseases. Assignments involve (a) the examination of animals,



animal tissues or materials extracted for isolating and characterizing infectious agents such as bacteria, viruses, fungi or parasites; (b) the autopsy and examination of dead animals, animal tissues, and portions thereof for abnormal or pathological changes which provide clues to diagnose and determine the cause of a disease; and © the development of diagnostic procedures and reagents for use as standards by diagnostic and field laboratories. The veterinary medical officer:

- Conducts the examination of animal tissues or extracts and preparations from them for the isolation and identification of bacteria, viruses, toxins, fungi, or parasites; and performs serological procedures to detect antibodies produced by the infection. Characterizes unknown bacteria and viruses as to specific serotype and virulence through the use of appropriate physical, chemical, and biological tests (including bird or animal inoculation), and evaluation of findings for the correct serotype or pathotype.
- Interprets clinical results, evaluates history, and performs autopsy, histopathological, and other laboratory pathology examinations of specimens of comprehensive investigations of animal disease outbreaks of unusual nature, severity, and magnitude. Serves on diagnostic teams.
- Develops new and improved methods, techniques, references, and reagents as standards for the diagnosis of diseases, such as methodology in virology, microbiology, pathology, toxicology, serology, and biochemistry which meet the needs of the agency in its animal disease control and eradication program.
- Provides professional laboratory support in the investigation of suspected foreign animal diseases, on an emergency task force, and in the establishment of a field laboratory with the capability of performing extensive and comprehensive diagnostic procedures of pathology, virology, microbiology, and serology.
- Provides professional direction, consultation, and training to doctors of veterinary medicine, microbiologists, and technicians through diagnostic training sessions, lectures, laboratory demonstrations, and workshops on both standard diagnostic methods and new or unique techniques that have been developed from experimental studies.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of advanced concepts, principles, and practices of veterinary medical science is required to serve as a laboratory authority for the full range of medical and non-medical functions associated with the diagnostic program. This includes the following.

- Ability to apply the latest developments in virology, microbiology, pathology, toxicology, biochemistry, serology, cytology, immunology, epidemiology, biometrics, and taxonomy.
- Ability to familiarize self with new developments in the field of diagnostic medicine as well as continued evolutions in techniques and scientific knowledges to correlate



laboratory diagnostic procedures with complex biological systems, and detect problems generated by frequent improvements in diagnostic techniques which impact on research, industry, or programs.

- Knowledge of agency diagnostic laboratory operations and skill in the operation of scientific laboratory equipment and the application of hazardous disease security techniques.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The doctor consults with the supervisor in establishing work requirements and approaches, technical procedures, experimental designs, objectives, and policies. The doctor independently plans medical and non-medical elements of the work, selects methods, coordinates aspects of the work with other doctors or subject-matter specialists, resolves laboratory problems, assigns tasks, and interprets results. Scientific decisions or recommendations are accepted as medically and technically sound, but are reviewed for feasibility, compatibility with agency objectives, and effectiveness in responding to organizational goals.

Factor 3, Guidelines -- Level 3-4 -- 450 points

Include agency memoranda, policies and regulations, standard medical and technical literature, textbooks, manuals, and scientific publications. Judgment is exercised in their selection, application, and adaption for appropriate techniques to resolve problems so as to produce valid findings that will withstand both scientific scrutiny and forensic challenge. Ingenuity and resourcefulness are necessary when developing new applications or approaches to resolve problems or when guidelines are not completely applicable due to either constant development or improvements in diagnostic reagents or techniques.

Factor 4, Complexity -- Level 4-4 -- 225 points

Assignments involve the full range of peripheral or new disease problems or situations or areas which require significant modification or adaption to established professional, laboratory diagnostic functions, methods, and techniques. Individual diagnostic and field laboratories are set up with new and improved methods, techniques, references, and reagents to insure the accuracy in the diagnosis of diseases. While process of isolating and identifying bacteria, viruses, toxins, fungi, or parasites is just as difficult in domestic animals; it is more complex investigating imported animals. Therefore, the doctor is concerned with assessing, developing, and improving laboratory diagnostic procedures for both kinds of animals. As well as providing assistance with difficult disease problems that arise in the field for which guidelines or established procedures may not exist. The chief concern is the protection of livestock, poultry, or other species from animal disease outbreaks of unusual nature, severity, and magnitude.

Factor 5, Scope and Effect -- Level 5-4 -- 225 points

Purpose is to provide a specialist in laboratory diagnostic veterinary medicine for the development of new or improved laboratory techniques; initiation and development of experimental designs for diagnostic veterinary medicine projects and the like on the basis of questions, hypotheses, and proposed surveys; preparation of potent reagents and development of standards and instructions; and professional demonstration and training in new or improved methods of diagnosis and specimen collection. Issues are dealt with on a case-by-case basis and may result in the quarantine or curtailment of animal movement and may impact industry program activities of a large geographic area and, in the process, cause enormous economic losses.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

They include doctors in charge of field operations, staff personnel, laboratory directors and scientists, epidemiologists, research scientists, veterinary practitioners, State veterinarians, livestock owners, and representatives of the scientific community.

Factor 7, Purpose of Contacts -- Level 7-2 -- 50 points

Purpose is to exchange information and coordinate the accumulation, study, and preparation of scientific and technical data and diagnostic reports; and to mutually resolve conflicting information on tests and explain the theory and practice of the diagnostic techniques used.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

Requires prolonged standing, sitting, lifting, bending, stooping, and climbing in the laboratory and some ability and dexterity while involved in animal handling, treatment, sampling, or performing autopsies.

Factor 9, Work Environment -- Level 9-2 -- 20 points

Requires some exposure to infectious diseases (some are transmissible to humans) while handling animals that may at times be highly distressed. The work requires the use of special protective gear such as microbiological safety hoods, and high security laboratory procedures such as complete clothes change and showering and wearing of rubber boots, rubber gloves, lab coats, coveralls, and biological masks.

TOTALS POINTS -- 3050

VETERINARY MEDICAL OFFICER, GS-0701-12, BMK# 04

Duties

Serves as a Veterinary Medical Officer with geographic responsibility for the full range of disease control and eradication and animal health activities within counties and/or States. Assignments involve (a) planning, coordinating, adapting, and modifying medical and program procedures to deal with animals and birds infected with or exposed to contagious livestock diseases; (b) developing and recommending new procedures and practices for properly releasing, retaining, or quarantining problem animals; (c) inspecting and examining animals and birds with evidence of persistent or recurrent disease conditions for the probable causes and effects; (d) diagnosing the symptoms of suspect herds and flocks to identify the specific disease and treatment necessary; and (e) certifying the health of livestock to be exported to other countries. The veterinary medical officer:

- Conducts evaluations of animal health program operations that are experiencing persistent herd or flock disease problems to determine the solutions needed in the form of medical or program procedural adjustments or modifications.
- Follows up with visits to ensure accredited and State veterinarians observe the propriety of the certification of the health status of animals and birds destined for intrastate, interstate, or international shipment.
- Reviews, as the final authority on issues, the health status and disease potential of animals or birds and their products and by products imported to the United States or those to be exported.
- Evaluates the effectiveness of the inspection, approval, and surveillance systems of overseeing establishments involved in handling restricted animals, birds, and products such as valuable breeding stock, zoo animals, exotic birds, hides, feathers, and trophies.
- Analyzes medical and technical data from field investigations, laboratory tests, and pathological examinations of existing or potential disease epidemic problems and correlates the data with farm management, environment, wildlife, immunization, or animal purchase and health history for contributing factors leading to the eruption or spread of the disease.
- Applies recognized diagnostic procedures in diagnosing a variety of domestic and foreign animal and poultry diseases, especially those of significant economic importance that agency policy has determined necessary to prevent, control, or eradicate.
- Inspects livestock markets, truckers, and abattoirs primarily for the effectiveness of disease prevention and control procedures and to ensure program requirements are being met.

- Represents the agency before public and private livestock groups and individuals for the promotion of disease prevention, control, and eradication programs.
- May serve on an emergency disease eradication task force which has responsibility for instituting immediate quarantines, diagnostic controls, and eradication measures to effectively localize the epidemic.

Factor 1, Knowledge Required by the Position -- Level 1-7 -- 1250 points

Professional knowledge is required in veterinary medical concepts, principles, and practices applicable to the full range of disease control and eradication and health programs and activities for livestock, poultry, or other species of animals, birds, and their products and byproducts destined for intrastate, interstate, or international shipment. This includes the following.

- Ability to apply standard medical and program practices, procedures, and techniques during the review and evaluation of problem animals and birds, livestock markets, truckers, abattoirs, and factors such as farm management, environment, wildlife, immunization, or animal purchase and health history which contribute to the cause of disease eruption or spread.
- Familiarity with appropriate sciences such as microbiology, parasitology, pathology, immunology, serology, or other sciences applicable to disease problems and prevention, control, or eradication programs.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The supervisor assigns geographic responsibility and final program authority for the full range of disease control and eradication and animal health activities within counties and/or States. The doctor consults with the supervisor to establish geographic medical and program objectives, policies, and work outlines on a variety of domestic and foreign animal and poultry diseases, especially those of significant economic importance. The doctor independently plans own and/or task force's work, coordinates adjusted or modified medical and program procedures among other professionals and of officials, resolves health status and disease potential issues and problems of herds or flocks or establishes controls for them, and carries out assignments to completion. Assignment results, in the form of medical and program judgments or recommendations, are usually accepted as technically sound. The results however are reviewed for conformance with agency, budget, and related project goals.

Factor 3, Guidelines -- Level 3-4 -- 450 points

They include program directives, regulations, State-Federal memoranda of understanding, standard veterinary medical literature, precedents, and practices applicable to problems of animal health and disease eradication and control activities. The doctor independently selects, adapts, and applies medical and program guidelines with initiative and judgment to achieve ultimate success in preventing, controlling, and eradicating diseases of significant economical importance. The doctor may be required to exercise ingenuity and resourcefulness to deviate



from or extend traditional medical methods or practices in dealing with significant cases of persistent disease conditions where guidelines are too general or completely inapplicable. Judgment is exercised by the doctor in developing and recommending new medical and program guidelines; reviewing and evaluating the effectiveness of disease prevention and control systems and procedures; and promoting disease prevention, control, and eradication programs.

Factor 4, Complexity -- Level 4-5 -- 325 points

Assignments involve varied medical and program features that include a range of unrelated nationally prescribed disease detection, prevention, control, and eradication systems and procedures pertinent to many different disease control and eradication and animal health activities in counties and/or States. Primary responsibilities are the continuing evaluations of disease control and eradication and animal health activities within counties and/or States to determine their effectiveness or their medical or program needs in getting at the cause of persistent or potential epidemic disease problems of herds, flocks, or their products and by-products. The cause may be due to such contributing factors as farm management, environment, wildlife, immunization, or animal purchase and health history which are in a constant state of flux. The doctor analyzes all data and correlates them with the contributory factors to determine the solutions needed in the form of new medical or program procedural adjustments or modifications.

Factor 5, Scope and Effect -- Level 5-4 -- 225 points

The purpose of this position is to provide medical and program guidance concerned with the effective application of nationally prescribed standards for herd or flock disease control and eradication and animal health activities operated in the counties and/or States. The doctor is the final authority on issues regarding the health status and disease potential of animals or birds and their products and by-products and, where required, develops and recommends new medical or program adjustments or modifications which may significantly impact State-Federal disease control programs nation-wide.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

These are with staff officials and professionals of Federal, State, and local government agencies, private industry, and public or private groups or individuals concerned with animal health.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

The purpose is to provide or obtain medical and program information concerning the effectiveness of animal health and disease control and eradication activities throughout counties and/or States. This includes coordinating work efforts to deal with contagious livestock diseases, analyzing and correlating medical data and contributing factors leading to the cause of the disease erupting or spreading and, as the final authority on issues, reviewing and passing



judgment on animal health status and disease potential. The doctor promotes disease prevention, control, and eradication programs and must persuade responsible persons or groups to observe the propriety of medical or program procedural adjustments or modifications and of certification of health status of animals and birds destined for intrastate, interstate, or international shipment.

Factor 8, Physical Demands -- Level 8-3 -- 50 points

The work involves strenuous physical demands to defend against physical attack by confused or distressed cattle, horse, or similar size animals confined in cramped stalls or similar accommodations. There is also some crouching during the examination of livestock and some climbing during inspection of livestock market facilities, trucks, or abattoirs.

Factor 9, Work Environment -- Level 9-3 -- 50 points

There is exposure to discomforts and disease conditions and agents some of which are highly contagious, infectious, and communicable to humans that require special protective clothing and gear and other safeguards.

TOTAL POINTS -- 2980

VETERINARY MEDICAL OFFICER, GS-0701-13, BMK# 01

Duties

Serves as a veterinary medical officer on the staff of a regulatory and enforcement agency with responsibility for conducting plant to regional level program evaluation of meat and poultry organization, operation, and inspection systems. Assignments (a) involve onsite program review and coordination of new or revised veterinary medical policies, program procedures, and methods; (b) include correlating responses to appeals on ante mortem and post mortem, condemnation, labeling, facility, and sanitation dispositions; (c) entail coordinating and overseeing the regionwide biological and chemical residue program; and (d) encompass advising on the uniform and accurate application of U.S. standards for disease detection, diagnosis, and disposition and meat and poultry wholesomeness and adulteration. The veterinary medical officer:

- Reviews and interprets laws, regulations, and written instructions being applied locally and regionwide in meat and poultry inspection and disease control to determine the acceptability of results.
- Recommends new or revised inspection and disease control policies, program procedures, and methods of operation that insure uniform and accurate application of standards.
- Alerts field forces, regional, and national offices on the basis of findings or trends in diseases of livestock and poultry and potential problems and large scale impact on the program, industry, and public health.

- Coordinates close control of the region's residue monitoring system to detect violative biological and chemical residue tolerance levels and accumulations in meat and poultry to avert explosive medical situations.
- Develops special reports containing medical and technical information on the implementation of a sound meat and poultry inspection and disease control system.
- Participates in meetings on findings and recommendations to explain technical requirements to facilitate compliance and understanding.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of veterinary medical science concepts, principles, and practices is required in a subject-matter field of which the doctor is a medical authority in the development of onsite coordination programs designed to increase the uniformity and accuracy in disease and residue detection, diagnosis, and disposition at the meat and poultry plant, circuit, area, and regional levels. This includes the following.

- Ability to conduct meat inspection and surveillance activities involving complex meat and poultry production technological changes and insure such changes are included in national meat and poultry inspection policies.
- Knowledge of related veterinary medical sciences such as pathology, microbiology, parasitology, toxicology, and serology.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The supervisor discusses the overall objectives, priorities, or deadlines and considers or passes on recommendations in assigning responsibility. The doctor independently plans, coordinates, and carries out assignments. Additionally, the doctor advises on subject-matter specialty and appraises supervisor of major or controversial issues. Completed work is evaluated for effectiveness in advising others on medical matters and complying with national program policies.

Factor 3, Guidelines -- Level 3-4 -- 450 points

These consist of Federal laws and agency program policies, rules, regulations, and written instructions plus a wide range of professional literature, internal reports, etc., which are general and broad in nature and usually technically insufficient or not directly applicable to unusual trends of diseases or atypical residue problems. The doctor exercises judgment and ingenuity in applying these guidelines to implement policies and programs of higher authority in the interest of proper, timely, and consistent compliance or resolve medical and administrative problems.



Factor 4, Complexity -- Level 4-5 -- 325 points

Assignments involve complex and critical program features that include a range of nationally prescribed disease and residue detection, diagnosis and disposition standards, procedures and systems pertinent to regionwide meat and poultry inspection activities. Primary responsibilities are the continuing onsite coordination of programs designed to increase the accuracy and uniformity of standards' application from the regional level down through the area, circuit, to the plant level; and the development of procedures or programs in meat and poultry inspection which significantly impact the formulation of national policy.

Factor 5, Scope and Effect -- Level 5-4 -- 225 points

The purpose of this position is to provide technical advisory direction concerned with the accuracy and uniformity of the application of nationally prescribed standards for disease and residue detection, diagnosis, and disposition regionwide.

The doctor is the primary respondent to appeals of disposition and, where required, recommends revisions of procedures or programs which may significantly impact, not only the formulation of national policy governmentwide but also operations industrywide.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

These are with staff officials and specialists of Federal, State, and local government agencies, private industry, and public groups.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

Contacts are for the purpose of obtaining or providing technical and medical information concerning accurate and uniform detection, diagnosis, and disposition of livestock or poultry diseases at the plant, circuit, area, and regional levels. This includes coordinating work efforts onsite continually, discussing new or revised national policies and program procedures and methods, and correlating appeals on livestock or poultry dispositions. The doctor must persuade responsible experts or officials to apply nationally prescribed standards, although certain policies and appeals entail controversial issues.

Factor 8, Physical Demands -- Level 8-1 -- 5 points

The work is primarily sedentary with some minor physical activity during meat and poultry plant site visits.

Factor 9, Work Environment -- Level 9-1 -- 5 points

The work is performed mostly in an office area although there may be occasional exposure to unsafe practices or conditions requiring normal safety precautions.

TOTAL POINTS -- 3190

VETERINARY MEDICAL OFFICER, GS-0701-02, BMK# 02**Duties**

Serves as a veterinary medical officer on the staff of a regulatory and enforcement agency with responsibility for the analysis and interpretation of medical and technical facts and opinions on drugs, devices, food, food additives, and other chemicals intended for use in the diagnosis, treatment, or prevention of specific diseases of animals, poultry, or other species. Assignments cover such subject-matter areas as the following:

- comprehensive study of the pharmacodynamics and toxicologic potentials of chemicals, foods, food additives, drugs, or drug classes including absorption, metabolism, distribution, and elimination of these agents from tissues and metabolic pathways of animals; or
- comprehensive review of scientific and medical grounds on whether applications (to market new veterinary drugs) are approvable or incomplete; or, in the case of supplements, whether the previously approved application should be withdrawn on the basis of the safety and efficacy requirements for the drug or new information; food additive status; and whether labeling is approvable, inadequate, incomplete, or false and misleading; or
- comprehensive surveillance of the impact and significance of periodic reports of clinical experience, studies, and tests submitted by the applicant (subsequent to approval of new drug applications) including veterinary medical information concerning any unexpected side effect, injury, toxicity, or sensitivity reaction associated with clinical use, studies, investigations, etc.; or
- comprehensive investigations in connection with the formulation of policy for particular classes of veterinary drug products concerning the accuracy of therapeutic representations, safety in the dosage frequency and duration, course of treatment, therapeutic importance of variations from standards and of adulteration, need for label warnings, and revisions of directions for use.

Assignments (a) involve investigating facts or violations in the composition and labeling of a drug, device, food additive or other chemicals; (b) entail planning and implementing specific tests of the article on targeted animals, infections, or infestations; and © include providing authoritative veterinary medical facts and opinions necessary in advisory and enforcement activities. The veterinary medical officer:

- Conceives, plans, and implements studies of acute, sub-acute, and chronic diseases and monitors contractual research to evaluate the effects of chemicals, drugs, or drug classes on animal systems.
- Analyzes and interprets various scientific and medical techniques applied to a variety of conditions caused by diseases, injuries, and abnormal body functions treated with a wide variety of drugs and drug preparations.
- Reviews, evaluates, and furnishes authoritative veterinary medical facts and opinions on complex aspects of the content and meaning of drug advertisements and promotional labeling (e.g., brochures, mailing and detailing pieces) for prescription and over-the-counter drugs.
- Evaluates drug applications, literature, findings on similar drugs, research, and other available data in the agency to insure that conditions of studies support veterinary medical claims of safety and effectiveness of drugs and drug preparations.
- Reviews consumer and user injuries or complaints, manufacturing defects, unsanitary conditions, or health hazards annotated in drug establishment inspection reports preparatory to veterinary medical evaluations leading to the formulation of cases, hearings, or regulatory proceedings against unsafe and ineffective drugs, devices, food, food additives, food contaminants, and other chemicals.
- Advises on veterinary medical aspects of veterinary drugs and governing laws, regulations, and policies as well as scientific research and commercial developments in veterinary medicine and related fields.

Factor 1, Knowledge Required by this Position -- Level 1-8 -- 1550 points

Mastery of veterinary medical science concepts, principles, and practices is required in a subject-matter field of which the doctor is a medical specialist in the development of agency reviews, summaries, briefing memoranda, and Federal Register documents for new veterinary drugs and supplements, food, food additives, food contaminants, devices, and other chemicals sponsored by the Nation's drug, chemical, and feed industries. This includes the following:

- Knowledge of related veterinary medical sciences such as pharmacology toxicology, hematology, physiology chemistry, microbiology; parasitology, anatomy, histology, pathology histopathology, immunology, therapeutics, epidemiology and other sciences of the profession.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The supervisor discusses the overall objectives along with areas of special and urgent concern of assigned responsibility. Independently carries out assignments, advises on medical matters, and summarizes medical conclusions and recommendations for action on assigned products. Reports from time-to-time to the supervisor on the progress of the work, unusual difficulties, and problems requiring deviation from existing policies. Completed work is evaluated on the basis of effectiveness in providing guidance in veterinary medical matters to others and for conformance with national policies.

Factor 3, Guidelines -- Level 3-4 -- 450 points

These consist of agency regulations and policy statements, including existing program guides, scientific and diagnostic criteria, and veterinary medical manuals that contain a range of administrative and medical concepts and principles. The doctor must adapt or extend these guidelines in the development of new or revised program guides or criteria.

Factor 4, Complexity -- Level 4-6 -- 450 points

Assignments involve the whole range of veterinary new drug and supplement properties, preparation and administration, variations, and clinical, gross and microscopic observations and measurements in connection with the formulation of policy and the evaluation of the product's safety and effectiveness, including medical conclusions and recommendations for action and with the formulation of policy. Primary responsibility usually involves particular classes of veterinary drug products to determine such medical facts as the accuracy of therapeutic representations, safety in dosage (frequency and duration recommended), course of treatment, therapeutic importance of variations from standards and of adulteration, need for warnings and direction for use, and, in general, compliance with all requirements of Federal laws, rules, and regulations. The doctor exercises ingenuity and resourcefulness in carrying out varied investigations to acquire different veterinary medical or other scientific facts needed for final medical determination of policy toward such classes of products.

Factor 5, Scope and Effect -- Level 5-4 -- 225 points

The purpose of this position is to provide expert advice and guidance on veterinary medical aspects of drugs, devices, food, food additives and other chemicals in connection with the development, interpretation, or application of national laws, regulations, and policies. The doctor develops cases of unusual, precedent setting, or controversial circumstances and recommends appropriate action that impacts research, regulatory, and enforcement work of other professionals and subject-matter specialists governmentwide and industrywide.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

These are governmental agency authorities, scientists, industry representatives, and members of consumer groups.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

Contacts are for the purpose of discussing veterinary medical claims of the drug concerned and the governing laws, regulations, and policies, including scientific research and commercial developments in veterinary medicine and related fields. The doctor also coordinates current views concerning veterinary medical matters among other agencies, particularly matters pertaining to the labeling of certain classes of drug products. Generally, assignments involve persuading or influencing top officials to approve or disapprove veterinary medical evidence or contention on such products.

Factor 8, Physical Demands -- Level 8-1 -- 5 points

The work is sedentary.

Factor 9, Work Environment -- Level 9-1 -- 5 points

The work is performed primarily in office areas which require normal safety precautions.

TOTAL POINTS -- 3315

VETERINARY MEDICAL OFFICER, GS-0701-13, BMK# 03**Duties**

Serves as a veterinary medical officer in a laboratory program with responsibility for diagnosing viral, bacterial, mycotic, parasitic, toxicogenic, and nutritional diseases to develop new and improved national, diagnostic laboratory standards for the examination and evaluation of such diseases. Assignments (a) involve the examination and evaluation of animals for clinical and diagnostic signs of disease; (b) include the examination and evaluation of animals, animal tissue, or extracted material for the purpose of isolating and identifying infectious agents and determining their effect on the etiology of disease; (c) concern the autopsy, examination, and evaluation of animals, animal tissue, and portions thereof for the determination of pathological and histological changes and the involvement of these changes on disease diagnosis; and (d) entail the development of new and improved diagnostic procedures and the preparation, evaluation, and recommendation of diagnostic references and reagents for use by Federal, State, and private diagnostic laboratories. The veterinary medical officer:

- Conducts various laboratory and animal assays and procedures to obtain a diagnosis of a disease condition such as pathological histological, toxicological, microbiological, virological, serological, or biochemical examinations. Performs serum neutralization, agglutination, precipitation, fluorescent antibody techniques, enzyme labeled antibody techniques, animal inoculations, or various microscopic procedures in support of the examinations.

- Evaluates and interprets clinical signs; history; gross pathological, histopathological, serological, and microbiological data from the examination of specimens submitted to support comprehensive investigations of animal disease outbreaks of unusual nature, severity, and magnitude. May serve on a diagnostic team to determine the causes and the controls needed immediately or on a long term basis.
- Coordinates disease diagnostic studies and correlates results with State and university diagnostic laboratories when multidisciplinary expertise is required, together with the selection and implementation of specialized procedures and maintaining optimum quality control.
- Provides professional guidance in animal infectivity studies, pathogenic trials, and immunogenic experiments to other agency programs, field forces, and their professionals to formulate and initiate animal disease control and eradication programs.
- Plans, develops, and implements formal or informal disease diagnostic laboratory training sessions and programs. Lectures on diagnostic theories and concepts, publishes diagnostic evaluations and interpretations, and demonstrates onbench experience with pathological, virological, microbiology, serological, and toxicological techniques using standard and revised methodology as well as those that are new and unique to specific disease diagnostic needs.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of veterinary medical science concepts, principles, and practices is required in gross, clinical, and microscopic pathology, toxicology, microbiology, or virology associated with animal diseases in which the doctor is a diagnostic medical authority in various laboratory and animal assays and procedures to obtain a diagnosis of diseases and in the development of new and improved national diagnostic laboratory standards for the examination and evaluation of such diseases. This includes the following.

- Ability to incorporate advances in diagnostic veterinary medicine to all native and exotic diseases affecting domestic animals and birds, wild and game animals and birds, laboratory animals and caged birds.
- Ability to apply a knowledge of immunology and serological, diagnostic procedures in combination with the veterinary sciences of pathology, microbiology, virology, and epidemiology to such histochemical reactions produced by tissue fixatives, stains, and related reagents; or to animal disease control and eradication and other agency program interpretations, adaptations, and revisions.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The supervisor establishes the general scope of the diagnostic mission or assignment along with program authority. The doctor and the supervisor consult on long range goals and operational needs of the veterinary diagnostics laboratory program. The doctor independently plans, initiates, and coordinates medical and non-medical laboratory projects, developmental studies, and diagnostic laboratory training with other professionals and subject-matter specialists. Decisions and recommendations are accepted as medically and technically sound and are reviewed by the supervisor only for appropriateness and compatibility with diagnostic laboratory programs and policies in the agency.

Factor 3, Guidelines -- Level 3-4 -- 450 points

Agency directives, memoranda, policies and rules, textbooks, manuals, journals, periodicals, and other scientific, medical and technical literature usually apply only generally due to technological changes or new problems in diseases, animal systems, or industry practices. The doctor must be enterprising in extending or departing from the guidelines when they are not completely applicable to the development or improvement in diagnostic laboratory procedures, or the technological developments in disease control and eradication. Judgment is exercised by the doctor in advising the industry and the scientific community on the application of, extension of, or the departure from the guidelines on disease signs, etiology, changes, and diagnostic procedures because of development of new and revolutionary methodology.

Factor 4, Complexity -- Level 4-6 -- 450 points

Assignments involve a wide range of classical and often non-classical scientific activities in immunological and serological aspects of diagnostic veterinary medicine and related sciences to deal with histochemical reactions produced by tissue fixatives, stains, and related reagents; or animal disease control and eradication and other agency program interpretations, adaptations, and revisions. Difficult or unusual compromises are involved when providing professional guidance in animal infectivity studies, pathogenic trials and immunogenic experiments to insure compliance with the intent of diagnostic laboratory standards. Compromises between the theoretical ideal and the economics of "real life" situations (i.e., conflicting public and private interests and opinions, socioeconomic restraints, etc.) usually result in new and improved diagnostic standards for laboratories and the industry. The doctor prepares for approval scientific and related diagnostic data for standards development; or for recommending immediate or long term disease controls.

Factor 5, Scope and Effect -- Level 5-5 -- 325 points

This position provides diagnostic medical authority and leadership for evaluating and interpreting clinical signs; history; gross pathological, serological, and microbiological data from examinations of specimens submitted to support comprehensive investigations of animal disease outbreaks of unusual nature, severity, and magnitude. The doctor's determinations on these data impact the Federal, State, and private diagnostic laboratories; livestock and pet industry; scientific community; and professionals inside and outside the agency.



Factor 6, Personal Contacts -- Level 6-3 -- 60 points

Personal contacts are with officials and scientists of public and private laboratories, professionals and technicians of other disciplines, field professionals and Federal epidemiologists, and high ranking officials of State and foreign governments and various organizations.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

The purpose of contacts is to exchange information and to promote compliance with acceptable laboratory and animal assays and procedures to obtain a diagnosis of a disease condition, or dispose or treat animals or birds. Assignments involve resolving conflicts, disagreements and differences concerning disease diagnostic procedures or diagnostic competency, as well as providing consultation, advice, technical guidance, and scientific direction on disease examination and evaluation.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

Handling, examining, sampling, treatment and autopsy of large and small animals in conducting diagnostic procedures includes walking, stooping, bending, lifting, pushing, pulling, and climbing.

Factor 9, Work Environment -- Level 9-2 -- 20 points

There is exposure to contagious diseases of livestock and birds and to unmanageable and highly distressed animals. This involves working in biological safety cabinets or high security laboratories with showering, complete clothes changing, and the wearing of special protective clothing such as rubber boots, gloves, lab coats, coveralls, and biological masks.

TOTAL POINTS -- 3445

VETERINARY MEDICAL OFFICER, GS-0701-13, BMK# 04

Duties

Serves as a Veterinary Medical Officer with regionwide epidemiology responsibility for the control and eradication of domestic and exotic diseases of livestock, poultry, and other species as they involve the nation and adjoining foreign countries. Assignments involve (a) establishing and implementing broad regionwide emergency disease control and eradication policies and programs; (b) coordinating and conducting epidemiologic studies of the diseases of livestock, poultry, and other species over a wide geographic area, usually a region; (c) developing and implementing new and improved methods and procedures for obtaining and analyzing pertinent information related to factors which cause the spread of diseases; and (d) providing authoritative epidemiological expertise on the Regional Emergency Animal Disease Eradication Organization (READO) and cooperative State-Federal disease control and eradication programs. The veterinary medical officer:

- Establishes and implements broad, national animal disease control and eradication policies and programs among the various epidemiological or related activities in the region.
- Provides authoritative veterinary medical expertise on the uniform and accurate application of national standards for the detection, diagnosis, and disposition of emergency disease problems of animals or birds.
- Consults and advises on the formulation, organization, and implementation of major national and international disease programs, including the systems for conducting animal disease field trials, performing pertinent laboratory work in connection with epidemiological studies, and evaluating the general competency of various State and Federal support programs.
- Forecasts anticipated levels and location of disease incidences and establishes immediate and long range budgets and work plans accordingly.
- Develops scientific papers on new and improved disease detection, diagnosis, and disposition techniques and related subjects for publication or presentation to promote awareness among professionals, provide training and technical guidance, and insure uniform and accurate application of national standards.
- Reviews regional, epidemiological activities to determine their successes in disease eradication or control or their failures due to inhibiting State laws, regulations, and related instructions which may require modifications in cooperative State-Federal agreements.
- Meets with industry groups to promote compliance with technical requirements of new or modified disease eradication and control programs.
- Alerts field, regional, and national offices of disease trends among livestock, poultry, or other species and potential problems which may have large scale impact on the program, industry; and public health.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of veterinary medical science concepts, principles, and practices is required in a major disease field in which the doctor is the epidemiological medical authority for the development, coordination, and implementation of new scientific studies, field trials, laboratory analyses, and general competency evaluations, in lieu of ineffective, ordinary eradication procedures, to insure immediate isolation and elimination of the cause for the persistent disease threatening the economy and health of the animal industry. This includes the following.

- Ability to incorporate advances in the veterinary medical science field into proposed, adopted, or modified disease program administration rules and regulations, inspection procedures, professional materials, and agency memoranda.

- Ability to apply extensive knowledge of related veterinary medical sciences such as microbiology, pathology, parasitology, toxicology, and other sciences, including their statistical data for a scientific analysis of the potential impact of the disease process on farm management, livestock markets, transportation practices, and the environment within the region or large geographic area.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The supervisor establishes the broad goals of the epidemiological assignment and program authority. The doctor and the supervisor consult on major activities and priorities of immediate and long range. Disease incidences, budgets, and work plans. The doctor independently coordinates and conducts epidemiological studies, develops and implements new and improved procedures for obtaining and analyzing factors causing the spread of diseases, and provides authoritative expertise on effective epidemiological surveillance systems and diagnostic abilities. Alerts the supervisor and others of disease trends and potential problems with farm management, livestock markets, transportation practices, or the environment which may have large scale impact on public health. Accomplishments and written reports are reviewed in broad program terms and on the basis of results in reducing, controlling, or eradicating incidences of various persistent diseases from animals and flocks in the region.

Factor 3, Guidelines -- Level 3-4 -- 450 points

Agency regulations, policy statements, medical manuals and memoranda, uniform methods and rules, and technical publications apply only generally due to technological changes and the problems they create for epidemiological inspection and surveillance activities in the region. The doctor uses enterprising and expedient professional abilities in establishing and implementing new and improved epidemiological inspection and surveillance activities and accompanying policies and programs to depart from ineffective ordinary disease control and eradication procedures.

Factor 4, Complexity -- Level 4-5 -- 325 points

Assignments involve the full range of epidemiological programs, policies, and procedures pertinent to the formulation, organization, coordination, and implementation of a major, national, cooperative herd and flock disease control and eradication activity in a large geographic area, usually a region. The programs, although theoretically sound, remain in a state of change due to either present, anticipated, or unexpected priorities in disease activities leading to different or new control and eradication requirements. Both immediate and long range policies and procedures require periodic reviews, field trials, and revisions to keep current. Primary responsibility is to (a) provide guidance in the development of State-Federal laws and the coordination of complex scientific activities involving the development of specific programs, policies, and procedures; and (b) initiate new disease control and eradication programs, or intensify existing policies, or recommend the termination or terminate undesirable procedures to further the objectives of disease control and eradication operations. Special Federal and State cooperative field trials are carried out concurrently with all other assignments to establish new or refinements of disease control and eradication concepts and methods for applicable industries.

Factor 5, Scope and Effect -- Level 5-5 -- 325 points

Chief purpose of the position is to provide program authority in epidemiological surveillance systems and diagnostic abilities to locate and eliminate the cause for the persistent incidence of herd and flock diseases in the region. The doctor's conclusions and recommendations concern major disease trends among livestock, poultry, or other species and potential problems, uncertainties, and questions which may have large scale impact on the program, industry, and public health. The doctor's establishment and implementation of a regionwide epidemiological study, field trial, laboratory analysis, and general competency evaluation affect the disease surveillance systems and diagnostic abilities of other professionals and experts over farm management, livestock markets, transportation practices, and the environment, as well as those at the field regional and national State or Federal agency offices.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

Personal contacts are with staff and subject-matter officials, specialists, authorities, consultants, and representatives of governmental agencies, industry organizations, diagnostic laboratories, national and international animal breeding associations, and public and private groups.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

The purpose of the contacts is to obtain and provide epidemiological information concerning accurate and uniform detection, diagnosis, and disposition of persistent disease incidences among herds and flocks in the region. This includes establishing, coordinating, and implementing surveillance systems and diagnostic abilities, epidemiological studies, field trials, laboratory analyses, and general competency evaluations. The doctor must be skillful in soliciting immediate and long range cooperation, promoting awareness of new and improved epidemiological techniques among professionals and other experts, and persuading difficult or uncooperative persons in controversies to apply nationally prescribed standards.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

There is prolonged standing, walking around on various kinds of farm surface conditions, and handling restrained, large and confused animals or large heavy carcasses on rails to perform diagnostic tests or demonstrations, or to conduct gross, post mortem lesion examinations.

Factor 9, Work Environment -- Level 9-3 -- 50 points

There is exposure to a high incidence of disease and non-disease conditions and agents, some of which are highly contagious, infectious, and communicable to humans, requiring special precautions and tight safety control coordination.

TOTAL POINTS -- 3350

VETERINARY MEDICAL OFFICER, GS-0701-13, BMK# 05

Duties

Serves as a veterinary medical officer in a laboratory program with responsibility for assaying bacterial and viral biologics produced by licensed firms and proposed for the immunization of livestock, poultry, pets, or other species against diseases. Assignments involve (a) testing, evaluating, and improving the potency and effectiveness of products; (b) evaluating the products' research and development treatises and production lines and facilities for compliance; (c) designing, developing, or evaluating uniform laboratory and manufacturing standards for the products; and (d) preparing, purchasing, and evaluating standard assay references and reagents. The veterinary medical officer:

- Assesses varied laboratory procedures to ascertain their accuracy and uniformity in determining the potency and efficacy of products. Such procedures include titration, immunization, precipitation, agglutination, complement fixation, inoculation, and infection.
- Establishes minimum potency levels for products on the basis of virological, microbiology, pathological serological, biochemical, and immunological data.
- Prepares, produces, or purchases, and evaluates and standardizes cultural strains, cell lines, assay references, and reagents for laboratories and the industry.
- Reviews, advises on, and provides pathological, virological, microbiology, serological, or immunological data for determining product acceptability or manufacturing competency.
- Develops, adapts, applies, and evaluates current, new, and revolutionary laboratory procedures for examining the potency and efficacy of products.
- Provides professional guidance in product research and development, manufacturing, field trials, laboratory experiments, and special inspections to insure compliance with standards.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of veterinary medical science concepts, principles, and practices is required in microbiology and immunology in which the doctor is a biologics' medical authority in the development, production, testing, handling, and marketing of immunological products for livestock, poultry, pets, or other species to protect against diseases. This includes the following.

- Ability to incorporate advances in microbiology, immunology, and related sciences in veterinary medicine into accepted methods and established standards as well as laws, policies, regulations, methods, and procedures of the veterinary biologics program.



- Ability to apply a knowledge of the sciences of biometrics, chemistry, physics, and genetics to problems associated with laboratory procedures and techniques, complex biological systems, and biologics research, program, and industry practices.

Factor 2, Supervisory Controls -- Level 2-4 -- 450 points

The supervisor establishes the general scope of the doctor's mission or assignment along with program authority. The doctor and the supervisor consult on long range goals and operational needs of the veterinary biologics program. The doctor independently plans, initiates, and coordinates medical and non-medical laboratory projects, developmental studies, and biologics training with other doctors and subject-matter specialists. Decisions or recommendations are accepted as medically and technically sound, but may be reviewed for compatibility with biologics regulatory work in the agency.

Factor 3, Guidelines -- Level 3-4 -- 450 points

Agency directives, memoranda, policies, or regulations; medical and technical literature, textbooks, manuals, journals, periodicals; or other published materials in the profession usually apply only generally due to technological changes or new problems in assay procedures, biological systems, or industry practices. The doctor must be enterprising in extending or departing from the guidelines when they are not completely applicable to developments or improvements in biological products or to technological developments in the biologics industry. Judgment is exercised by the doctor in advising the industry and the scientific community on the application of, extension of, or the departure from the guidelines in the production, testing, handling, and marketing of licensed or new biological products.

Factor 4, Complexity -- Level 4-6 -- 450 points

Assignments involve a wide range of classical and often non-classical scientific activities in microbiology, immunology, and related sciences in veterinary medicine to deal with the development, production, testing, handling, and marketing of immunological products for immunizing livestock, poultry, pets, or other species against diseases. Difficult or unusual compromises are involved when providing professional guidance to insure compliance with the intent of standards during product research and development, manufacturing, field trials, laboratory experiments, and special inspections. Compromises between the theoretical ideal and the economics of "real life" situations (i.e., conflicting public and private interests and opinions, socioeconomic restraints, etc.) usually result in the act option or modification of current, new, and revolutionary biologics standards, procedures, and techniques for laboratories and the industry. The doctor prepares for approval scientific and related biologics' data for use in establishing standards for the development, production, testing, handling, and marketing of revolutionary products; identifying training needs; or defending recommended procedures or medical conclusions on product acceptability, manufacturing competency, or such similar recurring and difficult problems.



Factor 5, Scope and Effect -- Level 5-5 -- 325 points

The purpose of the position is to provide biologics medical authority and leadership for evaluating and consulting on new and revolutionary biological products; formulating, establishing, implementing, and evaluating new and modified assay procedures, methods, and techniques; and preparing, purchasing, and evaluating new assay references and reagents for laboratories and the industry. The doctor's determinations on these products impact the veterinary biologics' program, biologics' industry, livestock and pet industry, scientific community, and professionals inside and outside the agency.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

Personal contacts are with staff officials, specialists, authorities, and consultants of governmental agencies industry organization's, scientific and educational institutions, and the scientific community.

Factor 7, Purpose of Contacts -- Level 7-3 -- 120 points

The purpose of the contacts is to exchange information and to promote compliance with acceptable scientific procedures testing methods and standards, and existing regulations on the development, production, testing, handling, and marketing of biological products earmarked for use to immunize livestock, poultry, pets or other species to protect against diseases. Assignments involve resolving conflicts, disagreements, and differences concerning product acceptability or manufacturing competency, as well as providing consultation, advice, technical guidance, and scientific direction in biologics' research and development, manufacturing, field trials, laboratory or site experimentation, or special inspection.

Factor 8, Physical Demands -- Level 8-2 -- 20 points

The work involves some amount of physical effort, not only in walking, stooping, bending, lifting, and climbing, but also in handling, sampling, treating, and performing autopsies on the animals or body parts.

Factor 9, Work Environment -- Level 9-2 -- 20 points

There is exposure, not only to highly distressed livestock and animals, but also to the contagious disease they carry or the bacterial and viral agents in the laboratory while assaying biological products. This requires special animal restraints and such personal protective gear as rubber boots, medical long coats, coveralls, rubber gloves, biological masks, and related equipment.

TOTAL POINTS -- 3445

VETERINARY MEDICAL OFFICER, GS-0701-14, BMK# 01**Duties**

Serves as a veterinary medical officer in a regulatory and enforcement agency headquarters with responsibility for correlating the evaluation of proposed therapeutic drugs for use in a specific animal species or the evaluation of a large group of drugs with similar pharmacological activities; or the evaluation of devices, food, food additives, food contaminants, and other chemicals involved in the diagnosis, treatment, or prevention of specific diseases of animals or other species. Assignments include (a) reviewing food additive petitions (FAP's), new animal drug applications (NADA's), investigation of new animal drug (INAD's), master files (MF's) and supplements and amendments from manufacturers of drugs, devices, food, food additives, and other chemicals; (b) providing recommendations and guidance to the organization and the industry; and © representing the organization at local, State, and national meetings on matters concerning the regulated products. Assignments cover such subject matter areas as the following:

- Analyzing and determining the adequacy of data and tests from the manufacturer regarding the safety and efficacy of the product;
- Determining if additional data or other information is necessary within the context of applicable laws, policies, regulations, and guidelines;
- Providing oral and written consultation to other Federal agencies, industry, universities, and foreign governments;
- Developing and recommending new and revised research treatises and guidelines for the regulated products and proposing areas of study for in-house and contract research projects;
- Recognizing the need for an initiating new and amended regulations, policies, and procedures and, as necessary, developing the veterinary medical, scientific, and regulatory aspects of same;
- Maintaining comprehensive surveillance of the impact and significance of complex periodic reports of clinical experiences, studies, and tests submitted by the sponsor of an important drug including veterinary medical and scientific information on an unexpected side effect, injury, toxicity, or sensitivity reaction associated with the clinical use or additional studies with the drug or other products; and
- Advising on, based upon a mastery of a subject area, difficult issues associated with product development, technological changes, environmental impact, industrial changes, and toxicity assessment in advance of or during the early stages of product development.

- Providing medical evaluations of critical issues in a specific specialty of veterinary science and medicine such as veterinary public health, Veterinary toxicology, laboratory animal medicine, veterinary microbiology, veterinary pathology, theriogenology, veterinary ophthalmology, veterinary anesthesiology, and veterinary preventive medicine.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of the veterinary medical arts and sciences is required in the therapeutic and scientific evaluation of food additive petitions, new animal drug applications, Investigation of new animal drugs, master files, supplements and amendments from manufacturers of drugs, devices, food, food additives, and other chemicals intended for use nationally in the diagnosis, treatment, or prevention of specific diseases of animals or other species. This includes the following.

- Knowledge of recent developments in the specialty fields of veterinary toxicology, physiology, pathology, parasitology, microbiology, or other sciences, for incorporation into national food and drug evaluation requirements.
- Thorough knowledge of the pharmaceutical, chemical, or food manufacturing industry; veterinary medical and scientific information on unexpected side effects, injury, toxicity, or sensitivity reactions associated with the clinical use or additional studies with the drug or other product; and Food and Drug Administration laws, regulations, policies, and applicable guidelines.
- Ability to coordinate in-house and contract research projects on new and revised research treatises and guidelines for the regulated products and proposed areas of study.

Factor 2, Supervisory Controls -- Level 2-5 -- 650 points

The supervisor indicates national program concerns and assigns general authority for correlating systems of drug and food products evaluation, surveillance, and disposition. The doctor independently evaluates the systems needs to formulate and develop instructions and reports; plan, administer or implement uniform therapeutic and scientific procedures. Correlation activities are reviewed generally for problems that have high impact on the industry as well as for staff, time, and budget constraints.

Factor 3, Guidelines -- Level 3-5 -- 650 points

Guidelines consist of general policies, directives, agency regulations, pertinent legislation, literature in the field of veterinary medicine, toxicology, chemistry, microbiology, and other standard scientific references. The doctor uses judgment and ingenuity in adapting agency guidelines and developing research and testing treatises for the animal pharmaceutical industry, research institutions, and government organizations. As a technical authority on the specific regulated products, the doctor is responsible for initiating or developing policies, instructions, and guidelines which apply to the agency's food and drug regulatory programs.

Factor 4, Complexity -- Level 4-5 -- 325 points

Assignments involve the full range of food and drug evaluation programs, policies, and procedures pertinent to difficult issues associated with product development, technological changes, environmental impact, industrial changes, and toxicity assessment, requiring comprehensive surveillance of a number of atypical clinical experiences, studies, and tests of an unexpected side effect, injury, toxicity, or sensitivity reaction of an important food, drug, or other product. The programs, although theoretically sound, remain in a state of change due to new products, industrial changes, technological changes for producing substances and detecting toxicity, and new scientific discoveries. This involves studying and evaluating a volume of medical and non-medical data, some of which may be incomplete, inaccurate, or otherwise of limited value, leading to the development of new analytical and review concepts for determining the safety and efficacy of food, drugs, or other related products sponsored by manufacturers.

Factor 5, Scope and Effect -- Level 5-5 -- 325 points

Correlating drug and food program activities includes developing new approaches, different methods, or studies for drug and food evaluation to obtain scientific facts and new professional concepts or clarifications of food and drug manufacturing, safety, and efficacy policies. The doctor's final determinations impact on the veterinary scientific community, the economics of the food and drug administration, and national disease control and eradication programs.

Factor 6, Personal Contacts -- Level 6-4 -- 110 points

Personal contacts are with key scientists and officials from other Federal agencies, private industry, educational institutions, etc. Also, they include other professionals, managers, and officials within the agency.

Factor 7, Purpose of Contacts -- Level 7-4 -- 220 points

Contacts are for presenting agency requirements, discussing controversial, technical points and regulatory requirements and policies, or testifying at hearings as the agency's expert witness. Contacts are often with individuals with widely differing view-points, goals, and objectives. The doctor uses tact and diplomacy, technical expertise in veterinary medicine program experience with agency policy and regulations to obtain an acceptable point of view or develop suitable alternatives.

Factor 8, Physical Demands -- Level 8-1 -- 5 points

The job does not involve any strenuous physical effort.



Factor 9, Work Environment -- Level 9-1 -- 5 points

The work usually takes place under comfortable and favorable circumstances (i.e., well lighted and ventilated offices, conference rooms, and the like).

TOTAL POINTS -- 3840

VETERINARY MEDICAL OFFICER, GS-0701-14, BMK# 02**Duties**

Serves as a veterinary medical officer in an agency headquarters with responsibility for correlating uniform national programs concerning the disposition of diseased livestock or poultry and the inspection of meat and poultry. Assignments involve (a) planning, formulating, and developing agency instructions and reports for the uniform application of livestock, meat, or poultry inspection and disposition standards; (b) administering and implementing field trials of new livestock, meat, or poultry inspection and disposition standards in the regions; © evaluating livestock, meat, or poultry inspection and disposition data of the scientific community and industry to formulate realistic field inspection and disposition guidelines; and (d) coordinating the agency's residue program throughout the regions. The veterinary medical officer:

- Advises the regions and the industry on livestock, meat, or poultry inspection and disposition requirements of the national meat and poultry program.
- Establishes new or clarifies existing livestock, meat, or poultry inspection and disposition requirements as guides for regions and the industry in dealing with specific types of emergency cases.
- Evaluates and interprets scientific and medical analyses and conclusions pertaining to animal diseases, particularly those transmissible to humans or those that pose a threat to domestic livestock or poultry, to develop disposition criteria and determine reporting procedures.
- Conducts livestock, meat, or poultry disposition correlation meetings on the national and regional levels; and provides liaison between meat and/or poultry inspection operations within own or across other agency activities.
- Coordinates the national residue activities and national meat and/or poultry inspection operations concerning residue problems that have potentially high impact on the industry.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of the veterinary medical arts and sciences is required in the detection, diagnosis, and disposition of livestock or poultry disease conditions, particularly those transmissible to humans or those that pose a threat to domestic animals. This includes the following:

- Knowledge of recent developments in the specialty fields of veterinary pathology, parasitology, toxicology, physiology, pharmacology, or other sciences for incorporation into national livestock, meat, or poultry inspection and disposition requirements.
- Thorough knowledge of the abattoir industry and the effects of planned changes to meat and poultry inspection and disposition requirement on disease control and eradication.
- Ability to apply new developments in the eradication of animal diseases transmissible to humans and provide feedback to human health programs for the eradication of such diseases.

Factor 2, Supervisory Controls -- Level 2-5 -- 650 points

The supervisor indicates national program concerns and assigns general authority for the correlation of livestock, meat, or poultry inspection and disease disposition systems throughout the regions. The doctor independently evaluates the inspection and disposition needs to formulate and develop instructions and reports; to plan, administer, or implement field trials for new systems; and to coordinate uniform procedures throughout the regions. Correlation activities are reviewed generally for problems that have potentially high impact on the industry as well as for staff, time, and budget constraints.

Factor 3, Guidelines -- Level 3-4 -- 450 points

The guidelines consist of Federal laws, regulations, or policies on livestock, meat, or poultry inspection and disease disposition which require clarification for uniform or specific application. Normally the doctor must determine the best method of handling assignments. This includes departing from classical inspection and disease disposition approaches; or evaluating, recommending, establishing, or clarifying inspection procedures or tests necessary for the diagnosis and disposition of animals or tissues affected by diseases and their treatment with medication which may alter their course, mask their existence, or produce residues.

Factor 4, Complexity -- Level 4-6 -- 450 points

Correlating uniform national program directions and guidelines among the regions and industries includes a range of livestock, meat, or poultry inspection and disease disposition standards, field trials, evaluation and coordination activities involving such veterinary specialties as pathology, parasitology, toxicology, physiology, pharmacology, or other sciences. Projects are typically highly sensitive and include a myriad of medical and non-medical correlation activities carried out simultaneously or in combination with others in the region, industry, or across related agency operations for a complete approach to overall disease and residue control and eradication objectives. Compromises on livestock, meat, or poultry inspection and disease disposition involve primarily nonspecific criteria and guides, necessitating comprehensive reviews and interpretation of scientific data from the veterinary medical community as well as the meat and poultry industry on the character and extent of causes of unwholesome or adulterated meat and poultry passed for human food. Correlating uniform national program directions and guidelines is an on-going activity of initiating or clarifying new, scientific bases for livestock, meat, or



poultry inspection and disease disposition involve primarily nonspecific criteria and guides, necessitating comprehensive reviews and interpretation of scientific data from the veterinary medical community as well as the meat and poultry industry on the character and extent of causes of unwholesome or adulterated meat and poultry passed for human food. Correlating uniform national program directions and guidelines is an on-going activity of initiating or clarifying new, scientific bases for livestock, meat, or poultry inspection and disease disposition criteria and guides as deterrents to unwholesome and adulterated foods of animal origin.

Factor 5, Scope and Effect -- Level 5-5 -- points

Correlating uniform national program activities includes new diseases, changes in the manifestation of specific diseases, and the dynamics of treatment with medication on the nature and appearance of diseases or residues in livestock, meat, or poultry, requiring varied investigations for scientific facts and new professional concepts or clarifications of policy toward disease or residue detection, diagnosis, and disposition. The doctor's final determinations impact on the veterinary scientific community; the economics of the livestock, meat, or poultry industry; and regionwide abattoir inspection activities.

Factor 6, Personal Contacts -- Level 6-3 -- 60 points

Personal contacts are with officials, professional consultants, scientific experts, and persons of similar stature from Federal agencies, private industry, national industry organizations, public and private associations, or congressional offices concerned with livestock, meat, or poultry inspection and disease dispositions.

Factor 7, Purpose of Contacts -- Level 7-4 -- 220 points

The purpose of the contacts is to clarify, explain, or promote livestock, meat, or poultry inspection and disease disposition instructions and reports to achieve a uniform and complete approach to overall disease and residue control and eradication objectives that is consistent with national program policies, procedures, and regulations. Compromises usually tread on the theoretical ideal and the economics of "real life" situations such as unsuitable local administration, socioeconomic restraints, and conflicting public and private interests and opinions. Correlating uniform national program directions and guidelines involves dealing with contacts individually or collectively to establish an acceptable agreement on livestock, meat, or poultry inspection and disease disposition.

Factor 8, Physical Demands -- Level 8-1 -- 5 points

The work usually does not involve any strenuous effort.



Factor 9, Work Environment -- Level 9-1 -- 5 points

The work usually takes place under comfortable and favorable circumstances.

TOTAL POINTS -- 3715

VETERINARY MEDICAL OFFICER, GS-0701-14, BMK# 03**Duties**

Serves as a veterinary medical officer in an agency's headquarters with responsibility for correlating uniform national programs concerning biologics' purity, safety, and effectiveness; cooperative eradication of diseases of livestock and poultry; cooperative control of livestock and poultry disease epidemics; control and quarantine of livestock, poultry, animal and plant by-product imports and exports; or humane treatment of animals used for pets and other purposes. Assignments involve (a) planning, formulating, and developing agency instructions and reports for the uniform application of biologics and livestock industry inspection and disease surveillance and disposition standards; (b) administering and implementing periodic reviews, regional field trials, and revisions of biologics and livestock industry inspection and disease surveillance and disposition standards; (c) evaluating biologics and livestock industry inspection and disease surveillance and disposition data from national and international scientific sources and industries to formulate realistic industry inspection and disease surveillance and disposition guidelines; and (d) coordinating current scientific developments, funding, and goals. The veterinary medical officer:

- Advises regions and industries on biologics and livestock industry inspection and disease surveillance and disposition requirements of the national biologics, livestock, and disease eradication programs.
- Establishes new or clarifies existing biologics and livestock industry inspection and disease surveillance and disposition requirements as guides for regions and industries to follow in dealing with specific types of emergency cases.
- Evaluates and interprets scientific and diagnostic reports and conclusions pertaining to animal diseases in relation to the international movement of animals and related by-products and materials, particularly those diseases transmissible to humans or those that pose a threat to domestic livestock or poultry, to develop or recommend changes in national, animal health criteria and determine reporting policies.
- Conducts biologics and livestock industry inspection and disease surveillance and disposition correlation meetings at the regional, national, or international levels when

required; and provides liaison between own or across agency activities involved in similar inspection, surveillance, and disposition operations.

- Coordinates cooperative State-Federal programs for the eradication of diseases of livestock and poultry within the United States.

Factor 1, Knowledge Required by the Position -- Level 1-8 -- 1550 points

Mastery of the veterinary medical arts and sciences is required in biologics evaluation, disease eradication, epidemic control, animal import and export, or humane national policies. This includes the following.

- Knowledge of recent developments in the specialty fields of veterinary pathology, parasitology, toxicology, physiology, microbiology, immunology, or other sciences, for incorporation into national biologics and livestock and disease surveillance and disposition requirements.
- Thorough knowledge of the biologics, livestock, or poultry industry; pathogenic conditions and appropriate control and eradication procedures; humane treatment and animal care practices; or animal and animal product import and export policies.
- Ability to coordinate the implementation of new developments in industry inspection and disease surveillance and disposition methods locally, regionally, or nationally.

Factor 2, Supervisory Controls -- Level 2-5 -- 650 points

The supervisor indicates national program concerns and assigns general authority for correlating systems of biologics and livestock industry inspection and disease surveillance and disposition throughout the regions. The doctor independently evaluates the systems' needs to formulate and develop instructions and reports; plan, administer, and implement field trials for new systems; and coordinate uniform procedures locally, regionally, or nationally. Correlation activities are reviewed generally for problems that have high impact on the industry as well as for staff, time, and budget constraints.

Factor 3, Guidelines -- Level 3-5 -- 650 points

They consist of general agency regulations, policy statements or memoranda on veterinary biologics', diseases, epidemics, animal imports and exports, or humane animal treatment and care. Usually, the doctor is required to set forth the intent and meaning of these guidelines in the form of agency instructions and reports for uniform or special application throughout the regions in dealing with biologics and livestock industry inspection and disease surveillance and disposition problems. The doctor is adept at clarifying or adapting these guidelines to meet emergency disease cases, particularly those transmissible to humans or those that pose a threat to domestic livestock or poultry. As a result, the doctor is called on regularly for an authoritative opinion on the particulars of these guidelines.



Factor 4, Complexity -- Level 4-6 -- 450 points

Correlating uniform national program and guidelines for State-Federal cooperative activities includes a range of biologics or livestock industry inspection and disease surveillance and disposition standards, field trials, evaluation and coordination functions involving such veterinary specialties as pathology, parasitology, toxicology, physiology, microbiology, immunology, or other sciences. Projects are typically highly sensitive and include many biologics' evaluation, livestock inspection, and disease surveillance and disposition correlation activities occurring simultaneously or in combination with those of other agencies, regions, or industries for an overall approach to biologics evaluation and disease control and eradication objectives. Compromises on biologics evaluation, disease eradication, epidemic control, animal import and export, or humane animal treatment and care involve comprehensive reviews and interpretation of appropriate scientific data from the veterinary medical community, biologics and livestock industries, and diagnostic laboratories on the character and extent of technological developments and advancements in protecting livestock from many diseases and inhumane animal conditions which continually arise. Correlating uniform national program directions and guidelines is an on-going activity of initiating or clarifying new scientific bases for biologics and livestock industry inspections and disease surveillance and disposition modifications or adaptations which reinforce cooperative programs against diseases and inhumane animal conditions.

Factor 5, Scope and Effect -- Level 5-5 -- 325 points

Correlating uniform national program activities includes development of new approaches or different methods or studies for biologics evaluation, disease eradication, epidemic control, animal import and export, or humane animal treatment and care to obtain scientific facts and new professional concepts or clarifications of biologics' and livestock industry inspection and disease surveillance and disposition policies. The doctor's final determinations impact on the veterinary scientific community, the economics of the biologics' and livestock industry, and State-Federal cooperative disease control and eradication programs regionally.

Factor 6, Personal Contacts -- Level 6-4 -- 110 points

Personal contacts are with key officials, subject-matter specialists, scientists, and persons of equal stature from Federal, State and other U.S. or foreign governments, universities, pharmaceutical companies, diagnostic laboratories, national and international industries (livestock and biologics), and livestock organizations.

Factor 7, Purpose of Contacts -- Level 7-4 -- 220 points

The purpose of the contacts is to clarify, explain, or promote biologics and livestock industry inspection and disease surveillance and disposition instructions and reports for a uniform and complete approach to overall biologics evaluation and disease control and eradication objectives that is consistent with State-Federal cooperative program policies, procedures and regulations. Compromises usually tread on the theoretical ideal and the economics of "real life" situations such as unsuitable local administration, socioeconomic restraints, and conflicting public and

private interests and opinions. Correlating uniform national program directions and guidelines involves dealing with contacts individually and collectively to establish an acceptable agreement on biologics and livestock industry inspection and disease surveillance and disposition.

Factor 8, Physical Demands -- Level 8-1 -- 5 points

The work does not involve any strenuous effort.

Factor 9, Work Environment -- Level 9-1 -- 5 points

The work usually takes place under comfortable and favorable circumstances.

TOTAL POINTS -- 3965