

PART I	DEPARTMENT OF PERSONNEL SERVICES	6.707
	STATE OF HAWAII	6.709
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Class Specification
for the

VETERINARY MEDICAL OFFICER SERIES

This series includes all classes of positions the duties of which are to advise or consult on, supervise or perform professional and scientific work in veterinary medicine.

The State's objectives in veterinary medicine, technology and science are:

- (1) to protect animal health through the prevention, detection, control and eradication of animal diseases;
- (2) to protect human health through the identification, study and control of asymptomatic animal-borne infections and toxins relative to human health; and
- (3) to promote the economic well-being of the livestock and poultry industries through investigations, research, regulation, education and by eliminating or minimizing losses attributable to disease.

To achieve these objectives, the State conducts field and laboratory investigations of reported and suspected disease occurrence in all animals and of reported and suspected human disease of animal origin; establishes or confirms the presence of a causative agent, its reservoirs, vectors and modes of transmission and determines optimum methods of prevention and control; provides advisory, consultative and diagnostic services in the prevention, detection, identification, occurrence, investigation, treatment, control and eradication of indigenous and introduced animal diseases and parasites; obtains research grants from private and public sources to study the epidemiology and control of infections and other conditions of animals significant to animal and human health, locally and nationally; prepares and submits scientific papers for publication; enters into cooperative agreements with the federal government on nationwide programs of animal disease control and eradication, wholesomeness of meat and meat products, livestock and poultry inspection and quarantine, biologics control, veterinary medical

research, laboratory and field diagnostic investigations and public health; establishes a network of prompt, accurate and responsive communication channels within and out of State government to detect, act on and resolve disease problems; determines indemnity payments; negotiates with the livestock and poultry industries on the development, introduction and experimental use of new sanitation procedures, diagnostic techniques, methodology, vaccines, technology, tests and other preventive and control measures; promulgates rules and regulations on the import/export movement, inspection, quarantine, sanitation and clearance or disposition of livestock, poultry and other animals; cooperates with the military, other governmental agencies and jurisdictions, shipping and transportation industries, livestock and poultry industries, cooperatives and domestic animal owners on the surveillance, inspection, quarantine and testing of animal imports, exports and inter-island shipments; plans and maintains field and laboratory facilities and services to provide prompt, timely, accurate and responsive action; develops and implements policies, regulations, practices, procedures, operations, innovations, adaptations, interpretations and adjustments; designs and maintains quarantine and security compounds to regulate and enforce disease control and preventive medicine measures; and conducts informational advisory and educational programs on animal and human health.

This series reflects a basic unity in the field of veterinary medicine. All professional assignments are geared toward maximizing animal health and its role in public health; involve strong interdependence and cross-relationships between various types of veterinary medical programs and allied professional fields; and are based on a common knowledge of the medical sciences underlying animal life and health, of the nature, cause, prevention and control of diseases, and an appreciation of the overall contributions and consequences of veterinary medicine to human health and welfare such as is gained only through completion of formal training in the field of veterinary medicine. Consequently, although positions may be assigned to specialized programs which are distinct in administration, and although the class specifications describe, for editorial clarity, assignments in different work situations, positions are not typically considered specialized solely because of the setting. However, the generic approach is

the performance of recognized professional veterinary medical assignments at the basic level of competence with a minimum amount of environmental orientation.

Nature of Assignments:

Positions at this level make professional determinations of disease conditions, medical disposition of whole or parts of diseased livestock or poultry, sanitary or hygienic deficiencies of slaughtering or processing facilities and/or operations, and other disease detection, control and eradication conditions. They also perform most of the comparatively routine medical examination and testing or retesting of livestock, the approval of meat and meat products for human consumption, the basic medical examination of small and large animals, the port inspection of imported animals and other similar duties. Such performance, however, is confined to a segment of the full district program assignments characteristic of the next higher level. The scope of assignments at this level generally limits personal contacts to those required to accomplish the day-to-day assignments.

Consultation at this level is generally limited to giving advice and/or guidance in improving facilities and operations in production, slaughter, processing, etc.; explaining disease findings and pertinent corrective measures; encouraging the adoption of new methods, techniques, processes and procedures; and improving attitudes toward veterinary regulatory medicine.

Some assignments may provide an opportunity for developmental work in regulatory, scientific and research activities.

Level of Responsibility:

At this level, specific assignments vary with the specialties but are generally geared toward detecting the presence of disease; tracing contagious, infectious or communicable diseases to place of origin; and taking corrective and/or preventive measures. Such assignments range from responsibility for livestock disease control activities to supervision of the sanitary and medical aspects of one large or several small slaughtering or processing operations and

facilities. However, this responsibility is limited to the scope and nature of the area assignment and by the overriding responsibility of the supervisor who serves as veterinarian-in-charge of the district.

Veterinarians at this level make final determinations in inspection, identification or certification, determine whether live or slaughtered animals or poultry are diseased, unfit for food, not showing the proper reaction to biologics, etc., and determine and take appropriate action. Decisions of major consequences or of an unusual, questionable nature may be referred to the supervisor. Incumbents recognize the need to refer and recommend action on veterinary problems that may have impact beyond the immediate assignment.

Knowledge and Abilities Required:

This level requires a sound knowledge of veterinary clinical medicine, veterinary science, and its supporting sciences; familiarity with related scientific literature; knowledge of the domestic and foreign diseases of poultry and other animals; ability to learn and acquire quickly a good understanding of the program's role and relationships; to learn, understand, interpret, and apply federal, State, interstate and foreign laws, rules, regulations and quarantines on animals and animal products; to visualize impact of actions taken or recommendations made; and to develop and maintain effective working relationships

VETERINARY MEDICAL OFFICER II

6.709

Duties Summary:

Performs professional work in veterinary medicine at a level of professional maturity; makes professional determinations on veterinary medical and technical problems; provides authoritative leadership on program activities in a district; may supervise lower-level veterinarians and/or non-veterinarian personnel; and performs other related duties as assigned.

Distinguishing Characteristics:

This class represents the professionally mature level in the veterinarian series involving the full cycle of medical and technical work in a program specialty for a district.

Nature of Assignments:

At this level, incumbents are assigned to one of the following work situations:

Livestock Disease Control: Incumbents serve as veterinarian-in-charge of the medical, scientific and regulatory activities for a designated district in the detection, control and/or eradication of livestock diseases. (District designation reflects a concentration of livestock, kinds and numbers of animal establishments, attendant medical and technical problems, complexity of public contacts, and the concomitant need for authority to act decisively and timely.)

Incumbents conduct federal-State and other major control and eradication or investigatory projects, investigate disease outbreaks and unexplained animal deaths, enforce quarantine and control measures, and provide consultation on animal disease prevention, control and eradication. Work tasks are diverse, including testing for livestock diseases, valuing animals for indemnity, conducting controlled field experiments and interpreting results, performing field autopsies, diagnosing diseases and causes of deaths, determining need and authorizing use of viable biologics, etc.

Meat and Processed Meat Inspection: Incumbents serve as veterinary meat inspector in charge of medical and regulatory activities in meat and processed meat inspection for a county district involving various combinations of a significant amount of volume and rate of slaughter and processing; kinds and numbers, location of slaughterhouses and processing facilities; nature and scope of public contacts; numbers of

subordinate veterinarian and non-veterinarian personnel; and complexity of attendant medical and technical problems. In addition to rendering authoritative medical decisions on animal disease and related problems, incumbents supervise and/or direct all slaughtering and allied operations and processing of meat-food products; the interpretation, adaptation and adjustment of federal and State requirements; and the compliance with federal and State standards on veterinary medicine, sanitation, public health, safety, and construction or remodeling of slaughterhouses and processing plants.

Quarantine and Inspection: Incumbents serve as veterinarian-in-charge of medical and scientific activities in a rabies quarantine facility with a significant volume and rate of animal imports; methods, sources and frequency of importation; numbers of animal owners, private and public veterinarians, and other public contacts; numbers of subordinate veterinarian and non-veterinarian personnel; and complexity of attendant medical and technical problems, such as the combined Halawa and Ala Moana quarantine stations.

Incumbents supervise and perform medical examinations of each animal imported; direct the visual observation of animal behavior and the collection and visual inspection of specimens for abnormal conditions; provide professional veterinary counseling on a wide range of medical problems; prescribe special, therapeutic and other diets; prescribe medical treatment of routine and minor problems, determine the need for hospitalization of animals and medical release to appropriate private veterinarian authority; conduct laboratory and other scientific studies on medical problems; and take decisive action on controversial matters.

At this level, all incumbents supervise and/or participate in varying facets of disease investigations, cooperative projects and other special studies of major significance. Assignments regularly involve the solution of medical and health

problems that require (1) judgment and perception to recognize, understand and explain controversial issues, unexpected developments or changed conditions; (2) resourcefulness to uncover obscure or concealed facts, trace the problem to the source, develop and implement a plan of action; and (3) initiative and knowledge to anticipate the impact of changing conditions and recommend or act accordingly.

In addition to the consultative services rendered at the entry level, incumbents typically serve as the subject-matter specialist in the assigned area and provide direction and coordination to assure cooperative response on a wide range of development, investigative, preventive and corrective measures to promote animal and human health and welfare.

Level of Responsibility:

Incumbents are responsible for achieving program objectives in a designated district and have commensurate authority to take whatever action is necessary to achieve these objectives. They make decisions on unusual veterinary medical and technical problems and implement action that is generally accepted as authoritative and final; recommend decisions that may have statewide application; and arbitrate disputes arising from the program and handle other difficult situations.

Incumbents have varying degrees of administrative responsibility in the planning and anticipation of program needs for a district, including such considerations as budgets, manpower, medical supplies and equipment, skills training and development, etc. Supervisory responsibilities are not a level determining factor, although subordinate staffing in each county district ranges from 3-5 non-veterinarian personnel in meat inspection and may include a few subordinate veterinarians.

Knowledge and Abilities Required:

In addition to the knowledge and abilities described at the lower level, veterinarians at this level are expected to have broad knowledge of all phases of the professional and technical work in the appropriate program specialty, including the knowledge of the particular industry, procedures, facilities, equipment, construction and pertinent federal-State requirements

and standards; ability to establish extensive public contacts, and conduct public relations as required; ability to manage district veterinary medical activities and to plan, organize, coordinate and supervise field operations; ability to arbitrate disputes, to render immediate and final decisions and to handle other difficult situations arising in connection with the program.

VETERINARY MEDICAL OFFICER III

6.711

Duties Summary:

Performs professional work in veterinary medicine at a high level of professionalism in serving as program specialist; serves as an expert consultant in a recognized specialty; cooperates with other governmental jurisdictions, national and international, and with other government agencies on the detection, control and/or eradication of animal diseases; and performs other related duties as assigned.

Distinguishing Characteristics:

This class represents a level of professional leadership in serving as the program specialist in veterinary medicine under non-technical supervision or as the first assistant in a veterinary laboratory program.

Nature of Assignments:

Assignments at this level are of a high-level specialist nature involving extensive interagency contacts in the development, interpretation, adjustment and adaptation of cooperative projects; the definition and communication of roles, relationships and operating guides; the initiation and extension of veterinary medical and consultative services to other government jurisdictions and private interests; and the continuing upgrading of veterinary medical competence and program effectiveness.

At this level, veterinarians typically plan, coordinate and integrate the composite efforts of government and private

interests; the timely expansion of the professional specialty consistent with changing conditions; the concurrent growth and utilization of resources; and the cultivation of extensive personal contacts and public relations. They provide direction and leadership to statewide negotiations or act on appeals involving major corrective action or considerable economic consequences. They explore possible alternatives and determine the course of action with the highest potential.

Consultative services are significant at this level involving assumption of an expert role in the area of specialty and interdisciplinary relations of a high professional order; the provision of substantive veterinary scientific and medical contributions to animal and/or human health; the formulation of guidelines to resolve complex situations with appropriate application and follow-up; and extensive involvement in scientific and medical research in disease prevention and control. At this level, incumbents have a distinct role of leadership in an interdisciplinary team effort when the subject matter emphasis is on animal diseases. This level of expertise in either veterinary pathology or veterinary public health is regarded as authoritative by veterinarians and other users of this service.

Level of Responsibility:

This level is characterized by the complexity of its interdisciplinary relations and cooperative integrated approach toward resolving disease problems in the field of veterinary medicine. Incumbents at this level are responsible for the professional aspects of veterinary medical services with national and international implications.

They are responsible for: (1) the structuring, adjustment and communication of sound organizational roles and relationships; (2) the development, appraisal, interpretation and adaptation of program standards, methods and operational guides; (3) the staffing, growth and motivation of the organization; (4) the evaluation, upgrading and reconciliation of results in light of experience, continuous research, new developments and changing circumstances; and (5) the effective and timely achievement of objectives. They provide for common direction of purposes, operating essentials and substance,

synthesis of effort and systematic adjustment.

Supervision received from the division chief or branch chief is general and consultative in nature on matters of protocol, major disease problems of national and/or international concern, and other factors of critical medical, scientific or technical impact.

Knowledge and Abilities Required:

In addition to the knowledge and abilities required at lower levels, this level requires comprehensive knowledge of foreign and domestic diseases; related knowledge of pathology of livestock and poultry; ability to provide leadership in veterinary medicine; outstanding ability to maintain cooperative relationships and deal authoritatively with statewide management and professional contacts characteristic of this level; and ability to integrate and coordinate the work of subordinates and the program with the work of other disciplines.