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INTRODUCTION

This position classification standard provides the series definition, titling instructions, and grading criteria for nonsupervisory professional positions in the Veterinary Medical Science Series, 0701, for General Schedule (GS) and other “white collar” pay plans. In the General Schedule position classification system established under chapter 51 of title 5, United States Code, the positions addressed here would be two-grade interval positions.

This position classification standard is divided into three parts. Part I contains occupational information applicable to Federal work covered by the Veterinary Medical Science Series without regard to pay plan or classification system. Part II provides the grading criteria for positions classified in accordance with GS grade definitions. Part III includes explanatory material about the development of this standard.

The term “General Schedule” or “GS” denotes the major position classification system and pay structure for white-collar work in the Federal Government. Agencies no longer subject to chapter 51 have replaced the GS pay plan indicator with agency-unique pay plan indicators. For that reason, reference to General Schedule or GS has been omitted from much of this position classification standard.

Coverage

This position classification standard covers professional work in the Veterinary Medical Science Series, 0701.

Cancellation of Existing Occupational Standard

Issuance of this position classification standard supersedes the standard described in the following table:

Previous Standard	Action Taken
Veterinary Medical Science Series, 0701	Supersedes the standard for Veterinary Medical Science Series, 0701 , last revised April 1980.

PART I – OCCUPATIONAL INFORMATION

Part I is intended for use by all agencies in evaluating professional positions in the Veterinary Medical Science Series, 0701. It provides the series definition, titling instructions, and detailed occupational information for this series.

General Series Determination Guidelines

For a variety of reasons, selection of the correct series for a position is an essential part of the entire human resources management process. For example, qualification requirements used in recruiting are based on the series of the position; career ladders are influenced by the series; and organizational structure is often designed with consideration of the series of assigned positions.

Determining the correct series for a position is usually apparent by reviewing the assigned duties and responsibilities and then comparing them to the series definition and general occupational information that the position classification standard provides. Generally, the series determination for a position is based on the primary work of the position, the highest level of work performed, and the paramount knowledge required to do the work of the position. Normally, it is fairly easy to make this decision. However, in some instances, determining the correct series may not be as obvious.

Use the following guidelines to determine the predominant series when the work of a position matches more than one occupational series. Apply the guidelines below in the order listed to determine the correct series.

- **Paramount knowledge required.** Although there may be several different kinds of work in the position, most positions will have a paramount knowledge requirement. The paramount knowledge is the most important type of subject matter knowledge or experience required to do the work.
- **Reason for existence.** The primary purpose of the position or management's intent in establishing the position is a positive indicator for determining the appropriate series.
- **Organizational mission and/or function.** Positions generally align with the mission and function of the organization to which they are assigned. The organization's function is often mirrored in the organizational title and may influence the appropriate series.
- **Recruitment source.** Supervisors and managers can help by identifying the occupational series that provides the best-qualified applicants to do the work. This is closely related to the paramount knowledge required.

Although the work of some positions may require applying practical veterinary knowledge and skills, classification to the Veterinary Medical Science Series, 0701, may not be appropriate. The [Additional Occupational Considerations](#) section of this standard provides examples where the work may involve applying related knowledge and skills, but not to the extent that it warrants classification to this series.

Additional information may be found in OPM's publication [The Classifier's Handbook](#).

Classifying Professional Scientific Work

Professional scientific work involves exercising discretion, analytical skill, judgment, personal accountability, and responsibility for creating, developing, integrating, applying, and sharing an organized body of knowledge that characteristically is:

- uniquely acquired through extensive education or training at a recognized college or university;
- equivalent to the curriculum requirements for a bachelor's or higher degree with major study in, or pertinent to, the specialized field; and
- continuously studied to explore, extend, and use additional discoveries, interpretations, and applications to improve data quality, materials, equipment, applications, and methods.

Interdisciplinary Professional Positions

An interdisciplinary position is a position that involves duties and responsibilities closely related to more than one professional occupation. As a result, you could classify the position into two or more professional occupational series. The nature of the work is such that persons with education and experience in two or more professions may be considered equally well qualified to do the work. In both categories, the position description should clearly show the position is interdisciplinary and indicate the various series in which the position could be classified. The final classification of the position is determined by the qualifications of the person selected to fill it.

For further guidance on the use and classification of interdisciplinary positions, refer to [The Classifier's Handbook](#).

Distinguishing Between Professional and Technical Work

It is important to determine whether a position is comprised of technical or professional work. It is not always easy to differentiate between the two because some tasks are common to both. The developmental work of professional positions and the demanding work of high-level technical positions are sometimes similar. Typical distinctions between professional veterinary work and technical work follow.

Professional Work Involves:

- creating, exploring, evaluating, and sharing solutions for animal care, veterinary problems, and related public health issues;
- applying a range and depth of knowledge acquired specifically through an intensive learning regimen of the phenomena, theories, and assumptions of veterinary medical science;
- understanding theories and assumptions, principles, and their relationships underlying the practices of veterinary medical science;
- identifying, analyzing, advising, consulting, and reporting on scientific, theoretical, and factual data, conditions, and problems;
- assessing, resolving, and predicting the relationships and interactions of veterinary data and findings under varying conditions;
- reasoning from existing knowledge and assumptions in veterinary medicine to unexplored areas and phenomena; and
- staying abreast of, and evaluating, scientific subjects, analyses, laws, regulations, policies, and ethics in veterinary medicine.

Technical Work Involves:

- using and completing recurring methods, standardized procedures, and established processes;
- applying veterinary knowledge, acquired through practical experience and on-the-job activities of recognized processes, standards, methods, and corresponding principles and results;
- understanding standard veterinary procedures, methods, and practices;
- carrying out tasks, methods, procedures, and computations based on oral instructions and/or precedents, guidelines, and standards;
- collecting, observing, testing, and recording factual and scientific data within the oversight and management of professional veterinary medical officers;
- anticipating the effects of procedural changes or appraising the validity of results on the basis of veterinary technician experience and practical reasoning; and
- staying abreast of existing and new practical veterinary methods and applications through on-the-job and classroom training.

General Series, Titling, and Occupational Guidance

VETERINARY MEDICAL SCIENCE, 0701		<u>Qualification Standard</u>
Series Definition	<p>This series covers professional positions that supervise, lead, or perform work in the veterinary medical sciences. The work involves promoting the health and welfare of both animals and the public through diagnosis, treatment, prevention, and understanding of animal diseases; conservation of animal resources; and advancement of veterinary medical knowledge.</p>	
Titling	<p>Title 5, United States Code, requires OPM to establish the authorized official position title that includes a basic title (Veterinary Medical Officer) that may be appended with one or more prefixes and/or suffixes. Agencies must use the official position titles for human resources management, budget, and fiscal purposes. Instructions for assigning official position titles are provided in this section.</p> <p>The basic title for this occupation is <i>Veterinary Medical Officer</i>.</p> <p>Supervisors and Leaders</p> <ul style="list-style-type: none"> • Add the prefix “Supervisory” to the basic title when the agency classifies the position as supervisory. If the position is covered by the General Schedule, refer to the <u>General Schedule Supervisory Guide</u> for additional titling and grading information. • Add the prefix “Lead” to the basic title when the agency classifies the position as leader. If the position is covered by the General Schedule, refer to the <u>General Schedule Leader Grade Evaluation Guide</u> for additional titling and grading information. <p>Research Positions</p> <ul style="list-style-type: none"> • Add the prefix “Research” to the basic title when the work satisfies the criteria for research as defined in the <u>Research Grade Evaluation Guide</u>. Refer to the Guide for additional titling and grading information. <p>Organizational Titles</p> <p>Organizational and functional titles do not replace, but rather complement, official position titles. Agencies may establish organizational and functional titles for internal administration, public convenience, program management, or similar purposes. Examples of organizational titles are Branch Chief and Division Chief. Examples of functional titles are Director of Veterinary Resources Program and Director of Environmental Toxicology Program.</p> <p>Specialty or Parenthetical Titles</p> <p>Specialty titles are typically displayed in parentheses and referred to as parenthetical titles.</p> <p>Use the basic title without a parenthetical specialty title for positions for which there is no established specialty or for positions that involve work in two or more of the established specialties. You may continue to use other agency-established parenthetical titles where appropriate as unofficial position titles (i.e., organizational or functional titles).</p> <p>For the Veterinary Medical Science Series, 0701, this standard prescribes the following specialty titles:</p> <p>Clinical Care Veterinary medical officers engaged in clinical care provide for the medical and surgical management of animals not included in biomedical research, wildlife, or zoological populations. They provide routine and emergency medical and surgical care for domestic animals, consultative services, and oversight of animal health and husbandry programs.</p>	

(continued)

VETERINARY MEDICAL SCIENCE, 0701 (continued)

Titling (continued)

Epidemiology

Veterinary medical officers working primarily in epidemiology are responsible for the control and eradication of human and animal diseases including surveillance, disease investigation, emerging infectious diseases including zoonoses, food safety, food security, biostatistics, and review functions. They plan, develop, and deliver epidemiological services and perform duties such as:

- planning medical and program procedures to address animals infected with or exposed to contagious diseases;
- developing and recommending methods and procedures for obtaining and analyzing information;
- coordinating and conducting epidemiological studies of diseases in humans and animals;
- interpreting test results based on evidence pertaining to population health;
- establishing and recommending disease control and eradication policies and programs;
- monitoring global human and animal health systems to evaluate complex relationships of host, environment, and agent factors of multiple diseases and syndromes;
- performing epidemiological projects to evaluate public health issues concerning food hygiene and preventive medicine;
- keeping abreast of research literature on food production, food animal production, animal disease agents, and agricultural and industrial practices that might have an impact on public health and preventive medicine;
- alerting stakeholders of disease trends in humans and animals and potential problems that may impact programs, industries, and public health;
- participating with other agency epidemiologists in developing plans for using epidemiological methods to reduce public health risks associated with the handling, exhibition, production, and consumption of animals and their products and by-products;
- working collaboratively with industry to ensure proper application and integration of epidemiology and public health needs;
- functioning as liaisons between agencies and various parties in taking appropriate measures during a disease outbreak; and
- serving as epidemiology consultants.

Import/Export

Veterinary medical officers certify the health of animals and animal by-products for import and export. This work involves duties such as:

- developing and recommending new procedures and practices for release and retention of quarantined animals;
- inspecting, examining, and quarantining animals and birds exhibiting symptoms or evidence of communicable disease or animals which do not meet import requirements;
- evaluating the effectiveness of the import/export program for animal products and related materials;
- keeping abreast of research literature and food production practices impacting public health, preventive medicine, and animal disease control and prevention;
- regulating the import and export of animals and animal by-products;
- enforcing or modifying existing import regulations pertaining to animals and microbial agents that represent threats to human health;
- advising customs personnel regarding release of products from agricultural hold; and
- verifying identification of animals and correlating ID to Certificate of Veterinary Inspection.

(continued)

VETERINARY MEDICAL SCIENCE, 0701 (continued)

Titling (continued)

Laboratory Animal Medicine

Veterinary medical officers in laboratory animal care provide medical and humane treatment to animals. The work involves duties such as:

- providing clinical support for laboratory animals used in research activities;
- providing medical treatment and care of laboratory animals;
- advising on proper housing, containment, use, surveillance, environmental enrichment, and healthcare of research animals;
- planning and implementing strategies to prevent infectious agents from entering the animal facility;
- ensuring the use of laboratory animals is consistent with humane principles and the program meets all applicable Federal regulations and guidelines;
- advising facility and administrative personnel on achieving and maintaining accreditation of the animal care and use programs;
- consulting with research staff to determine the most suitable animal model for achieving desired research goals and minimizing pain and distress to animals;
- providing guidance on surgical and post-operative measures;
- procuring, quarantining, conditioning, supplying, and issuing research animals; and
- providing consultative services and oversight to animal health and husbandry programs.

Pathology

Veterinary medical officers working in pathology deal with the essential nature, causes, and consequences of disease. This work involves duties such as:

- advising laboratory personnel on detecting and interpreting complex pathological conditions;
- organizing and coordinating the approach to pathological activities;
- evaluating quality control and quality assurance programs for pathology activities within laboratories;
- evaluating findings that indicate the presence of foreign or emerging animal diseases of economic or public health significance;
- working with public health groups on issues pertaining to disease management;
- identifying disease conditions occurring in animal collections and developing strategies for disease prevention;
- addressing disease problems in diverse groups of animals with respect to sources, susceptibilities, and interrelationships;
- developing diagnoses and coordinating the dissemination of information;
- conducting research on the mechanisms of disease to advance the knowledge of animal and human health;
- evaluating animals and animal specimens and tissues, including samples generated from natural or research sources;
- consulting with other scientists on interpretation of pathological data; and
- ensuring safety of food, pharmaceutical, and biological products.

Product Development

Veterinary medical officers primarily working in product development use their knowledge of animal models, pathology, pharmacokinetics, product testing, and regulatory requirements for product licensure to review and evaluate data to ensure the safety and effectiveness of drugs, biologics, devices, and feed for domestic and companion animals.

(continued)

VETERINARY MEDICAL SCIENCE, 0701 (continued)

Titling (continued)

Public Health

Veterinary medical officers working in public health provide technical expertise, metrics, and communication for the administration of public health programs. They perform tasks such as:

- developing and participating in the prevention, surveillance, detection, control, and regulation of human and animal health vulnerabilities from possible weapons of mass destruction such as bio-terrorism and agro-terrorism threats;
- conducting ante-mortem and post-mortem inspection or verification of livestock or poultry operations;
- examining animals for conditions that render meat and poultry products unfit for human consumption;
- regulating the production of meat and poultry products and their distribution to consumers;
- determining the significance of various agents and conditions important to food hygiene and animal disease control;
- gathering and analyzing bacteriological, parasitological, and epidemiological data related to animal symptoms;
- developing procedures for the uniform application of meat and poultry standards; and
- determining differential diagnoses of zoonoses and foreign animal diseases.

Toxicology

Veterinary medical officers who provide expertise in veterinary toxicology specialize in pesticide, industrial, chemical, and mycotoxin contaminants. For example, they perform tasks including:

- evaluating the safety of animal feed relative to non-microbial contaminants;
- advising on pesticide, industrial, chemical, and mycotoxin contaminants in feed;
- reviewing laboratory data to determine the extent and severity of contamination;
- performing scientific reviews of consumer complaints; and
- advising other veterinary medical officers about the potential for a toxicological cause or other public complaints.

Wildlife

Veterinary medical officers who specialize in wildlife provide medical and surgical expertise and program administration for captive and free roaming wildlife, including epidemiology, pathology, and toxicology investigations. These veterinary medical officers specialize in:

- controlling and eradicating wildlife diseases;
- determining whether wildlife can be compartmentalized;
- recommending policies and programs for wildlife control and eradication;
- conducting epidemiological research studies of wildlife diseases and investigating the disease threats that impact human and domestic animal populations;
- serving on ecological or recovery teams evaluating life histories and making management recommendations for wildlife;
- administering comprehensive animal health programs for wildlife research facilities;
- observing the health of wildlife used in research programs and providing diagnostic, therapeutic, clinical, and surgical services;
- assisting in disasters or other major emergencies requiring wildlife veterinary services; and
- advising appropriate stakeholders.

(continued)

VETERINARY MEDICAL SCIENCE, 0701 (continued)	
Titling (continued)	<p>Zoological Animal Medicine</p> <p>Veterinary medical officers responsible for a comprehensive animal health program in a zoo’s collection perform duties such as:</p> <ul style="list-style-type: none"> • ensuring the health of the animal collection through preventive medicine and diagnostic and therapeutic techniques; • collecting and interpreting biological samples from ill animals to diagnose and treat a variety of conditions; • keeping abreast of research literature and knowledge of anesthesia, diagnosis, treatment, disease transmission, and preventive medicine; • planning and implementing strategies to prevent infectious agents from entering the animal facility; • advising facility and administrative personnel on achieving and maintaining accreditation of the facility; • advising groups such as the Institutional Animal Care and Use Committees (IACUC); • determining disease transmission paths between species; • providing training and advice to zoological veterinary medical officers in developing nations; • conducting research to assess reproductive conditions and eliminate infertility in rare animal species and populations; • applying knowledge of nutrition and preventive medicine using vegetation found in the native habitat of captive zoological species; and • studying diseases of zoo animals, including disease threats that may affect public health.
Occupational Information	<p>General Occupational Information</p> <p>Veterinary medical officers employed by the Federal Government apply their veterinary expertise to a wide range of work from routine clinical care and maintenance to epidemiology and pathology research. Veterinary medical officers across all specialties provide programmatic training and education to government employed personnel, private industry, and citizens. Federal veterinary medical officers are also actively engaged in basic and applied research activities.</p> <p>Veterinary medical officers may perform emergency response work as a temporary duty assignment and/or in support of emergency programs. Examples of emergency response work after a disaster may include, but are not limited to: assessing the infrastructure for providing local animal care; arranging for proper sheltering and treatment of livestock; providing preventive medicine support, sanitation, and water quality inspection; monitoring and treating infectious (epizootic and zoonotic) diseases; and negotiating with local and state veterinary centers for services. Agencies are encouraged to develop appropriate internal guidance and supplements to this standard in assessing emergency response work in support of their mission.</p> <p>⇐ BACK TO TABLE OF CONTENTS</p>

Functional Classification Codes

Functional Classification Codes for Professional Work. The National Science Foundation (NSF) manages a system of functional classification codes to describe the work of scientists and engineers. NSF uses these data to conduct studies of the science and engineering workforce. OPM requires agencies to document and maintain functional classification codes for positions in science and engineering occupations to meet the needs of the NSF. [The Guide to Personnel Data Standards](#) provides a list of the applicable occupations and definitions of the functional classification codes. Use established internal agency procedures to assign the appropriate code for positions covered by this position classification standard. A complete list of valid functional classification codes is given below.

Agencies must assign a functional classification code to each of the positions classified to the Veterinary Medical Science Series, 0701.

Category	Code
Research	11
Research contract and grant administration	12
Development	13
Testing and evaluation	14
Design	21
Construction	22
Production	23
Installation, operations, and maintenance	24
Data collection, processing, and analysis	31
Scientific and technical information	32
Standards and specifications	41
Regulatory enforcement and licensing	42
Natural resource operations	51
Clinical practice, counseling, and ancillary medical services	81
Planning	91
Management	92
Teaching and training	93
Technical assistance and consulting	94
Other – Not elsewhere classified	99

Impact of Automation

Automation and information technology (IT) affect the way work is accomplished. Veterinary medical officers use computers and computer-assisted equipment to perform a wide variety of tasks, such as initiating and tracking multiple projects, obtaining and analyzing data, and generating reports and proposals. Data are inputted, stored, and retrieved in multiple formats. The Internet is used to search for information pertaining to assignments.

Although veterinary medical officers use computers to perform basic work processes, knowledge of the rules and processes to perform veterinary related work remains the paramount knowledge required. The type of automation tools involved, and the skill required to use them, generally replace or supplement work methods and techniques previously performed through manual or machine-enhanced processes. Veterinary medical officers may require knowledge of the applications of IT to the assignment area and skill in the use of IT software and hardware systems, but the positions are not directly involved in developing, delivering, or supporting IT systems, applications, and services. In many cases, an employee with advanced knowledge and skill in the use of IT systems may be regarded as the IT “expert” in the immediate organization and relied upon by other employees for limited technical advice and assistance in applying IT systems to the assignment area. The use of automation does not change the primary purpose of the work even though computers are used to facilitate work within this series. Proper classification within this occupation is based on the relevant knowledge and skills required to perform the primary duties of the position. In this instance, those duties are related to veterinary medical science.

Additional Occupational Considerations

Some positions may include professional work requiring knowledge and skills typically associated with the Veterinary Medical Science Series, 0701. In some cases, a closer look at the work may reveal classification to this series may not always be appropriate. [The General Series Determination Guidelines](#) section of this standard offers guidance on selecting the most appropriate series.

The following table provides examples of work similar to that performed in the 0701 series, but not to the extent the paramount knowledge required, the reason for the position’s existence, the mission and/or function of the organization, and the recruitment source for the best-qualified candidates would warrant classification to this series.

If Work Involves...	See This Standard or Series Definition:
Research or other professional and scientific work in the field of human and animal physiology not requiring the Doctor of Veterinary Medicine degree.	<u>0400, Natural Resources Management and Biological Sciences Group</u>
Research or other professional and scientific work in breeding, feeding, nutrition, or management of animals or poultry not requiring the Doctor of Veterinary Medicine degree.	<u>0400, Natural Resources Management and Biological Sciences Group</u>
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.	<u>0704, Animal Health Technician</u>
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.	<u>1863, Food Inspection</u>
Providing care for mammals, reptiles, birds, and fish that requires knowledge of the animals’ characteristics, needs, and behavior, and skill in observing, handling, and controlling them.	<u>5048, Animal Caretaking</u>

Crosswalk to the Standard Occupational Classification

The Office of Management and Budget requires all Federal agencies to use the Standard Occupational Classification (SOC) system codes for statistical data reporting purposes when collecting occupational data. The Bureau of Labor Statistics will use SOC codes for the National Compensation Survey and other statistical reporting. The Office of Personnel Management and other Federal agencies maintain a “crosswalk” between the Federal occupational series and the SOC codes to serve this reporting need. This requirement and these SOC codes have no effect on the administration of any Federal human resources management system. The information contained in this table is for information only and has no direct impact on the classification of positions covered by this classification standard. The SOC code shown below applies only to nonsupervisory positions in this occupation. As changes occur to the SOC codes, OPM will update this table. More information about SOC is available at <http://stats.bls.gov/soc>.

**Federal Occupational Series and Position Title
and Related Standard Occupational Classification System Code**

Federal Occupational Series	Standard Occupational Classification Code Based on Occupational Series		Position Title	Standard Occupational Classification Code Based on Position Title	
Veterinary Medical Science, 0701	29-1131	Veterinarians	Veterinary Medical Officer	29-1131	Veterinarians

PART II – GRADING INFORMATION

Part II provides grading information for use in determining the appropriate grade of nonsupervisory two-grade interval professional positions in the Veterinary Medical Science Series, 0701. These grading criteria are applicable to General Schedule positions classified under chapter 51 of title 5, United States Code. They may also be used as appropriate to determine work levels for other Federal position classification systems. You will find more complete instructions for evaluating positions in the following OPM publications: [Introduction to the Position Classification Standards](#) and [The Classifier’s Handbook](#).

How To Use This Grading Information

Evaluate positions on a factor-by-factor basis using the Factor Level Descriptions (FLDs) provided in this standard. Compare each factor in the position description to the appropriate FLDs and illustrations. If the factor information in the position description fully matches an FLD for the series and specialty, you may assign the level without reviewing the illustrations. FLDs are progressive or cumulative in nature. For example, each FLD for Factor 1 – Knowledge Required by the Position encompasses the knowledge and skills identified at the previous level. Use only designated point values.

The FLDs in this standard cover nonsupervisory positions at grades GS-11 through GS-15. Evaluate supervisory, leader, and research positions by applying the appropriate [functional guide](#).

Use the specialty-specific [factor illustrations](#) following the FLDs as a frame of reference for applying factor level concepts. Do not rely solely on illustrations in evaluating positions because they reflect a limited range of actual work examples. The level of work described in some illustrations may be higher than the threshold for a particular factor level. If the factor information in the position description fails to fully match a relevant illustration, but does fully match the FLD, you may still assign the level.

For each factor, record the factor level used, the points assigned, and relevant comments on the [Position Evaluation Summary Worksheet](#). Convert the total points to a grade using the Grade Conversion Table, and record the grade in the summary section of the worksheet. The shaded portions of this table reflect the most commonly found grades in this occupational series.

GRADE CONVERSION TABLE

Point Range	GS Grade
855-1100	5
1105-1350	6
1355-1600	7
1605-1850	8
1855-2100	9
2105-2350	10
2355-2750	11
2755-3150	12
3155-3600	13
3605-4050	14
4055-4480	15

Position Evaluation Summary Worksheet

Organization _____

Position # _____

Evaluation Factors	Factor Level Used (FL#, etc.)	Points Assigned	Comments
1. Knowledge Required by the Position			
2. Supervisory Controls			
3. Guidelines			
4. Complexity			
5. Scope and Effect			
6. Personal Contacts and 7. Purpose of Contacts			
8. Physical Demands			
9. Work Environment			
S U M M A R Y	Total Points		
	Grade Conversion		

Additional Remarks:

Title, Series, and Grade Assigned: _____

Prepared by: _____ Date: _____

Agencies may copy for local use.

Factor Level Descriptions

FACTOR 1 – KNOWLEDGE REQUIRED BY THE POSITION

Factor 1 measures the nature and extent of information or facts an employee must understand to do acceptable work (e.g., steps, procedures, practices, rules, policies, theories, principles, and concepts), and the nature and extent of the skills necessary to apply that knowledge. You should only select a factor level under this factor when the knowledge described is required and applied.

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

	Level 1-7	1250 Points
FLD	<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p style="text-align: center;">Clinical Care <u>Illustration(s)</u></p> <p style="text-align: center;">Epidemiology</p> <p style="text-align: center;">Import/Export <u>Illustration(s)</u></p> <p style="text-align: center;">Laboratory Animal Medicine <u>Illustration(s)</u></p> <p style="text-align: center;">Pathology <u>Illustration(s)</u></p> </div> <div style="width: 45%;"> <p style="text-align: center;">Product Development</p> <p style="text-align: center;">Public Health <u>Illustration(s)</u></p> <p style="text-align: center;">Toxicology</p> <p style="text-align: center;">Wildlife</p> <p style="text-align: center;">Zoological Animal Medicine</p> </div> </div> <p>Knowledge of a wide range of veterinary medical concepts, techniques, principles, and practices, such as:</p> <ul style="list-style-type: none"> • anatomy, bacteriology, chemistry, epidemiology, immunology, microbiology, parasitology, pathology, pharmacology, physiology, serology, toxicology, virology, and other basic clinical sciences applicable to diagnosis, treatment, prevention, surveillance, control, and eradication of animal diseases; • detection, diagnosis, disposition, transmission, and epidemiology of animal conditions, including those that are zoonotic, foreign, or emerging, and those that may be transmitted by importing animals, animal products and by-products, and related materials; • routine husbandry practices and the use of various drugs, biologics, and pesticides; • morphological and biochemical characteristics of disease-producing agents (e.g., bacteria, viruses, prions, and parasites); and • methods used to isolate and identify disease-producing agents <p>sufficient to:</p> <ul style="list-style-type: none"> • conduct physical examination of animals and perform routine surgical and post-mortem procedures; • obtain and interpret relevant clinical data and histories of affected animals and associate these with other findings; • monitor the results of medications, treatments, surgery, and management changes for effectiveness and adjust treatment strategies as necessary; • evaluate and advise the regulated community regarding the humane handling, husbandry, maintenance, transportation, housing, and veterinary care of animals; or • ensure compliance with relevant veterinary regulations and laws. 	

Level 1-8		1550 Points		
	Clinical Care	<u>Illustration(s)</u>	Product Development	<u>Illustration(s)</u>
	Epidemiology	<u>Illustration(s)</u>	Public Health	<u>Illustration(s)</u>
	Import/Export	<u>Illustration(s)</u>	Toxicology	
	Laboratory Animal Medicine	<u>Illustration(s)</u>	Wildlife	<u>Illustration(s)</u>
	Pathology	<u>Illustration(s)</u>	Zoological Animal Medicine	<u>Illustration(s)</u>
	<p>Mastery of, and skill in applying, broad areas of veterinary medical science concepts, principles, and practices sufficient to:</p>			
FLD	<ul style="list-style-type: none"> • apply experimental theories and new developments to problems not receptive to treatment by accepted methods; • make significant decisions or recommendations impacting public policies or programs; • develop strategies and programs to prevent animal diseases and ensure regulatory compliance; • develop and recommend new and revised research guidelines and proposed areas of study for research projects, including clinical trials; • provide recommendations for the appropriate animal model for research; • provide scientific expertise and authoritative information regarding public or animal health to private and academic institutions or governmental agencies; • investigate diverse and complex conditions which resemble pathologic patterns affecting public health; • use veterinary expertise in recommending decisions in cases of disputes or difficult situations or problems; • evaluate and advise the regulated community regarding current regulatory guidance and procedures for the humane handling, husbandry, maintenance, transportation, and housing of animals; and • evaluate research animal protocols, including the rationale for animal research, species studied, number of animals used, and humane animal handling procedures. 			

Level 1-9		1850 Points
FLD	<p style="text-align: center;">Clinical Care</p> <p style="text-align: center;">Epidemiology <u>Illustration(s)</u></p> <p style="text-align: center;">Import/Export</p> <p style="text-align: center;">Laboratory Animal Medicine</p> <p style="text-align: center;">Pathology</p>	<p style="text-align: center;">Product Development</p> <p style="text-align: center;">Public Health <u>Illustration(s)</u></p> <p style="text-align: center;">Toxicology <u>Illustration(s)</u></p> <p style="text-align: center;">Wildlife</p> <p style="text-align: center;">Zoological Animal Medicine <u>Illustration(s)</u></p>
<p>Mastery of veterinary medical concepts, principles, and practices, requiring application of higher-level scientific principles to areas such as food safety, animal and public health, control systems, and the humane and appropriate care and use of animals sufficient to:</p> <ul style="list-style-type: none"> • develop new hypotheses and/or theories to support product development, technological changes, environmental issues, and/or industrial changes; • publish results of innovative research in professional journals; • serve as an expert or advisor on incidences of disease conditions and on species with a predilection to certain contagious or infectious diseases; • serve as a lead in the development of strategies, recommendations, and implementation of operational plans developed to achieve the agency’s mission; • serve as a lead expert in coordinating the efforts of a multidisciplinary team to evaluate operational programs, technology, and research impacting veterinary science; and • provide expert advice on veterinary issues, trends, policies, procedures, and scientific and regulatory issues to academic institutions, or national, or international professional associations. 		

FACTOR 2 – SUPERVISORY CONTROLS

This factor covers the nature and extent of direct or indirect controls exercised by the supervisor or designated individual, over work performed, employee’s responsibility, and the review of completed work. The supervisor determines what information the employee needs to perform the assignments (e.g., instructions, priorities, deadlines, objectives, and boundaries). The primary components of this factor are: **How Work Is Assigned, Employee Responsibility, and How Work Is Reviewed.**

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

	Level 2-3	275 Points
FLD	<p>How Work Is Assigned – The supervisor makes assignments by defining objectives, priorities, and deadlines; and assists the employee with unprecedented problems or situations.</p> <p>Employee Responsibility – The employee independently:</p> <ul style="list-style-type: none"> • plans the steps needed to accomplish assignments and carries out assignments; • selects among alternative procedures to produce desired results; and • solves common technical or procedural problems in accordance with experience, training, or accepted practices. <p>How Work Is Reviewed – The supervisor or designated employee reviews completed work for technical soundness, appropriateness, and conformity to policy and requirements. The methods used in arriving at the end results are not usually reviewed in details.</p>	

	Level 2-4	450 Points
FLD	<p>How Work Is Assigned – The supervisor makes assignments by outlining the overall objectives and resources available. The employee and supervisor, in consultation, discuss time frames, possible approaches, and scope of assignments, including possible execution phases.</p> <p>Employee Responsibility – By applying scientific concepts and methods, together with knowledge of program characteristics and requirements, the employee:</p> <ul style="list-style-type: none"> • independently plans and carries out assignments; • resolves most of the problems and conflicts that arise; • coordinates the work with others as necessary; • interprets policy and regulatory requirements; • develops changes to plans and/or procedures; • provides recommendations for improvements to meet project objectives; and • keeps the supervisor informed of progress, potential controversies, and major barriers to completing projects. <p>How Work Is Reviewed – The supervisor reviews completed work for soundness of overall approach, effectiveness in meeting requirements, achievement of expected results, and feasibility of recommendations.</p>	

	Level 2-5	650 Points
FLD	<p>How Work Is Assigned – The supervisor provides administrative and policy direction in terms of broadly defined missions or functions of the agency.</p> <p>Employee Responsibility – The employee:</p> <ul style="list-style-type: none"> • defines objectives; • interprets policies and determines their impact on program needs; • independently plans, designs, and carries out work; • exercises a wide degree of independent professional discretion and judgment; and • serves as a technical authority. <p>How Work Is Reviewed – The supervisor:</p> <ul style="list-style-type: none"> • reviews work for potential impact on broad agency policies, overall program goals and objectives, or contributions to the field; • normally reviews recommendations for new or substantially modified programs or program objectives for their impact on funding, required resources, and in consideration of agency priorities; and • normally accepts work as technically authoritative without significant change. 	

FACTOR 3 – GUIDELINES

This factor covers the nature of guidelines and the judgment employees need to apply them. The availability of specific, applicable guidelines may vary with individual assignments; thus, the judgment employees use similarly varies with assignments. The existence of detailed plans and other instructions may make innovation in planning and conducting work unnecessary or undesirable. However, in the absence of guidance provided by prior agency experience with the task at hand or when objectives are broadly stated, the employee may use considerable judgment in developing an approach or planning the work. The following are examples of guidelines used in professional work in the Veterinary Medical Sciences Series, 0701:

- industry, national, and international standards;
- agency policies and operational procedures;
- legislation and regulations covering program operations, such as:
 - Animal Welfare Act of 1966, as amended;
 - Federal Insecticide, Fungicide, and Rodenticide Act of 1996; and
 - Horse Protection Act;
- Federal Food, Drug, and Cosmetic Act of 1938, as amended;
- Code of Federal Regulations, title 21;
- basic textbooks covering the concepts and practices of veterinary medical science;
- records serving as models or establishing precedents; and
- best practices recognized by professional establishments and administrative requirements.

Do not confuse guidelines with the knowledge described under [Factor 1 – Knowledge Required by the Position](#). The primary components of this factor are: **Guidelines Used** and **Judgment Needed**.

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

	Level 3-3	275 Points
FLD	<p>Guidelines Used – The employee uses guidelines that have gaps in specificity and are not applicable to all work situations. Precedents are available outlining the preferred approach to more general problems or issues.</p> <p>Judgment Needed – The employee selects the most appropriate guideline and decides how to complete the work. The employee uses judgment to:</p> <ul style="list-style-type: none"> • initiate discussions or literature searches in situations where guidelines are vague; • adapt guidelines; • modify approaches to accommodate variable combinations of conditions; and • recommend minor changes to improve work processes or quality of results. 	

Level 3-4		450 Points
FLD	<p>Guidelines Used – The employee uses generalized operating policies. Precedents and guidelines are often scarce or of limited use for more complex or unusual assignments.</p> <p>Judgment Needed – The employee uses initiative and judgment to:</p> <ul style="list-style-type: none"> • deviate from traditional methods in carrying out assignments and solving problems; • research trends and patterns; • develop new methods or criteria; and/or • propose new policies and practices. 	

Level 3-5		650 Points
FLD	<p>Guidelines Used – The employee utilizes broadly stated Federal laws, regulations and standards, agency legal opinions, policies, guidelines, and administrative court decisions.</p> <p>Judgment Needed – The employee uses considerable judgment and ingenuity and exercises broad latitude to:</p> <ul style="list-style-type: none"> • interpret and apply laws, rules, policies, and procedures; • establish directions for others to follow; • clarify or adapt guidelines to meet various needs including unusual or serious situations; and • establish new precedents and extend previous ones to resolve situations without deviating from legal restrictions. 	

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. The primary components of this factor are: **Nature of Assignment, What Needs To Be Done,** and **Difficulty and Originality Involved.**

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

	Level 4-4	225 Points		
FLD	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;"> Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine <u>Illustration(s)</u> Pathology </td> <td style="width: 50%; text-align: center;"> Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine </td> </tr> </table>	Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine <u>Illustration(s)</u> Pathology	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine	<p>Nature of Assignment – Work consists of a number of different and unrelated processes and methods pertinent to veterinary medical science.</p> <p>What Needs To Be Done – The employee decides what needs to be done by evaluating unusual circumstances, considering different approaches, and dealing with incomplete and conflicting data.</p> <p>Difficulty and Originality Involved – The employee uses judgment and originality by interpreting data, planning the work, and refining the methods and techniques being used.</p>
Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine <u>Illustration(s)</u> Pathology	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine			

	Level 4-5	325 Points		
FLD	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;"> Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export <u>Illustration(s)</u> Laboratory Animal Medicine <u>Illustration(s)</u> Pathology <u>Illustration(s)</u> </td> <td style="width: 50%; text-align: center;"> Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u> </td> </tr> </table>	Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export <u>Illustration(s)</u> Laboratory Animal Medicine <u>Illustration(s)</u> Pathology <u>Illustration(s)</u>	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u>	<p>Nature of Assignment – Work consists of a variety of complex assignments, which requires application of many different and unrelated processes and methods to a broad range of veterinary medicine activities and issues.</p> <p>What Needs To Be Done – The employee selects appropriate instrumentation to obtain valid results based on information from field conditions and measured responses. The employee decides what needs to be done by assessing the most effective approach or methodology considering:</p> <ul style="list-style-type: none"> • unusual circumstances; • variations in approach; and • incomplete or conflicting data. <p>Difficulty and Originality Involved – The employee:</p> <ul style="list-style-type: none"> • develops standards, methods, and techniques for complex situations or problems; • interprets considerable amounts of data; • refines methods and techniques; • develops solutions to highly complex problems; and • integrates activities of multiple specialty areas when necessary.
Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export <u>Illustration(s)</u> Laboratory Animal Medicine <u>Illustration(s)</u> Pathology <u>Illustration(s)</u>	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u>			

Level 4-6		450 Points
FJD	<p style="text-align: center;"> Clinical Care Epidemiology Import/Export <u>Illustration(s)</u> Laboratory Animal Medicine Pathology </p>	<p style="text-align: center;"> Product Development <u>Illustration(s)</u> Public Health Toxicology Wildlife Zoological Animal Medicine </p> <p> Nature of Assignment – Work consists of broad functions and processes such as planning and leading efforts to address challenging issues in areas where precedents do not exist, and establishing new concepts and approaches. Assignments are characterized by breadth and intensity of effort and involve several phases pursued concurrently or sequentially with the support of others within or outside the organization. </p> <p> What Needs To Be Done – The employee decides what needs to be done by conducting extensive investigation and analysis of largely undefined factors and conditions to determine the nature and scope of problems and to devise solutions. </p> <p> Difficulty and Originality Involved – The employee makes continuing efforts to develop new concepts, theories, or programs, or to solve unresolved problems. </p>

FACTOR 5 – SCOPE AND EFFECT

This factor covers the relationships between the nature of 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 whether the work output facilitates the work of others, provides timely services of a personal nature, or impacts 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 evaluations. Consider only the effect of properly performed work. The primary components of this factor are: **Scope of the Work** and **Effect of the Work**.

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

	Level 5-3	150 Points		
FLD	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;"> Clinical Care Epidemiology Import/Export Laboratory Animal Medicine Pathology <u>Illustration(s)</u> </td> <td style="width: 50%; text-align: center; border: none;"> Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine </td> </tr> </table>	Clinical Care Epidemiology Import/Export Laboratory Animal Medicine Pathology <u>Illustration(s)</u>	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine	<p>Scope of the Work – Work involves addressing a variety of conventional problems, questions, or situations in conformance with established criteria and making recommendations to resolve them.</p> <p>Effect of the Work – Work directly affects the:</p> <ul style="list-style-type: none"> • consistent quality and accuracy of services or data; • operation of programs, work processes, or systems; or • adequacy of diagnosis or investigations.
Clinical Care Epidemiology Import/Export Laboratory Animal Medicine Pathology <u>Illustration(s)</u>	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine			

	Level 5-4	225 Points		
FLD	<table style="width: 100%; border: none;"> <tr> <td style="width: 50%; text-align: center;"> Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine Pathology </td> <td style="width: 50%; text-align: center; border: none;"> Product Development Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u> </td> </tr> </table>	Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine Pathology	Product Development Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u>	<p>Scope of the Work – Work involves collecting, compiling, analyzing, and interpreting data to resolve unusual problems, questions, or conditions.</p> <p>Effect of the Work – Work directly affects:</p> <ul style="list-style-type: none"> • a wide range of related agency activities; or • major activities involving animal operations affecting public health and food industries.
Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine Pathology	Product Development Public Health <u>Illustration(s)</u> Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u>			

Level 5-5		325 Points
FLD	Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine <u>Illustration(s)</u> Pathology	Product Development <u>Illustration(s)</u> Public Health <u>Illustration(s)</u> Toxicology Wildlife <u>Illustration(s)</u> Zoological Animal Medicine
	<p>Scope of the Work – Work involves defining modified criteria, or developing new theories to resolve critical problems, or questions.</p> <p>Effect of the Work – Work directly affects the:</p> <ul style="list-style-type: none"> • validity of the analyses and interpretation of field and laboratory data for evaluations and theoretical projections; • work of scientists and other experts who rely on data for studies, research, or publication; and/or • health and well-being of substantial numbers of animals and/or people. 	

Level 5-6		450 Points
FLD	Clinical Care Epidemiology <u>Illustration(s)</u> Import/Export Laboratory Animal Medicine <u>Illustration(s)</u> Pathology <u>Illustration(s)</u>	Product Development Public Health Toxicology Wildlife Zoological Animal Medicine <u>Illustration(s)</u>
	<p>Scope of the Work – Work involves planning, developing, and carrying out vital national or international scientific programs.</p> <p>Effect of the Work – Work directly affects the:</p> <ul style="list-style-type: none"> • mission of the agency; and • long-term health and well-being of animals and/or people nationwide. 	

FACTOR 6 – PERSONAL CONTACTS AND FACTOR 7 – PURPOSE OF CONTACTS

These factors include face-to-face and remote dialogue (e.g., telephone, e-mail, and video conferences) with persons not in the supervisory chain. (Personal contacts with supervisors are under Factor 2 – Supervisory Controls.) The levels of these factors consider the work required to make the initial contact, difficulty of communicating with those contacted, the setting in which the contact takes place, and the nature of the discourse. The setting describes how well the employee and those contacted recognize their relative roles and authorities. The nature of the discourse defines the reason for the communication and the context or environment in which the communication takes place. For example, the reason for communicating may be to exchange factual information or to negotiate. The communication may take place in an environment of significant controversy and/or with people of differing viewpoints and goals.

Only credit points under Factors 6 and 7 for contacts essential for successfully performing the work and have a demonstrable impact on its difficulty and responsibility. Factors 6 and 7 are interdependent, so use the same personal contacts to evaluate both factors.

Determine the appropriate level for Personal Contacts and the corresponding level for Purpose of Contacts. Obtain the point value for these factors from the intersection of the two levels as shown on the [Point Assignment Chart](#) at the end of this section.

PERSONAL CONTACTS	
Level 1	<p>Contacts are with other employees at the immediate worksite or related units or settings. Examples include higher-graded veterinary medical officers and experienced technicians; food inspectors, line managers, and workers in slaughterhouses; customs inspectors, importers, exporters, and truck drivers at a port; county representatives; private practice veterinary medical officers; and livestock owners and buyers.</p>
Level 2	<p>Contacts are with employees in the same agency, both inside and outside the immediate organization, or related offices and units. Contacts with others outside the immediate organizational unit and the general public are in moderately structured settings. For example:</p> <ul style="list-style-type: none"> • scientists from universities and other government agencies; • state and local epidemiologists, public health officials, other Federal employees, industry personnel, and scientific and laboratory personnel; • veterinary medical officers, food inspectors, managers, and workers of adjacent slaughterhouse lines; • veterinary medical officers, customs inspectors, importers and exporters, and truck drivers of adjacent ports; or • livestock owners and buyers at adjacent livestock markets.
Level 3	<p>Contacts are with individuals and groups from outside the employing office in moderately unstructured settings. The role and authority of each party must be established and developed during each contact. For example:</p> <ul style="list-style-type: none"> • directors and scientists at public and private laboratories; • corporate officials of slaughterhouses, livestock markets, or import and export companies; • representatives of farm groups and of firms developing or manufacturing drugs, devices, food additives, biologics, or other such substances; • official representatives of Federal, state, and county agencies, as well as foreign countries; or • representatives of educational institutions and professional associations.
Level 4	<p>Contacts are with high-ranking officials from outside the employing agency at national or international levels in highly unstructured settings. For example:</p> <ul style="list-style-type: none"> • members of Congress or their professional staffs/representatives; • leading officials of foreign Governments; • Presidential advisors and/or cabinet level appointees of major departments and agencies; • State governors and mayors of large cities or their professional staffs/representatives; • presidents of large national or international firms; or • leaders of national stakeholder and/or interest groups.

PURPOSE OF CONTACTS	
Level A	Contacts are for the purpose of exchanging factual and professional information. The veterinary medical officer provides guidance and information concerning routine matters.
Level B	Contacts are for the purpose of planning and coordinating aspects of program operations; discussing significant livestock and poultry problem conditions, products, and facilities; resolving medical problems or questions of field personnel; and clarifying guidelines to solve problems. Contacts typically involve identifying options for resolving problems among cooperative parties with mutual goals.
Level C	Contacts are for the purpose of influencing or persuading uncooperative people or groups to comply with established policies or other professionals to adopt technical findings and methods in areas in which there are conflicting opinions. Veterinary medical officers must be skillful in approaching contacts to obtain the desired effect (e.g., gaining compliance with established policies and regulations by persuasion or negotiation).
Level D	Contacts are for the purpose of justifying, defending, negotiating, or settling scientific or technical matters of considerable significance from an economic and programmatic standpoint. Veterinary medical officers may also represent their agencies on professional committees or at conferences to develop extensive, long-range scientific programs and guidelines for broad program activities to solve new problems or problems attacked previously without success.

POINT ASSIGNMENT CHART					
		Purpose of Contacts			
		A	B	C	D
Personal Contacts	1	30	60	130*	230*
	2	45	75	145	245
	3	80	110	180	280
	4	130*	160	230	330

***THIS COMBINATION IS UNLIKELY**

FACTOR 8 – PHYSICAL DEMANDS

NOTE: Laws and regulations governing pay for irregular or intermittent duty involving unusual physical hardship or hazard are in *section 5545(d), title 5, United States Code, and Subpart I of part 550, title 5, Code of Federal Regulations.*

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

Level 8-1		5 Points
FLD	The work is primarily sedentary in an office environment, although some walking or bending may be involved in conducting studies.	

Level 8-2		20 Points
FLD	The work involves some physical exertion to inspect or investigate conditions, products, and facilities of small livestock and poultry. It may involve prolonged standing and a substantial amount of walking, stooping, bending, and climbing.	

Level 8-3		50 Points
FLD	The work involves inspecting problem conditions, products, or livestock and poultry facilities, and requires considerable strenuous effort in handling large and heavy carcasses, cautious movement in animal pens to defend against physical attack by large and confused livestock, or moving and standing in cramped or unsafe processing areas.	

FACTOR 9 – WORK ENVIRONMENT

NOTE: Laws and regulations governing pay for irregular or intermittent duty involving unusual physical hardship or hazard are in *section 5545(d), title 5, United States Code, and Subpart I of part 550, title 5, Code of Federal Regulations.*

NOTE: In the tables below, Factor Level Description is abbreviated as FLD.

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

Level 9-2		20 Points
FLD	The work involves exposure to noisy conditions and contagious diseases of animals; noisy moving parts and machinery; and 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, and medical sanitized garments such as gloves, masks, and gowns.	

Level 9-3		50 Points
FLD	The 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; and working around highly distressed animals. The work requires the same special clothing and gear as in Level 9-2, but also requires coordination of personnel, animal, equipment, and facility safety controls.	

Factor Illustrations

Specialty-specific illustrations are provided in this part as a tool to give insight into the meaning of the FLDs for Factors 1, 4, and 5. Consider each illustration in its entirety and in conjunction with the FLDs. Do not rely solely on these illustrations in evaluating positions.

For additional information about the proper use of illustrations, see the [How To Use This Grading Information](#) section in this position classification standard.

FACTOR 1 ILLUSTRATIONS

LEVEL 1-7: VETERINARY MEDICAL OFFICER (CLINICAL CARE), 0701

Professional knowledge of concepts, principles, and practices of veterinary medical science sufficient to:

- manage and provide veterinary medical/surgical care through regular monitoring of animal and colony health, including recommending and ensuring necessary corrective actions are instituted when disease is found;
- provide therapeutic medicine, surgery, and coverage of veterinary emergencies as needed;
- provide preventive medicine programs, including quarantining, conditioning, and isolating animals as necessary, and developing and coordinating section environmental sanitation programs; and
- develop plans and recommendations for improving animal care practices at the facility.

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LEVEL 1-7: VETERINARY MEDICAL OFFICER (IMPORT/EXPORT), 0701 (ILLUSTRATION #1)

Professional knowledge of, and skill in applying, the concepts, principles, methodologies, and practices of veterinary medicine including:

- microbiology, epidemiology, parasitology, pathology, immunology, virology, toxicology, serology, or other sciences applicable to disease problems and prevention, control, or eradication programs; and
- regulations that govern trade for members of the World Trade Organization (e.g., the Agreement on Sanitary and Phytosanitary [SPS] and Technical Barriers to Trade [TBT] rules)

sufficient to:

- review and certify the health status and disease potential of livestock, poultry, aquatic species, and their by-products to be exported or imported;
- determine final status of imported animals or products;
- conduct licensing, inspections, and surveillance of establishments involved in handling restricted animals, (i.e., livestock, birds, valuable breeding stock, zoo animals, exotic birds, and products such as hides, feathers, trophies, vectors, and organisms); and
- diagnose a variety of domestic and foreign animal diseases to prevent or control transmission or to eradicate the diseases.

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LEVEL 1-7: VETERINARY MEDICAL OFFICER (IMPORT/EXPORT), 0701 (ILLUSTRATION #2)

Professional knowledge of, and skill in applying, the concepts, principles, and practices of veterinary medical science, including domestic and foreign diseases and new technology regarding the control of foreign animal diseases that may enter the U.S. through importation of animals, avian species, or their by-products sufficient to:

- carry out differential diagnosis and apply new technology in virology, serology, microbiology, immunology, biometrics, parasitology, and related fields; and
- advise on new technology for diagnosing specific foreign animal diseases.

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LEVEL 1-7: VETERINARY MEDICAL OFFICER (LABORATORY ANIMAL MEDICINE), 0701

Professional knowledge of, and skill in applying, the concepts, principles, practices, and methodology of veterinary medicine, including:

- microbial and chemical contaminants, such as those found in laboratory animal feed, bedding, water, and air;
- procedures and methods used to detect and eliminate contaminants' potential adverse role on laboratory and animal research; and
- laboratory animal diseases, animal facility management, and animal research regulatory compliance with the Animal Welfare Act (AWA)

sufficient to:

- provide clinical treatment and administrative support to animal care and use groups;
- review animal vendors' health reports to find reliable sources of disease-free laboratory animals;
- implement a disease surveillance plan within the animal facility to prevent the introduction of disease, and detect any diseases as soon as possible to minimize the impact on animal health;
- conduct daily or weekly animal health checks on experimentally treated animals, vendor health surveillance animals, and sentinel animals housed in a facility;
- oversee animal husbandry, nutrition, sanitation, and temperature in the facility and maintain daily logs on animal health;
- ensure the use of laboratory animals is consistent with humane principles and Federal regulations and guidelines;
- collaborate with a variety of regulatory and accrediting officials and provide guidance to facility staff and laboratory personnel so accreditation is maintained;
- serve on institutional animal care and use committees; and
- support collaborative research on laboratory animal science or biomedical research topics.

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LEVEL 1-7: VETERINARY MEDICAL OFFICER (PATHOLOGY), 0701

Professional knowledge of, and skill in applying, a wide range of veterinary medical concepts, principles, practices, and methodologies including:

- microbiology, pathology, serology, toxicology, or histopathology; and
- autopsy and gross and microscopic examination procedures

sufficient to:

- prepare and evaluate diagnostic references and regents;
- examine tissues or extractions to isolate, identify, or characterize diseases; and
- perform inoculations, serological methods, fluorescent antibody techniques, tissue cultures, and microscopic examinations.

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LEVEL 1-7: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #1)

Professional knowledge of, and skill in applying, the concepts, principles, practices, and methodology of veterinary medicine sufficient to:

- provide regulatory oversight and inspection services for a specialized area, section, or department in a meat or poultry slaughter plant, or for a series of plants in a geographic area;
- conduct ante-mortem and post-mortem inspection of livestock or poultry for adverse conditions;
- enforce humane handling and slaughter requirements;
- oversee the examination and disposal of carcasses, parts, organs, and body tissues that show evidence of disease, parasitic infestation, biological residue, or other conditions;
- submit specimens to laboratories for histopathological diagnosis and residue-enforcement testing;
- evaluate various stages of food product preparation to ensure processes meet Sanitation Performance Standards (SPS), Sanitation Standard Operating Procedures (SSOP), and Hazard Analysis and Critical Control Points (HACCP) requirements;
- direct and provide technical guidance to food and consumer safety inspectors;
- conduct food safety assessments using program and industry data and analyze trends that may indicate potential public health concerns; and
- participate in epidemiological or microbial investigations of food-borne diseases, paying particular attention to zoonotic diseases and other conditions that affect human health.

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LEVEL 1-7: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #2)

Professional knowledge of, and skill in applying, the concepts, principles, practices, and methodology of veterinary medicine sufficient to:

- examine carcasses for unsafe concentrations of biologics and drug residues;
- diagnose a wide variety of diseases and conditions during ante-mortem and post-mortem inspections, including poisonings and diseases affecting the central nervous system with no post-mortem lesions;
- evaluate the quality of inspections, standards of sanitation applied, and new or revised inspection criteria for incorporation into inspection lines;
- use monitoring measures to ensure food safety and security by collecting samples, providing information associated with significant events, and notifying and working with appropriate authorities and agency officials;
- provide guidance on food safety and security to animal and public health agencies, professional associations, and academia;
- aid in developing new disease detection, control, and eradication concepts;
- speak as an expert to enhance public understanding of preventing food-borne hazards; and
- train inspectors to perform routine ante-mortem and post-mortem inspections for visible signs of abnormalities.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (CLINICAL CARE), 0701

Mastery of advanced concepts, principles, and practices of veterinary medical science services, including:

- methods of collecting biological samples for diagnostic testing and interpreting the results of such tests;
- conducting chemical and/or physical immobilization and anesthesia of animals for diagnosis and treatment; and
- identifying potential risk to patient and veterinary medical officer for unrestrained animals using laboratory diagnostic methods, such as:
 - hematological, fecal, and urine analysis; and
 - imaging

sufficient to:

- direct a comprehensive animal health program;
- maintain the health of the animal collection during basic and applied research and professional training;
- provide advice and consultative services on clinical research and treatment methods, practices, and procedures; and
- prescribe and administer medications, including controlled pharmaceuticals.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701

Mastery of advanced concepts, principles, and practices of veterinary medical science services, including:

- epidemiologic and quantitative methods, statistics, and database management;
- related veterinary medical sciences such as pathology, microbiology, pharmacology, and herd health principles;
- related areas such as food safety, food-borne disease, antimicrobial resistance, and public health; and
- the intent of enabling legislation, policies, and implementing regulations

sufficient to:

- design and develop epidemiological protocols for complex studies applying experimental theories;
- lead studies and develop surveys and/or other protocols leading to new developments and accepted methods for drug use interventions;
- apply new developments in assessing the potential public health impact of antimicrobial resistance and analyze the relationship between animal drug use and resistance transfer to humans;
- provide recommendations to drug sponsors concerning the design and conduct of post-approval monitoring protocols to assess the public health impact of marketing antimicrobial products in large populations; and
- serve as a lead consultant for Federal and state organizations on epidemiological issues, regulatory and research activities.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (IMPORT/EXPORT), 0701

Mastery of advanced concepts, principles, and practices of veterinary medical science, including:

- detection, diagnosis, disposition, transmission, and epidemiology of livestock and poultry conditions, particularly those foreign to U.S. livestock, that may be transmitted through importing animal products, animal by-products, and related materials;
- recent developments in microbiology, epidemiology, chemistry, entomology, and other sciences;
- requirements for importing and exporting live animals, animal products, and by-products; and
- requirements for working with meat, food processing, airline, shipping, and related industries

sufficient to:

- provide regional oversight of operational procedures established to prevent entry of infectious, contagious, or communicable diseases of livestock into the U.S. through imported animal products, by-products, and related materials;
- identify operating or processing procedures that affect the risk of introducing foreign animal diseases;
- evaluate the implementation of new developments and policies in inspection procedures for proper disposition of import and export of live animals, animal products, animal by-products, and related materials without undue interference with commerce and trade;
- design and develop new or revised program standards for nationwide application to neutralize risk and prevent introduction of foreign animal diseases into the U.S.; and
- conduct and participate in seminars and conferences relating to import and export of live animals, animal products, animal by-products, and related materials.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER, (LABORATORY ANIMAL MEDICINE), 0701

Mastery of advanced concepts, principles, practices, and methodology of veterinary medicine, including planning and administrative/technical oversight of animal facilities involved in broad-based biomedical research. Requires mastery of:

- laboratory animal medicine, veterinary pathology, and veterinary medicine with emphasis on:
 - animal disease;
 - animal models of disease; and
 - effects of research methodologies

sufficient to:

- provide technical oversight to professional and support staff as the animal facility veterinary medical officer;
- keep abreast of current rules and standards for the care and use of research animals and convey this information to animal husbandry and research personnel;
- maintain a disease-free colony;
- serve on the Institutional Animal Care and Use Committee (IACUC) to review and recommend approval of animal care and use research proposals;
- collaborate with research staffs to design, develop, and conduct independent and innovative research programs in animal exposure and pathology;
- ensure proper monitoring of animal research, including developing and implementing a sentinel health program;
- ensure licensing regulations and guidelines comply with applicable governmental policies and procedures and the Association for the Assessment and Accreditation of Laboratory Animal Care International (AAALAC);
- lead inspections of the facility and review of the animal care and use program;
- oversee the ordering of animals and coordinate their arrival with the husbandry staff;
- ensure proper animal standards and techniques, including documentation methods and sample preservation;
- collaborate with, and provide expertise and consultation to colleagues within and external to the organization; and
- represent the agency in working groups or as a subject matter expert at conferences or symposia.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (PATHOLOGY), 0701 (ILLUSTRATION #1)

Mastery of advanced concepts, principles, and practices of veterinary medicine, including:

- general and special pathology of domestic and non-domestic animals; and
- post-mortem techniques and gross and microscopic pathologic interpretation and diagnoses

sufficient to:

- conduct and participate in in-house seminars and meetings for the study of pathology of exotic species at national and international levels;
- independently conduct necropsies and histopathologic examinations on animals originating in the collection (e.g., keeper pathology rounds, clinical rounds, and routine information sessions and management); and
- maintain and dispose of pathology records, slides, tissues, photographs, and materials generated from the clinical pathology laboratory that are collected for teaching purposes and research for future generations.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (PATHOLOGY), 0701 (ILLUSTRATION #2)

Mastery of, and skill in applying, the latest advanced developments in pathology, virology, microbiology, toxicology, pharmacology, biochemistry, serology, cytology, immunology, epidemiology, biometrics, and taxonomy sufficient to:

- provide oversight and assistance to ensure proper pathological procedures are followed;
- evaluate the quality and effectiveness of current pathology procedures;
- develop and evaluate techniques for improving the microscopic examination of specimens from carcasses or products prepared from food animals;
- serve as an expert advisor in evaluating the needs, quality, and effectiveness of a national pathology program; and
- work on a wide range of pathological issues and efforts in coordination with other Federal agencies.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (PRODUCT DEVELOPMENT), 0701

Mastery of, and skill in applying, advanced concepts, principles, practices, and methodology of veterinary medicine, including:

- veterinary nutrition, toxicology, biochemistry, pharmacology, and animal physiology; and
- the basic mechanisms of movement and absorption of nutrients and nutrient modifiers through animals

sufficient to:

- evaluate and interpret research and clinical data and make recommendations logically and clearly based on acceptable scientific, medical, and regulatory premises;
- determine the adequacy of information submitted for proposed use of Investigational New Animal Drugs (INAD);
- evaluate:
 - the safety and effectiveness of new animal drugs;
 - the safety for human consumption of drug residues in food derived from treated animals;
 - the effect of animal drugs on the environment; and
 - manufacturing methods and procedures for new animal drug products;
- recommend action on new animal drug applications and abbreviated applications (for generic drugs); and
- monitor marketed animal drugs, food additives, and devices to ensure continuing safety and effectiveness.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701

Mastery of, and skill in applying, advanced theories and practices of veterinary medicine and related fields of animal and public health sufficient to:

- serve as a recognized expert for the agency in an assigned geographic area or staff specialization;
- manage and solve chronic and acute problems affecting the health, food products, and environment of livestock, poultry, or other animals;
- develop and recommend agency regulations, policies, industry performance standards, and operating procedures;
- design and implement an effective tracking system to monitor trends in disease syndromes that may indicate an emerging disease, foreign animal disease, or food security concern;
- represent the agency in investigations of serious food-borne diseases or public health risks; and
- direct, implement, and evaluate major changes in food safety inspection programs for a multi-state area, including the development, implementation, evaluation, and improvement of risk-based analysis and inspection strategies.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (WILDLIFE), 0701

Mastery of, and skill in applying, advanced concepts, principles, practices, and methodology of veterinary medicine, including:

- wildlife biology, pathology, microbiology, virology, and related biological and medical sciences;
- sterile techniques and biohazard regulations for using, handling, and transporting biological specimens to/from the field;
- techniques for capturing, restraining, and handling wildlife species in a non-injurious manner to mark, relocate, and/or collect non-lethal samples (like blood and swabs of tissues); and
- principles of disease diagnosis and control in field situations

sufficient to:

- control diseases of wildlife, including birds, mammals, reptiles, and amphibians;
- communicate and convey knowledge of wildlife diseases in an authoritative manner to scientific peers, field biologists, natural resource managers, administrators, media, and the public;
- observe wild animals for indications of illness and injury;
- apply modern diagnostic methods to detect and monitor wildlife disease;
- provide anesthesia and conduct surgery for treatment or research;
- prescribe and administer medications, including controlled pharmaceuticals;
- conduct pathological examinations and select appropriate additional diagnostic tests to identify the causative agents in wildlife disease outbreaks;
- apply and improve modern methods of wildlife restraint that are safe for the patient and attending personnel, including the use of chemical and/or physical immobilization; and
- advise laboratory and field coordinators on the type, quality, and shipping of carcasses to ensure high-quality samples.

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LEVEL 1-8: VETERINARY MEDICAL OFFICER (ZOOLOGICAL ANIMAL MEDICINE), 0701

Mastery of, and skill in applying, advanced concepts, principles, practices, and methodology of veterinary medicine, including:

- parasitology, toxicology, and microbiology;
- current veterinary medical information and new drug developments;
- care and treatment of a wide variety of mammals, birds, reptiles, amphibians, fish, and invertebrates; and
- the Animal Welfare Act (AWA), and other laws and regulations governing the care and transportation of wild animals

sufficient to:

- draw inferences and interpolate from diagnostic tests and necropsy findings in species where biological norms are not firmly established;
- oversee a pest control program to ensure the safety of the zoo animals; and
- perform animal immobilization techniques, laboratory diagnostic techniques, imaging, surgery (including orthopedic and dental procedures), and laparoscopy.

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LEVEL 1-9: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701

Expert knowledge of veterinary medicine and the full-range of infectious and noninfectious disease processes, including:

- analytical processes applied to complex and varied physical and biological conditions; and
- experimental, observational, and clinical epidemiology methods

sufficient to:

- provide leadership to other veterinary medical officers, agricultural economists, and others regarding a variety of complex epidemiologic issues;
- develop and recommend new epidemiological studies;
- evaluate and interpret scientific and medical analyses and conclusions pertaining to the risk of adverse animal health events and the implications on trade;
- evaluate the effectiveness of disease eradication programs and recommend changes and policies with national and international scope;
- conduct extensive research and identify factors to forecast adverse animal health events to provide an early warning to governmental officials and industry;
- analyze and determine the adequacy of data from widely varying sources and databases for epidemiological studies; and
- conduct briefings on research activities and publish information on epidemiological risk assessments.

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LEVEL 1-9: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701

Expert knowledge of veterinary pathology, diagnostic medicine, and laboratory diagnostic procedures dealing with complex biological systems sufficient to:

- work with industry officials in developing, testing, and implementing new techniques, systems, and procedures for use in slaughtering facilities to protect the public and the national livestock and poultry industries;
- advise Federal agencies, industry, universities and foreign government on the presence of foreign or emerging animal diseases and the inspection, detection, and disposal of animal products;
- provide medical evaluations of critical issues in a specific specialty of veterinary medical science;
- design and conduct studies of live animals, whole carcasses, parts of carcasses, and meat products, in laboratories and plants;
- review scientific manuscripts and publish articles in professional journals on various major animal disease processes that impact the meat, livestock, and poultry industries;
- serve in a lead role in identifying rapid diagnostic tests for animal diseases of public health importance; and
- provide expert pathology advice to academic institutions, state and/or national veterinary medical association committees, and veterinary and associated scientific editorial boards.

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LEVEL 1-9: VETERINARY MEDICAL OFFICER (TOXICOLOGY), 0701

Expert knowledge of veterinary toxicology, specializing in pesticide, industrial, chemical, and mycotoxin contaminants in feed, including:

- principles, theories, and practices of toxicology, pharmacokinetics, biochemistry, and biometrics;
- the basic mechanisms of pesticide, industrial, chemical, and mycotoxin contaminations of feed and their impact on animal health; and
- skill in evaluating research and clinical data and making recommendations logically and clearly based on acceptable scientific and regulatory premises

sufficient to:

- advise on difficult issues associated with toxicity assessment in advance of or during the early stages of development;
- recommend and develop programs and policies regarding the safety of animal feed relative to nonmicrobial to ensure feed safety;
- independently and authoritatively review or direct a team in the review of highly complex scientific information;
- review highly complex technical laboratory samples submitted by laboratories and manufacturers to determine the extent and severity of the contamination and whether or not the feed can be adequately reconditioned; and
- advise state feed control offices and veterinary medical officers on feed contamination issues, safety, and the use of reclaimed food processing by-products as animal feed ingredients.

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LEVEL 1-9: VETERINARY MEDICAL OFFICER (ZOOLOGICAL ANIMAL MEDICINE), 0701

Expert knowledge of, and skill in applying, zoological medicine, anesthesia, herd health, preventive medicine, and surgical procedures in a wide range of species sufficient to:

- serve as head of clinical veterinary care for the collection of zoo animals;
- serve as an expert in various specialties;
- administer and implement periodic reviews of existing programs with written reports of findings and recommendations;
- develop nationally or internationally recognized programs promoting zoological animal medicine incorporating accountability or quality assurance procedures;
- serve as an expert consultant to officials of foreign countries, foreign research organizations, and university staff on the design and analysis of collaborative zoological studies; and
- represent a key zoological organization at both national and international conservation associations.

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FACTOR 4 ILLUSTRATIONS

LEVEL 4-4: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701

Nature of Assignment – Work involves studying the full range of livestock or poultry disease and nondisease conditions typically found in large slaughterhouses, and includes technical and administrative control over the operations facilities, equipment, and requirements of the particular industry. The volume and variety of diseases, pathological entities, and possible adulterants may place demands on the veterinary medical officer to manage the situation to protect public health and the economic interests of the industry.

What Needs To Be Done – The veterinary medical officer gathers and determines the significance of epidemiological data vital to food hygiene, disease control programs, and public health. Decisions involve making frequent adjustments in inspection operations, making immediate diagnosis and final regulatory medical decisions in cases of dispute, and handling a wide range of significant problems arising from inspection operations.

Difficulty and Originality Involved – Exercises judgment and originality to:

- deviate from standard approaches when possible adulterants and pathological agents are identified; and
- recognize incomplete or conflicting data and resolve discrepancies.

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LEVEL 4-4: VETERINARY MEDICAL OFFICER (LABORATORY ANIMAL MEDICINE), 0701

Nature of Assignment – Work involves the clinical care of a variety of laboratory animal species using well-established techniques of veterinary medical science.

What Needs To Be Done – The veterinary medical officer assists in developing and implementing preventive medicine procedures, including quarantining, conditioning, isolating, vaccinating, and monitoring of environmental sanitation programs.

Difficulty and Originality Involved – Exercises judgment and originality to:

- evaluate the extent of pain and suffering experienced by laboratory animals to assess compliance with research protocols; and
- investigate complaints about animal welfare in the laboratory and ensure compliance with the Animal Welfare Act (AWA).

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LEVEL 4-4: VETERINARY MEDICAL OFFICER (PRODUCT DEVELOPMENT), 0701

Nature of Assignment – Work involves applying well-established principles and practices of veterinary medical science in a laboratory program of testing, evaluating, and improving the potency of veterinary biological products proposed for licensing. The veterinary medical officer deals with products that generally involve a combination of complex, peripheral, or new situations or areas requiring the adaptation or modification of examination procedures to the strain of organisms and reagents used. The veterinary medical officer typically examines the results of the product testing, marketing practices, and the product’s immunizing value in cattle, sheep, swine, poultry, or other species. The veterinary medical officer also recognizes related medical or technical problems and practices and solves or refers them to the appropriate laboratory.

What Needs To Be Done – The veterinary medical officer isolates, controls, or eradicates infectious and communicable diseases and contaminants of livestock or poultry, meat, or stress conditions. The veterinary medical officer makes decisions and recommendations based on medical examinations, tests, and diagnoses.

Difficulty and Originality Involved – Exercises judgment and originality to:

- use complex instruments in new applications;
- identify abnormal readings and reassess conflicting data;
- refine approaches during experiments and validation studies; and
- recommend options for further study.

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LEVEL 4-4: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701

Nature of Assignment – Work consists of conducting and/or directing a veterinary food safety program covering a range of slaughter and processing operations at a major establishment or a circuit of establishments in a geographic area. Emphasis is on surveillance of a risk-based or hazard-based internal controls program established by the regulated producer/processor.

What Needs To Be Done – The veterinary medical officer:

- plans, conducts, and/or provides oversight to food safety and consumer safety inspection operations;
- performs ante-mortem and post-mortem inspections of livestock, poultry, and other animals;
- ensures compliance with food safety regulations and procedures, including Standard Sanitation Operating Procedures (SSOP), Sanitation Performance Standards (SPS), Hazard Analysis and Critical Control Points (HACCP) procedures;
- informs plant management officials of violations, mishaps, or accidents; required corrective actions; possible enforcement activity; and steps needed for compliance;
- condemns animals that are dying or unfit for human consumption and fail to meet slaughter standards (e.g., Bovine Spongiform Encephalopathy “non-ambulatory” rule); and
- enforces humane handling and slaughter requirements.

Difficulty and Originality Involved – Exercises considerable judgment to:

- recognize the need for laboratory analyses of tissue samples;
- make ante-mortem or post-mortem decisions on suspects or downers; and
- evaluate the adequacy of a plant’s internal control system for food safety.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701 (ILLUSTRATION #1)

Nature of Assignment – Work consists of the full range of epidemiological programs, policies, and procedures. The veterinary medical officer formulates, organizes, coordinates, and implements national and/or cooperative herd and flock disease control and eradication programs. Due to disease activities, the programs' priorities frequently change, 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.

What Needs To Be Done – Work involves:

- carrying out Federal and state cooperative field trials for disease control and eradication concepts and methods for applicable industries;
- providing guidance in the development of Federal and state laws;
- coordinating complex scientific activities that lead to the development of specific programs, policies, and procedures; and
- initiating new disease control and eradication programs, strengthening existing policies, or recommending the elimination of outdated procedures to further the objectives of disease control and eradication operations.

Difficulty and Originality Involved – Exercises judgment and originality in:

- identifying the need for new or refined disease control and eradication concepts and methods for applicable industries; and
- developing specific disease control and eradication programs, policies, and procedures.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701 (ILLUSTRATION #2)

Nature of Assignment – Work consists of providing professional leadership in planning, developing, and operating a national animal disease outbreak monitoring system. Work is performed collaboratively to ensure the proper application and integration of analytic epidemiology and livestock industry needs.

What Needs To Be Done – The employee:

- analyzes and evaluates animal disease outbreak data from multiple sources; and
- provides consultant services to animal health officials, agency and department officials, employees of other agencies, university researchers, members of the scientific community, and industry groups.

Difficulty and Originality Involved – Exercises judgment and originality in:

- dealing with novel situations that are sensitive or controversial in nature, and may require developing new national or international guidelines in the field of analytical epidemiology;
- establishing uniform national program directions and guidelines for industry;
- conducting multiple health studies as part of a national health monitoring system program; and
- coordinating epidemiology studies involving collaboration among numerous government agencies, laboratories, industry, and allied groups and businesses.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (IMPORT/EXPORT), 0701

Nature of Assignment – Work consists of implementing procedures to prevent the entry of infectious, contagious, or communicable diseases of livestock into the U.S. through imported animal products, by-products, or related materials.

What Needs To Be Done – The employee selects the appropriate course of action considering a wide range of variables such as:

- disease status of the country of origin;
- type of product;
- microbiological characteristics of disease organisms involved;
- methods of conveyance;
- methods of processing animal products, animal by-products, and related materials;
- effect upon international trade; and
- methods of treatment that may permit safe entry of such products.

Difficulty and Originality Involved – Exercises judgment and originality in:

- considering information from veterinary specialties such as microbiology, epidemiology, chemistry, and entomology, or other sciences;
- applying import, export, food processing, meat, animal product, airline, shipping, and other related industry regulations; and
- adapting or clarifying agency guidelines and developing acceptable solutions to problems that are often not clearly resolved by established guidelines.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (LABORATORY ANIMAL MEDICINE), 0701

Nature of Assignment – Work involves providing a combination of medical and regulatory services, such as creating novel therapeutic or investigative approaches to a wide variety of medical evaluations or regulatory functions.

What Needs To Be Done – The employee selects the appropriate methods considering precedents, advancements in laboratory animal medicine, and interpretation of complex regulations and standards issued by a variety of Federal and non-Federal entities.

Difficulty and Originality Involved – Exercises judgment and originality in applying complex scientific and technical concepts to solve a wide range of medical or research problems in animals.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (PATHOLOGY), 0701

Nature of Assignment – Work consists of diagnoses or investigations requiring the development of specialized approaches to disease detection. Work also involves monitoring and evaluating diagnostic and clinical pathology approaches to services provided by the laboratory.

What Needs To Be Done – The employee collects, assimilates, and analyzes pertinent information and consults with relevant scientific and public health organizations relating to an incident. The veterinary medical officer analyzes:

- gross and microscopic lesions;
- nature and resistance of diseases; and
- treatment susceptibility of the infectious agent.

Difficulty and Originality Involved – Exercises judgment and originality in developing approaches to these and other unusual veterinary pathology problems for adaptation within, and often outside of the agency.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (PRODUCT DEVELOPMENT), 0701

Nature of Assignment – Work involves reviewing new animal drug and supplemental applications for safety, potency, purity, and efficacy.

What Needs To Be Done – In evaluating the application, the veterinary medical officer interprets laboratory and clinical data and determines:

- the accuracy of therapeutic representations;
- safe dosage recommendations (frequency and duration);
- therapeutic importance of variations from standards;
- need for product warnings; and
- adequacy of directions for use, including whether they are likely to be followed in practice, and compliance with laws, rules, and regulations.

Difficulty and Originality Involved – Exercises originality and resourcefulness to:

- conduct varied investigations to acquire accurate and complete medical and scientific data needed for final medical determinations; and
- apply concepts or theories, objectives, and/or previously formulated requirements and criteria.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #1)

Nature of Assignment – Work involves directing a program of veterinary and food safety inspections for a plant or for a circuit of plants with complex situations, such as animal pathology, suspect animals, or non-ambulatory animals; significant violations or enforcement actions; widely varying slaughter and processing requirements; and emerging risks to food safety and public health.

What Needs To Be Done – Work involves:

- evaluating unusual symptoms or conditions detected in ante-mortem or post-mortem inspection of livestock, poultry, and other species;
- providing expert advice and direction on veterinary and related food safety or public health matters;
- resolving chronic or acute issues and problems referred by inspectors, scientists, consumer safety professionals, and other staff;
- reviewing or developing new or revised industry performance standards, policies, procedures, or regulations;
- analyzing trends and seasonal patterns, and identifying emerging food safety or public health risks;
- tracking public health information such as:
 - indicators, incidence, and changing disease trends;
 - geographic distribution of livestock diseases;
 - emergence of new diseases;
 - absence of disease in slaughter populations;
 - estimates of the population at risk for specific diseases in a species and/or geographic area;
 - reduction or decline of specific pathogens in foods, products, or raw product carcasses;
 - residue violations in slaughter populations;
 - indicators of pathogen reduction before, at, or after critical control point implementation; and
 - predictive models for disease controls; and
- leading special investigations requested by the agency or by Federal and state public health and food safety partners.

Difficulty and Originality Involved – Exercises judgment and originality in:

- evaluating unusual food safety and public health risks;
- providing advice and assistance on unusual situations, food safety incidents and trace-backs, or new or revised guidelines;
- making authoritative interpretations of scientific and inspection data and trend analysis; and
- analyzing novel or unusual industry responses to regulations and performance standards, for suitability and adequacy, including controversial regulations and standards.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #2)

Nature of Assignment – Work involves:

- applying diagnostic procedures to rodent and other animal tissues, extractions, or cultures to isolate, characterize, and identify infectious agents, such as:
 - bacteria;
 - viruses;
 - mycoplasmas;
 - fungi; or
 - parasites; and
- detecting and interpreting complex conditions that may render all or part of an animal unsuitable for human food.

What Needs To Be Done – The veterinary medical officer performs medical diagnoses and investigations for a wide variety of atypical inspection problems encountered by field veterinary medical officers.

Difficulty and Originality Involved – Exercises judgment in studying and evaluating a large amount of medical and non-medical data, some of which are incomplete, inaccurate, or of limited value. Precedents and ongoing research in veterinary medical science influence medical determinations.

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LEVEL 4-5: VETERINARY MEDICAL OFFICER (ZOOLOGICAL ANIMAL MEDICINE), 0701

Nature of Assignment – Work involves treating a wide range of mammals, birds, reptiles, amphibians, invertebrates, and fish that have various metabolisms, temperature tolerance, diseases, parasitic susceptibilities, blood chemistries, and responses to drugs.

What Needs To Be Done – The veterinary medical officer provides original evaluations of emerging veterinary medical issues in unique illnesses and situations, considers the efficacy of anesthesia and immobilization strategies, conducts medical evaluation of captive-born animals to be reintroduced to the wild, and evaluates epidemics in populations of endangered animals.

Difficulty and Originality Involved – Exercises judgment, initiative, and resourcefulness in developing new techniques for handling unique situations in the zoological collection.

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LEVEL 4-6: VETERINARY MEDICAL OFFICER (IMPORT/EXPORT), 0701

Nature of Assignment – Work involves:

- developing and improving diagnostic procedures to identify pathogens in animals; and
- diagnosing foreign animal disease pathogens in animals for import to the U.S.

What Needs To Be Done – The veterinary medical officer confronts diagnostic problems in extraordinary emergencies. Accuracy, speed in diagnosis, and reporting valid laboratory results are critical. The disease situation outside of the U.S. is constantly changing, and rapid response to developing new diagnostic assays and awareness of pathogen mutations is essential. Misdiagnosis can cause considerable loss of livestock or poultry and impact on the U.S. economy.

Difficulty and Originality Involved – Exercises judgment in:

- diagnosing foreign animal and avian diseases that present imminent danger to the U.S.; and
- developing, selecting, evaluating, and/or modifying test procedures.

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LEVEL 4-6: VETERINARY MEDICAL OFFICER (PRODUCT DEVELOPMENT), 0701

Nature of Assignment – Work involves:

- evaluating new drug and food supplement properties, safety, and effectiveness;
- making clinical, gross, and microscopic observations;
- conducting tests;
- developing medical conclusions; and
- formulating and recommending policy.

What Needs To Be Done – The employee has primary responsibility in handling a particular class of veterinary drug products to determine:

- course of treatment;
- therapeutic importance of variations from standards of adulteration;
- need for warnings and directions for use; and
- general compliance with all requirements of Federal laws, rules, and regulations.

Difficulty and Originality Involved – Exercises judgment and originality to:

- carry out veterinary, medical, or other scientific investigations to obtain facts needed; and
- recommend final medical determination for products.

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FACTOR 5 ILLUSTRATIONS

LEVEL 5-3: VETERINARY MEDICAL OFFICER (PATHOLOGY), 0701

Scope of the Work – Work involves conducting diagnostic examinations and evaluations that deal with a combination of standard infectious agents, pathological changes, or abnormalities as prescribed by classical and non-classical procedures.

Effect of the Work – Work impacts:

- diagnostic and field laboratory activities;
- techniques for disease diagnosis, diagnostic reference, and reagent preparation, use, and evaluation;
- epidemiologic and diagnostic investigations of animal disease outbreaks as part of a team; or
- the animal industry’s economics due to quarantine or similar restrictions imposed on animals.

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LEVEL 5-3: VETERINARY MEDICAL OFFICER (PRODUCT DEVELOPMENT), 0701

Scope of the Work – Work involves:

- evaluating the purity, safety, potency, and efficacy of biological products;
- interpreting and reporting on findings of serum and culture titrations in laboratory animals using precipitin, agglutination, complement-fixation, and related methods; and
- recommending industry standards of production.

Effect of the Work – Work affects the biologics’ producers and the licensing and release of biological products.

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LEVEL 5-3: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #1)

Scope of the Work – Work involves:

- conducting professional investigations and inspections to ensure meat and poultry products are not adulterated, and are wholesome and truthfully labeled;
- dealing with a variety of routine health, product, and environmental problems affecting livestock, poultry, or other species; and
- providing solutions in the form of routine professional decisions and recommendations.

Effect of the Work – Work affects individual farmers and field operations but not any major segment of the livestock or poultry economy procedures.

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LEVEL 5-3: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #2)

Scope of the Work – Work involves:

- a conventional Hazard Analysis and Critical Control Points (HACCP) program, or an equivalent quality control system;
- a history of limited pathology; and
- cooperative plant management.

Effect of the Work – The decisions and recommendations made by the veterinary medical officer have limited impact due to the small size of regulated slaughter plants and programs examined and the low incidence of animal pathology.

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LEVEL 5-4: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701

Scope of the Work – Work involves providing program oversight in epidemiological surveillance systems and diagnoses to locate and eliminate the cause for the persistent incidence of herd and flock diseases. The veterinary medical officer's conclusions and recommendations concern disease trends among livestock, poultry, or other species and potential problems, uncertainties, and questions.

Effect of the Work – Work impacts:

- statewide epidemiological studies, field study trials, laboratory analyses, and general competency evaluations;
- disease evaluation and surveillance systems; and
- diagnostic abilities of other public health and industry officials concerning farm management, livestock markets, transportation practices, and the environment.

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LEVEL 5-4: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #1)

Scope of the Work – Work involves:

- conducting professional ante-mortem and post-mortem diagnoses, and allied inspection duties, including instituting standards of food hygiene and disease control;
- developing disease and nondisease, immediate and long-range control plans;
- enforcing and evaluating the application of national meat and poultry inspection regulations; or
- examining or determining the significance of a range of flock or herd health problems, disease conditions, and facility and equipment defects.

Effect of the Work – The veterinary medical officer's decisions may result in major impact on the operation of the slaughterhouse (e.g., the determination to refuse or withdraw inspection) due to non-compliance with established standards. Decisions to stop the slaughterhouse from operating could cause enormous economic hardship to the industry.

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LEVEL 5-4: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #2)

Scope of the Work – Work involves:

- monitoring inspection activities and advising plant management and various industry officials, producers, consumers, wholesalers, and other government officials on specific medical or technical problems associated with the agency's regulatory enforcement program;
- dealing with medical and technical issues on a case-by-case basis, resulting in retention and/or condemnation of the product, or in the denial of inspection; and
- maintaining the integrity of the national regulatory program and consumer confidence in wholesome meat and poultry supply.

Effect of the Work – Medical and technical determinations impact the:

- well-being of substantial numbers of people as the product enters interstate and/or foreign commerce; and
- producers and plant managers, at both the local and national level.

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LEVEL 5-4: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701 (ILLUSTRATION #3)

Scope of the Work – Work involves:

- providing medical and program guidance on the effective application of nationally prescribed standards for herd or flock disease control and eradication or animal health activities operating in the counties and/or states; and
- issuing the final authority on problems regarding the health status and disease potential of animals, birds, or aquatic species and their products and by-products and, where required, developing and recommending new medical or program modifications.

Effect of the Work – Work may significantly affect Federal and state disease control programs.

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LEVEL 5-4: VETERINARY MEDICAL OFFICER (ZOOLOGICAL ANIMAL MEDICINE), 0701

Scope of the Work – Work involves:

- routine and complicated disease problems of the zoo's collection, often involving non-domestic disease problems; and
- improving overall health, comfort, and reproduction in the zoo's collection.

Effect of the Work – Work impacts on the management of the species and may affect the husbandry or disposition, or necessitate quarantine measures.

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LEVEL 5-5: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701

Scope of the Work – Work involves:

- providing diagnostic and medical authority, and leadership for evaluating and interpreting clinical signs;
- examining specimens; and
- collecting the health history and gross pathological, serological, and microbiological data in comprehensive investigations of animal disease outbreaks of unusual nature, severity, and magnitude.

Effect of the Work – Work affects Federal, state, and private diagnostic laboratories; livestock and pet industry; the scientific community; and professionals inside and outside the agency.

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LEVEL 5-5: VETERINARY MEDICAL OFFICER (LABORATORY ANIMAL MEDICINE), 0701

Scope of the Work – Work involves:

- providing diagnostic, surgical, and treatment services for one or more species of laboratory animals prior to, and during, research utilization;
- monitoring, maintaining, and reporting on the health condition(s) of animal colonies; and
- providing therapeutic medicine (i.e., initiation, administration, alteration, and termination of treatment regimens) to maintain and enhance the health condition of both individual animal models and entire animal colonies.

Effect of the Work – The veterinary medical officer provides daily veterinary care for a variety of laboratory animals, the quality of which directly affects the validity, reliability, and continuity of many different scientific projects. The work directly affects the health and well-being of the animals.

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LEVEL 5-5: VETERINARY MEDICAL OFFICER (PRODUCT DEVELOPMENT), 0701

Scope of the Work – Work involves:

- advising on food and drug program activities;
- developing new approaches, different methods, or studies to obtain new scientific findings and concepts; or
- clarifying food and drug manufacturing, safety, and efficacy policies.

Effect of the Work – Work affects the veterinary scientific community, the economics of food and drug manufacturers, and national animal disease control and eradication programs.

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LEVEL 5-5: VETERINARY MEDICAL OFFICER (PUBLIC HEALTH), 0701

Scope of the Work – Work involves:

- developing uniform national responses to new animal diseases or changes in the manifestation of specific diseases;
- determining the course of diseases or residues when using medication to treat livestock, meat, or poultry; and
- developing new professional concepts or clarifications of policy toward disease or residue detection, diagnosis, and disposition.

Effect of the Work – Work affects the:

- validity of the analyses and interpretations of field and laboratory data for evaluations and theoretical projections;
- work of scientists and other experts who rely on data for studies, research, or publications; and/or
- health and well-being of substantial numbers of animals and the public.

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LEVEL 5-5: VETERINARY MEDICAL OFFICER (WILDLIFE), 0701

Scope of the Work – Work involves:

- providing technical expertise and activities as the first line of response to wildlife disease problems of concern throughout the U.S. and its territories and possessions; and
- advising Federal and state conservation and wildlife advocates to mitigate wildlife losses from disease.

Effect of the Work – Work affects the adequacy, resourcefulness, and appropriateness of response to mitigating the magnitude of wildlife losses from disease and potential for the spread of disease.

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LEVEL 5-6: VETERINARY MEDICAL OFFICER (EPIDEMIOLOGY), 0701

Scope of the Work – Work involves:

- providing disease, epidemiologic, and agri-business program expertise on a regional basis on a nearly complete segment of the agricultural industry; and
- reviewing and evaluating surveillance systems, and diagnostic and eradication procedures important to the efficient detection and elimination of significant livestock diseases.

Effect of the Work – Work has ongoing, far-reaching implications, and may be the basis for evaluating the sustainability of segments of the animal, livestock, or poultry industries.

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LEVEL 5-6: VETERINARY MEDICAL OFFICER (LABORATORY ANIMAL MEDICINE), 0701

Scope of the Work – Work involves managing aspects of an animal facility in a research activity. This requires developing new approaches, different methods, or studies for the diagnosis, prevention, and control of animal diseases.

Effect of the Work – Work affects scientific determinations as to the appropriate strains of various animals to be used in the research studies being conducted. The veterinary medical officer's final determinations influence the research being conducted in the facility and thus affect the success of the overall research.

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LEVEL 5-6: VETERINARY MEDICAL OFFICER (PATHOLOGY), 0701

Scope of the Work – Work involves:

- developing new approaches or methods to diagnose, investigate, or study complex food safety and wholesomeness problems;
- identifying infectious, traumatic, or toxic pathogens that affect animals and potentially humans; and
- providing expert advice to the agency in developing standards and alternative ways to deal with emerging disease conditions of national and international importance.

Effect of the Work – Decisions made, expertise provided, and approaches developed impact:

- methods and approaches to veterinary pathology both inside and outside the agency;
- uniformity in nationally prescribed pathology standards;
- the effectiveness of the agency's pathology program; and
- the meat and poultry industry and consumers of meat and poultry products regulated by the agency.

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LEVEL 5-6: VETERINARY MEDICAL OFFICER (ZOOLOGICAL ANIMAL MEDICINE), 0701

Scope of the Work – Work involves:

- ensuring the proper health care delivery to the zoo collection;
- using innovative approaches to resolve technical problems that have a major impact on animal health care; and
- treating critically endangered species where the health of each animal is critical to species' survival.

Effect of the Work – Work impacts:

- quarantine procedures and pre-shipment certification;
- the prevention of national and international disease epidemics that could eradicate endangered species in the wild; and
- research findings that could lead to revision of laws and regulations governing the care and management of exotic animals.

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PART III – EXPLANATORY REMARKS

KEY DATES AND MILESTONES

In 1997, the Office of Personnel Management (OPM) initiated a fact-finding study to update the existing Position Classification Standard for Veterinary Medical Science Series, 0701, last revised in June 1980. This initial fact-finding study concluded that significant changes in the standard had occurred since its publication. These findings revealed changes in technology, environmental issues, and other events affecting the health and safety of animals and the quality of human life.

In 2002, OPM formed an *ad hoc* focus group consisting of subject matter experts, supervisors, and agency human resources specialists. In 2004, the focus group provided its final input to OPM.

In June 2006, OPM released the draft standard for the Veterinary Medical Science Series, 0701, and requested comments on a number of specific issues as well as overall feedback and recommendations. The lead agencies to test and review the draft standard were the Department of Agriculture and the Department of Health and Human Services. OPM also encouraged all agencies to conduct a general review of positions covered by the draft standard and provide feedback.

RESULTS OF AGENCY REVIEW, COMMENT, AND TEST APPLICATION

A. THE 0701 VETERINARY MEDICAL SCIENCE STANDARD - GENERAL INFORMATION.

- 1. Classification Series Without GS Prefix.** To support the various “white collar” positions and flexible broad pay banding in the Federal government, OPM now defines classification series without a GS prefix (e.g., series GS-0701 is now shown as 0701).
- 2. Organization of Classification Standard.** The standard is divided into three parts. Part I contains occupational information applicable to Federal work covered by this classification standard without regard to pay plan or classification system. Part II provides grading information for positions classified according to the General Schedule grade definitions in chapter 51 of title 5, United States Code. Part III explains the development of this standard.
- 3. New Specialty/Parentetical Titles.** The revised position classification standard provides 10 new specialty/parentetical titles for veterinary medical officers: clinical care, epidemiology, import/export, laboratory animal medicine, pathology, product development, public health, toxicology, wildlife, and zoological animal medicine.
- 4. New Entry-Level Grade.** The revised standard establishes GS-11 as the entry-level for this occupation.

B. THE 0701 VETERINARY MEDICAL SCIENCE STANDARD FOR PROFESSIONAL WORK - SPECIFIC ISSUES. This section summarizes the comments and recommendations received from agencies and describes the action taken by OPM.

1. Issue - Emergency Response Work

Agency Comments: Agencies agreed that emergency response work is important, particularly given the emergence of new and previously undetected animal and food supply threats.

Our Response: Under the General Occupational Information section, we provided examples of emergency response work which veterinary medical officers may perform. These examples are not all inclusive. Agencies are encouraged to develop supplemental information to address specific situations based on their needs.

2. Issue - Assessing Impact on Grades

Agency Comments: All agencies reported no impact in applying the draft standard to existing positions.

Our Response: OPM made no changes.

3. Issue – Official Position Titles

Agency Comments: All agencies supported the proposed official titles. One lead agency recommended additional specialty titles to include: Food, Animal Medicine, Companion Animal Medicine, and Microbiology.

Our Response: No additional specialty titles were added to this standard. The 10 new specialty titles are broad enough to support the work.

4. Issue – Clarity of Specialty Titles

Agency Comments: All agencies reported the existing distinctions between specialty titles are clear; however, they requested that some specialty titles be expanded for clarity.

Our Response: OPM considered the specific agency recommendations and included the following information for clarity between specialties:

- The ***Epidemiology*** specialty definition was revised to include functions and duties including surveillance, disease investigation, emerging infectious diseases including zoonoses, food safety and food defense, biostatistics, and review functions.
- The ***Public Health*** specialty was revised to clarify that it includes both meat and poultry products.
- The ***Import/Export*** specialty was revised to reflect work involving inspecting, examining, and quarantining animals and birds exhibiting symptoms of communicable disease conditions or those that do not meet import requirements; and regulating the import and export of animals and animal by-products.

5. Issue - Glossary

Agency Comments: Agencies agreed a glossary is not necessary to apply this standard.

Our Response: OPM will not include a glossary in this standard.

C. THE 0701 VETERINARY MEDICAL SCIENCE STANDARD FOR PROFESSIONAL WORK - MISCELLANEOUS ISSUES.

1. Issue – Specificity of General Occupational Information

Agency Comments: An agency commented that the general occupational information does not adequately reflect the primary work of their agency.

Our Response: The occupational definition does not encompass every aspect of veterinary medicine. The definition is intended to provide broad information for all Federal agencies without regard to agency specialization.

OPM recognizes the unique work performed within agencies and encourages flexibility in developing additional guidance and supplemental information as needed for clarity in fulfilling the mission of the agency.

2. Issue – Managing Animals in a Research Setting

Agency Comments: An agency expressed concern that the series definition and illustrations did not sufficiently cover responsibility for managing animals in a research setting.

Our Response: We have expanded the definition of the Laboratory Animal Medicine parenthetical title to include this work.