

Job Family Position Classification Standard for Professional Work in the Medical and Healthcare Group, 0600

TABLE OF CONTENTS

INTRODUCTION	3
COVERAGE	3
MODIFICATIONS TO AND CANCELLATIONS OF OCCUPATIONAL SERIES, STANDARDS, AND GUIDES	5
PART I – OCCUPATIONAL INFORMATION	7
GENERAL SERIES DETERMINATION GUIDELINES	7
DISTINGUISHING BETWEEN PROFESSIONAL AND TECHNICAL WORK	8
OFFICIAL TITLING PROVISIONS	9
FUNCTIONAL CLASSIFICATION CODES	10
OCCUPATIONAL INFORMATION BY SERIES	11
GENERAL MEDICAL AND HEALTHCARE, 0601	11
PHYSICIAN, 0602	12
PHYSICIAN ASSISTANT, 0603	14
NURSING, 0610	15
DIETETICS AND NUTRITION, 0630	17
OCCUPATIONAL THERAPY, 0631	19
PHYSICAL THERAPY, 0633	21
KINESIOTHERAPY, 0635	22
RECREATION/CREATIVE ARTS THERAPY, 0638	23
CLINICAL LABORATORY SCIENCE, 0644	25
PHARMACY, 0660	26
OPTOMETRY, 0662	28
SPEECH/LANGUAGE PATHOLOGY AND AUDIOLOGY, 0665	29
PODIATRY, 0668	31
DENTISTRY, 0680	32
INDUSTRIAL HYGIENE, 0690	34
CONSUMER SAFETY, 0696	36
IMPACT OF AUTOMATION	38
ADDITIONAL OCCUPATIONAL CONSIDERATIONS	39
CROSSWALK TO THE STANDARD OCCUPATIONAL CLASSIFICATION	41
PART II – GRADING INFORMATION	43
HOW TO USE THIS GRADING INFORMATION	43
GRADE CONVERSION TABLE	43
POSITION EVALUATION SUMMARY WORKSHEET	44
FACTOR LEVEL DESCRIPTIONS	45
FACTOR 1 – KNOWLEDGE REQUIRED BY THE POSITION	45
FACTOR 2 – SUPERVISORY CONTROLS	52
FACTOR 3 – GUIDELINES	55
FACTOR 4 – COMPLEXITY	57
FACTOR 5 – SCOPE AND EFFECT	62
FACTOR 6 – PERSONAL CONTACTS	68

FACTOR 7 – PURPOSE OF CONTACTS	68
FACTOR 8 – PHYSICAL DEMANDS	71
FACTOR 9 – WORK ENVIRONMENT	72
FACTOR ILLUSTRATIONS	73
FACTOR 1 ILLUSTRATIONS.....	73
FACTOR 4 ILLUSTRATIONS.....	87
FACTOR 5 ILLUSTRATIONS.....	101

INTRODUCTION

This Job Family Standard (JFS) provides series definitions, titling instructions, and grading criteria for non-supervisory professional positions in the Medical and Healthcare Group, 0600, for General Schedule (GS) and other “white collar” pay plans. In the GS position classification system established under chapter 51 of title 5, United States Code, the positions addressed here would be two-grade interval positions.

This JFS is divided into three parts. Part I contains occupational information applicable to Federal work covered by this JFS 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 will include explanatory material about the development of this JFS.

The term “General Schedule” or “GS” traditionally 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 this reason, reference to GS has been omitted from much of this JFS.

Coverage

This JFS covers the following occupational series:

Series	
General Medical and Healthcare	0601
Physician	0602
Physician Assistant	0603
Nursing	0610
Dietetics and Nutrition	0630
Occupational Therapy	0631
Physical Therapy	0633
Kinesiotherapy	0635
Recreation/Creative Arts Therapy	0638
Clinical Laboratory Science	0644
Pharmacy	0660
Optometry	0662

(continued)

Coverage

This JFS covers the following occupational series:

Series

Speech/Language Pathology and Audiology	0665
Podiatry	0668
Dentistry	0680
Industrial Hygiene	0690
Consumer Safety	0696

Modifications to and Cancellations of Occupational Series, Standards, and Guides

Issuance of this JFS modifies, renames, supersedes, or cancels occupational series, classification standards, and guides as described in the following table. The table also indicates how to classify work covered by previous classification standards.

Previous Series or Guidance	Action Taken / How to Classify Work Previously Covered
Medical, Hospital, Dental, and Public Health Group 0600	<ul style="list-style-type: none"> • Renames this occupational group, Medical and Healthcare Group, 0600.
General Health Sciences 0601	<ul style="list-style-type: none"> • Renames this series, General Medical and Healthcare, 0601.
Medical Officer 0602	<ul style="list-style-type: none"> • Renames this series, Physician, 0602. • Supersedes this standard, last revised in March 1973.
Physician Assistant 0603	<ul style="list-style-type: none"> • Establishes grading criteria for this series, Physician Assistant, 0603.
Nurse 0610	<ul style="list-style-type: none"> • Renames this series Nursing, 0610. • Supersedes this standard, last revised in June 1977.
Dietitian and Nutritionist 0630	<ul style="list-style-type: none"> • Renames this series Dietetics and Nutrition, 0630. • Supersedes this standard, last revised in December 1980.
Occupational Therapist 0631	<ul style="list-style-type: none"> • Renames this series Occupational Therapy, 0631. • Supersedes this standard, last revised in April 1988.
Physical Therapist 0633	<ul style="list-style-type: none"> • Renames this series Physical Therapy, 0633. • Supersedes this standard, last revised in November 2004.
Kinesiotherapy 0635	<ul style="list-style-type: none"> • Supersedes this standard, last revised in November 2004.
Manual Arts Therapist 0637	<ul style="list-style-type: none"> • Cancels this series. • Classify work previously covered by this series to the General Medical and Healthcare Series, 0601.

(continued)

Previous Series or Guidance	Action Taken / How to Classify Work Previously Covered
Recreation/Creative Arts Therapist 0638	<ul style="list-style-type: none"> • Renames this series Recreation/Creative Arts Therapy, 0638. • Supersedes this standard, last revised in November 2004.
Medical Technologist 0644	<ul style="list-style-type: none"> • Renames this series, Clinical Laboratory Science, 0644. • Supersedes this standard, last revised in May 1984.
Pharmacist 0660	<ul style="list-style-type: none"> • Renames this series, Pharmacy, 0660. • Supersedes this standard, last revised in February 1968.
Optometrist 0662	<ul style="list-style-type: none"> • Renames this series, Optometry, 0662. • Supersedes this standard, last revised in February 1974.
Speech Pathology and Audiology 0665	<ul style="list-style-type: none"> • Renames this series, Speech/Language Pathology and Audiology, 0665. • Supersedes this standard, last revised in June 1970.
Podiatrist 0668	<ul style="list-style-type: none"> • Renames this series, Podiatry, 0668. • Establishes grading criteria for this series, Podiatry, 0668.
Dental Officer 0680	<ul style="list-style-type: none"> • Renames this series, Dentistry, 0680. • Supersedes this standard, last revised in June 1966.
Industrial Hygiene 0690	<ul style="list-style-type: none"> • Supersedes this standard last revised in October 1980.
Consumer Safety 0696	<ul style="list-style-type: none"> • Supersedes this standard last revised in June 1972.

PART I – OCCUPATIONAL INFORMATION

Part I is intended for use by all agencies in evaluating professional positions in the Medical and Healthcare Group, 0600. It provides series definitions, titling instructions, and detailed occupational information for this job family.

General Series Determination Guidelines

Selection of the correct series for a position is an essential part of the entire human resources management process for a variety of reasons. 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 comparing them to the series definitions and general occupational information the job family standard (JFS) 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 job family or occupational group. Also, when the work of a position falls into more than one series within this job family, it may be difficult to determine which particular series predominates. In such situations, 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 the position's 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 providing 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 professional medical and healthcare or related knowledge and skills, classification of professional positions in the Medical and Healthcare Group, 0600, may not be appropriate. The [Additional Occupational Considerations](#) section of this JFS provides examples where the work may involve applying related knowledge and skills, but not to the extent it warrants classification to this job family.

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

Distinguishing Between Professional and Technical Work

The developmental work of professional positions and the demanding work of high-level technical positions are sometimes similar. Typical distinctions between professional and technical healthcare work follow.

Professional Healthcare Work Involves:

- Creating, exploring, evaluating, designing, and sharing solutions and the validity of their predicted performance to resolve problems, conditions, and issues.
- Applying a range and depth of knowledge acquired specifically through an intensive learning regimen of the phenomena, theories, and concepts of a scientific body of medical knowledge.
- Understanding theories, concepts, principles, and their relationships underlying the practices of professional medical work to improve the efficiency and quality of work performed or to protect the quality of life or healthcare services.
- Identifying, analyzing, advising, consulting, and reporting on medical, theoretical, and factual data, conditions, and problems.
- Assessing, resolving, and predicting the relationships and interactions of data and findings under varying conditions.
- Reasoning from existing knowledge and assumptions in the medical field to unexplored areas and phenomena.
- Staying abreast of, and evaluating medical subjects, analyses, and proposals in professional literature.

Technical Healthcare Work Involves:

- Using and/or carrying out standard procedures for a specialized healthcare field.
- Applying basic medical knowledge acquired through practical experience and on-the-job activities of accepted processes, standards, methods, and their corresponding scientific principles and results.
- Understanding and skill in applying predetermined procedures, methods, and standardized practices in a narrow specialized healthcare field, or science, or in performing technical work requiring originality, initiative, and practical judgment in using and adapting standardized medical techniques and methods.
- 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 employees.
- Foreseeing the effects of procedural changes or appraising the validity of results on the basis of experience and practical reasoning.
- Staying abreast of existing and new practical methods and applications through on-the-job and classroom training.

Official Titling Provisions

Title 5, United States Code, requires the U.S. Office of Personnel Management (OPM) to establish authorized official position titles to include a basic title (e.g., Physician) 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.

Supervisors and Leaders

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 [General Schedule Supervisory Guide](#) 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 [General Schedule Leader Grade Evaluation Guide](#) for additional titling and grading information.

Research Positions

Add the prefix “Research” to the basic title when the work satisfies the criteria for research as defined in the [Research Grade Evaluation Guide](#).

Organizational Titles

Organizational and functional titles do not replace but 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 Chief of Policy Development and Chief of Operations.

Parenthetical Titles

Some series in this JFS have prescribed parenthetical titles. For other series in this standard, agencies may supplement the titles authorized in this standard with agency-established parenthetical titles, if necessary, for recruitment or other human resources needs. Agencies may use a combination of two parenthetical specialty titles in official position titles where the two are of significant importance to the position. Use the basic title without a parenthetical specialty title for positions with no established specialty or for positions involving work in more than two of the established specialties.

Functional Classification Codes

Functional Classification Codes for Professional Scientific Work. The National Science Foundation (NSF) manages a system of functional classification codes to describe the work of scientists and engineers. NSF uses this 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 NSF. [The Guide to 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 series in this JFS. A complete list of valid functional classification codes is given below.

Agencies must assign a functional classification code to each of the professional positions classified to the Medical and Healthcare Group, 0600.

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

OCCUPATIONAL INFORMATION BY SERIES

GENERAL MEDICAL AND HEALTHCARE, 0601		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional healthcare or medical work. This series is applicable when the work of the position:</p> <ul style="list-style-type: none"> • requires knowledge and skills in two or more professional series within the Medical and Healthcare Group, 0600, and no one discipline is paramount; or • is consistent with professional medical work in this occupational group, but is not covered by an established series in this JFS. <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>No basic titles or parenthetical specialty titles are specified for this series. Agencies may construct titles that appropriately describe the work. Do not use titles authorized for other occupations to construct titles for this series.</p>	
Occupational Information	<p>General Occupational Information</p> <p>There is no specific occupational information for this series due to its broad coverage. See other individual series in this JFS for occupational information.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>	

PHYSICIAN, 0602		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work in one or more fields of medicine. Positions are classifiable to this series when the nature of duties and responsibilities are such that the degree of Doctor of Medicine or Doctor of Osteopathy is a fundamental requirement.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Physician</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Physicians diagnose illnesses and prescribe and administer healthcare treatment for people suffering from injury or disease. Physicians examine patients; obtain medical histories; and order, perform, and interpret diagnostic tests. They counsel patients on diet, hygiene, and preventive healthcare.</p> <p>Some physicians in the Federal Government provide medical care and surgical health services in healthcare facilities such as medical centers and clinical offices. These physicians typically work in agencies with medical treatment and healthcare delivery responsibilities that include operating a variety of medical facilities (e.g., hospitals and clinical offices). They often work as part of a team coordinating care for a population of patients.</p> <p>Physicians may conduct research to explore diverse medical conditions or phenomena and/or develop new and improved healthcare treatments, equipment, and application protocols. These physicians work in research facilities such as laboratories and medical research centers dedicated to studying specific diseases or conditions and may or may not deal directly with patients. Frequently, these physicians have board certification in a particular specialty or subspecialty area.</p> <p>Some Federal physicians adjudicate medical claims. They may serve as medical rating board members for a special category or general rating specialists.</p> <p>Adjudication work may involve responsibility for:</p> <ul style="list-style-type: none"> ● examining claims (initial claims and/or appeals); ● evaluating the merit of the evidence; ● determining whether a claim should be denied or granted, and to what extent. <p>Adjudication functions of medical claim offices and rating boards vary by Federal agency.</p>	

(continued)

PHYSICIAN, 0602 (continued)	
Occupational Information (continued)	<p>Physicians may support the administration of health programs through a variety of activities. For example, they may develop clinical rationale for the coverage of new medical services, devices, or diagnostic methods. They may conduct clinical reviews and analyses of the quality of Federal health programs.</p> <p>Federal physicians may also develop clinical health program policy guidance and interpretations regarding payment and eligibility issues.</p> <p>Some physicians are involved in preventing and controlling diseases and promoting public health through organized community efforts. They identify and define preventable health problems and maintain surveillance of diseases through epidemiologic and laboratory investigations, data collection, and analysis. Physicians also conduct operational research to develop and test disease prevention and control, and health promotion programs.</p> <p>Physicians working in public health often provide medical advice and consultation to other scientists working in related areas.</p> <p>Physicians often serve as medical consultants for grants, contracts, or cooperative agreements with State and local health departments, community-based organizations, and other governmental and non-governmental agencies and organizations. They design, conduct, and analyze evaluation studies and surveillance projects to measure the effectiveness of scientific public health programs and strategies.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>

PHYSICIAN ASSISTANT, 0603		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional healthcare work to provide patients with diagnostic, preventive, and therapeutic medical and/or surgical care and services under the supervision of a physician.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Physician Assistant</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Physician Assistant (PA) work involves taking and assessing medical histories, performing physical examinations, ordering and interpreting laboratory tests and x-rays, diagnosing and treating medical conditions, and devising and implementing treatment plans in consultation with supervising physicians. As determined by the supervising physician and State law, a PA may prescribe medication and function as a patient's principal care provider. They also provide patient education and counseling in such areas as preventive healthcare and the treatment and management of health problems. PAs perform their duties and responsibilities with the oversight of a supervising physician who is available for consultation when difficult medical conditions or patient concerns necessitate their advice or action.</p> <p>PAs work on a team with physicians to deliver healthcare and medical services. They may act as the principal care provider to patients in rural areas, inner city clinics, or small government office locations, where the presence of a physician is limited or provided by remote communication facilities.</p> <p>Within the Federal Government, physician assistants work in a variety of settings (e.g., hospitals, health centers, emergency or operating rooms, physician's offices, nursing homes, and specialty clinics). They also provide hospital care for surgical patients and perform minor surgery activities (e.g., suturing, splinting, and casting). In these latter situations, the PA confers with the supervising physician and other medical professionals as needed or required by State law and/or as established by Federal standards.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>	

NURSING, 0610		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work in nursing. The work involves providing care to patients, promoting better health practices, and teaching or performing research.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic titles for positions in this occupation are:</p> <p style="padding-left: 40px;">Nurse – Work that primarily involves providing direct nursing services to patients in hospitals, clinics, outpatient clinics, and emergency rooms.</p> <p>Nurse Practitioner – Work that involves serving as a primary or specialty care provider, independently or in collaboration with physicians, to provide direct comprehensive nursing, preventive, and therapeutic healthcare services to individuals, families or groups.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Nurses collaborate with physicians and other healthcare professionals to develop the nursing-care patient plan and determine how best to serve the nursing needs of particular patients or groups of patients. Consideration may include factors such as:</p> <ul style="list-style-type: none"> • information about the patient as an individual; • the patient’s medical condition; • relevant background data available in medical records and case findings; • the kind of physical care needed; • dietary needs; • exhibited emotional problems; • abilities in such self-care activities as walking, bathing, dressing, and eating; • care of dressings and braces and other appliances; • needs of the patient or the patient’s family for social services; • assistance with a medical regimen prescribed by a physician or dentist; • the need for health counseling and instruction on management of health problems; and • notifying a physician of any conditions requiring medical attention other than those under treatment (e.g., vision, hearing or dental problems). <p>Nurses evaluate execution of nursing-care plans to determine whether they are effectively meeting their goals. Based on those evaluations, they may recommend to physicians any changes they believe necessary.</p>	

(continued)

NURSING, 0610 (continued)	
Occupational Information (continued)	<p>Nurses may function as consultants providing clinical advisory tasks related to such functions as developing and assessing clinical health outcomes quality measures; evaluating clinical case reviews for adequacy of care, compliance with clinical and regulatory guidelines, overpayment, and audit recovery; and developing policy guidance for nursing care reviews conducted by State or Federal health facility surveyors.</p> <p>Some nurses may establish best practices in the field of nursing and provide training to other nurses or healthcare aids/technicians. They may also perform diagnostic and therapeutic procedures and may have prescriptive authority.</p> <p>←BACK TO TABLE OF CONTENTS</p>

DIETETICS AND NUTRITION, 0630		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work requiring knowledge of dietetics or nutrition directed toward the maintenance and improvement of health. Dietitians and nutritionists create nutrition programs, oversee the preparation and serving of meals, educate patients on healthy eating habits, and conduct research to prevent and treat illnesses.</p> <p>This series requires a functional classification code.</p>	
Titling	<p>The basic titles for this occupation are <i>Dietitian</i> and <i>Nutritionist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Dietetics and nutrition work is concerned with health as it is affected by total bodily processes relating to food and nutrients:</p> <ul style="list-style-type: none"> • digestion, absorption, metabolism, and elimination; • production, distribution, preparation, and storage; and • factors (e.g. social, economic, cultural, and psychological factors) which have an impact on food and eating habits. <p>Dietitians primarily work in the healthcare delivery system and nutritionists primarily work with community programs; however, their work may overlap. Typical activities of both dietitians and nutritionists include:</p> <ul style="list-style-type: none"> • assessing, counseling, and educating the community on food and nutrition needs; • planning, organizing, directing, coordinating, and evaluating nutrition programs; • interpreting food and nutrition legislation and research for other professionals and consumers; • consulting with healthcare professionals and communities to establish, improve, and maintain quality nutrition; • recommending and developing nutrition standards, guidelines, and criteria for health and research programs; • developing and conducting dietary studies; and • interpreting trends and developments in nutrition and health technology and research. <p>Dietitian work may include the following functions:</p> <ul style="list-style-type: none"> • Managing food service systems to provide groups with optimal nutrition and quality food; • Assessing the nutritional needs and therapeutic diets for individuals or groups located in hospitals and short- or long-term care facilities; • Counseling on dietary plans based on patients nutritional needs, adapting plans based on individuals' therapeutic needs, and consulting with other healthcare team members on patient nutritional care; • Interpreting and applying pertinent current research related to nutritional care; 	

(continued)

DIETETICS AND NUTRITION, 0630 (continued)

Occupational Information (continued)

- Assessing the nutritional needs of individuals and groups within the community;
- Planning, coordinating, and evaluating the nutritional component of healthcare services as a member of a community healthcare team;
- Researching to expand knowledge in one or more areas of dietetics; and
- Developing, facilitating, and evaluating educational materials and training programs.

Nutritionist work involves the maintenance and improvement of nutritional status through the administration of health or food assistance services, teaching, and/or research. Typical nutritionist work includes:

- developing, administrating, coordinating, and evaluating nutrition health programs and services as a member of a healthcare team; and
- providing education and information to the community through health promotion materials and social media.

[←BACK TO TABLE OF CONTENTS](#)

OCCUPATIONAL THERAPY, 0631		<u>Qualification Standard</u>
Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work that involves applying the concepts, principles, and practices of occupational therapy to treat developmental, physical, cognitive, and social disabling conditions. Occupational therapy work requires knowledge of the structure and function of the human body, environmental influences, human development, physical and psychosocial disabling conditions and skill in developing treatment plans to teach new skills, to restore performance, to give training in compensating skills, and to provide injury prevention and health promotion services.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Occupational Therapist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Occupational therapists help patients acquire or regain needed skills to live independent, productive lives. The goal of occupational therapy is to improve a person's health and sense of well-being by assisting them in performing functional activities expected at a particular stage of development or in a particular life role. Such activities include but are not limited to: taking care of personal needs; managing money; using transportation and communications equipment; developing good work habits; demonstrating skills as a student, homemaker, employee, or retiree; and developing an interest and capability for leisure and social activities.</p> <p>Occupational therapy work utilizes standardized tests and measures to identify existing or potential problems resulting from trauma, disease, or other causes in the following areas:</p> <ul style="list-style-type: none"> • motor functioning – range of motion, muscle strength, muscle tone, endurance, functional use, and gross and fine motor skills; • sensory-integrative functioning – integration of information from the nervous system (touch, movement, gravity, vision, hearing, body chemical changes, smell, pain, and temperature) in automatic functioning; • cognitive functioning – comprehension of written and verbal communication, concentration, problem solving, time management, conceptualization, and integration of learning; • psychological functioning – emotional state, feelings, coping behaviors, and self-identity; and • social functioning – ability to show trust, respect, and warmth in responding to the needs and feelings of others; ability to share tasks, compete with others, fulfill group membership roles, and exercise leadership skills. 	

(continued)

OCCUPATIONAL THERAPY, 0631 (continued)

Occupational Information (continued)

Occupational therapy work involves actively engaging patients in activities such as:

- tasks to facilitate the development or restoration of normal movement patterns, strength, and posture;
- training in activities which simulate daily demands;
- instruction in the use of adaptive or coping techniques;
- selection of and instruction in the use of wheelchairs, adaptive devices, prostheses, and orthotics;
- recommended changes in the environment to facilitate functioning; and
- organizing tasks to develop, maintain, or restore cognitive processing psychosocial skills.

[⇐BACK TO TABLE OF CONTENTS](#)

PHYSICAL THERAPY, 0633		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work involving the application of the concepts, principles, and practices of physical therapy to treat or prevent physical disabilities of patients suffering from injuries or disease.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Physical Therapist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Physical therapy work involves providing services to patients who have impairments, functional limitations, disabilities, or changes in physical function and health status resulting from a disability, injury or disease. Physical therapists:</p> <ul style="list-style-type: none"> • consult and practice with a variety of other professionals; • identify risk factors and behaviors that may impede optimal functioning; • promote health, wellness, and fitness; and • direct and supervise physical therapy services, including support personnel. <p>Physical therapists examine patient medical histories, conduct tests, and consider other measures to identify potential and existing problems. Physical therapists perform evaluations and synthesize examination data to establish diagnoses, prognoses, and plans of care for patients. Treatment strategies and anticipated outcomes developed by physical therapists often include exercise to increase the patient's flexibility and range of motion. Advanced exercise may be used to improve strength, balance, coordination, and endurance. The overall goal is to promote the ability to move, reduce pain, restore function, and prevent disability.</p> <p>Physical therapists may also use interventions to treat patients, such as:</p> <ul style="list-style-type: none"> • electrical stimulation, hot packs, cold compresses, or ultrasound to relieve pain; • traction or deep-tissue massage to relieve pain and to improve circulation and flexibility; • assistive and adaptive devices (i.e., crutches, prostheses, and wheelchairs) to assist the patient's recovery; and • exercise at home to expedite recovery. <p>Physical therapists conduct periodic examinations to reassess the patient's responses to treatment and to modify treatments when necessary. They often consult with other healthcare professionals (e.g. physicians, nurses, occupational therapists) to coordinate and maximize the patient's treatment.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>	

KINESIOTHERAPY, 0635		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work involving the application of the concepts, principles, and practices of kinesiotherapy. Kinesiotherapy work involves applying scientifically-based exercise principles to enhance the strength, endurance, and/or mobility of individuals with disabling conditions.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Kinesiotherapist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Kinesiotherapists typically follow these evaluation and treatment steps.</p> <ul style="list-style-type: none"> • administer musculoskeletal, neurological, ergonomic, biomechanical, psychosocial, and task-specific functional tests and measures; • provide evaluation findings to patients, family members, and healthcare team; • develop treatment plans and assess goals and methods; • implement treatment plans; • monitor patient responses to intervention and modify treatment as needed; and • terminate treatment upon completion of goals. <p>Kinesiotherapy treatment may include:</p> <ul style="list-style-type: none"> • therapeutic exercise; • ambulation training; • geriatric rehabilitation; • aquatic therapy; • prosthetic/orthotic rehabilitation; • psychiatric rehabilitation; • driver training; and • adapted exercise for the home setting. <p>A registered kinesiotherapist may administer treatment only upon receipt of a prescription from a qualified physician, nurse practitioner, and/or physician assistant authorized to make such referrals.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>	

RECREATION/CREATIVE ARTS THERAPY, 0638		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work involving:</p> <ul style="list-style-type: none"> • knowledge of the concepts, principles, and practices of recreation therapy and use of recreational therapy interventions and techniques; or • knowledge of the concepts, principles, and practices of a specialized creative arts therapy field (e.g. art, dance, drama, music) to remediate, restore, or rehabilitate the physical and/or mental health of patients and to reduce or eliminate the effects of illness or disability. <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic titles for positions in this occupation are:</p> <p>Recreation Therapist - Work that involves applying various recreational activities to improve, restore, or maintain the physical, psychological, emotional, cognitive, and social functioning of disabled individuals.</p> <p>Creative Arts Therapist - Work that involves applying creative arts (e.g. music, art, drama, and dance) to improve the physical, psychological, cognitive, emotional, and social functioning of disabled individuals.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Recreation/Creative Arts Therapists provide treatment to restore, improve, or maintain a patient's level of functioning, self-care, independence, quality of life, and activity skills. Both therapies are designed to minimize symptoms and to alleviate chronic illnesses, limitations, impairments, and disabilities. Recreation/Creative Arts Therapists function as members of healthcare teams to provide supportive therapy, counseling and guidance, life skills teaching, and structured individual or group activities.</p> <p>Recreation Therapists address the needs of individuals with a range of disabling conditions. Recreation therapists help patients to develop the skills needed for functional independence for community living and to promote a higher quality of life for the individual and their family. They also provide mechanisms to prevent declines in physical, cognitive, and psychosocial functioning.</p> <p>Creative Arts Therapists use activities to facilitate improved communications, expression of feelings, and improved coordination. Treatment programs and services may be provided to individuals, groups, and/or clinical environments. Activities are structured and promote the healing potential through activities such as art, dance, drama, and music.</p>	

(continued)

RECREATION/CREATIVE ARTS THERAPY, 0638 (continued)

- **Art Therapy** utilizes drawing, painting, and sculpture to encourage patients to:
 - explore their feelings;
 - promote self-expression and creativity;
 - reconcile emotional conflicts;
 - manage behavior;
 - develop social skills;
 - reduce anxiety; and
 - increase self-esteem.

- **Dance or Dance Movement Therapy** focuses on therapeutic movement to promote social integration and the expressive, communicative, emotional, and physical well-being of patients.

- **Drama Therapy** uses improvisation, role-playing, and theatrical production to reduce feelings of isolation, develop problem-solving and coping skills, and promote personal growth.

- **Music Therapy** uses music to promote wellness, manage stress, alleviate pain, build self-esteem, and facilitate movement and physical rehabilitation.

[←BACK TO TABLE OF CONTENTS](#)

CLINICAL LABORATORY SCIENCE, 0644		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional clinical laboratory science work supporting the detection, diagnosis, and treatment of disease. The work requires professional knowledge in clinical laboratory science to:</p> <ul style="list-style-type: none"> • conduct clinical laboratory tests of human blood, urine, and other body fluids or tissues; • use manual and automated techniques to confirm test results; • collect and analyze data in support of medical research; • modify or design laboratory procedures; and • establish and monitor quality control systems and measures. <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Clinical Laboratory Technologist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Clinical laboratory science is an applied science involving a number of established disciplines (microbiology, chemistry, etc.) which are universally defined, recognized, and accepted as professions by academic institutions, hospitals, industry, and government. Clinical laboratory technologists function as generalists and/or may specialize in one or more clinical disciplines, subdisciplines, or specialties. All clinical laboratory technology work requires knowledge of microbiology, clinical chemistry, hematology, and immunohematology.</p> <p>Clinical laboratory work includes duties such as:</p> <ul style="list-style-type: none"> • implementing new tests for production use; • establishing and monitoring quality control and record keeping systems and measures to assure the accuracy and validity of test results; • establishing standards and instructions for calibrating or standardizing instruments and equipment; • recommending the addition of new tests to the laboratory's service; • recognizing unexpected test reactions, errors, and discrepancies; • identifying technical, instrumental, or physiologic causes of problems (e.g., test conditions, chemical reactions, instrument function, patient variables, interfering drugs); • determining solutions based on the theory of reactions on which the procedures are based and other clinical data; • suggesting additional assays that could clarify or amplify the physicians' diagnosis; • determining the causes or possible significance of abnormalities and departures from the norm when test results do not conform to expectations; and • correlating and interpreting test results. <p>Clinical laboratory technologists may work in clinical laboratory management, medical research, and/or education programs.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>	

PHARMACY, 0660		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional, pharmacy work that involves:</p> <ul style="list-style-type: none"> • compounding prescriptions from physicians, dentists, and other licensed practitioners; • formulation, preparation, bulk compounding, selection, dispensing and preservation of drugs, medicines, and chemicals; • research on special vehicles or variations of standard formulas to meet the needs of individual patients and on original techniques of compounding and making available for use new investigational drugs; • advising on drug therapy and usage; or • administrative, consultative, or staff advisory work for a medical facility's pharmacy program. <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Pharmacist</i>.</p>	
Occupational information	<p>General Occupational Information</p> <p>Pharmacists dispense drugs prescribed by physicians and other health practitioners and provide information to health practitioners and patients about proper usage of medications. Pharmacists advise physicians and other health practitioners on the selection, dosages, interactions, and side effects of medications. Pharmacy work requires knowledge of the use, clinical effects, and composition of drugs, including their chemical, biological, and physical properties.</p> <p>Pharmacists advise patients on the use of drugs while in the hospital and on their use at home when patients are discharged. Pharmacy work also may require evaluating medication use patterns and outcomes for patients in hospitals or managed care organizations.</p> <p>Pharmacists maintain confidential electronic records of patients' medication therapies to prevent the occurrence of harmful drug interactions. Pharmacists are responsible for maintaining all medication records required by law. Pharmacists establish medication-handling procedures for the storage and preservation of medications to avoid medication changes resulting in the deterioration of the product, loss in potency, toxic products, financial loss, or other undesirable results.</p> <p>Pharmacists are responsible for the accuracy of every prescription that is filled; however they may delegate prescription-filling and administrative tasks to pharmacy technicians and aides and supervise their completion.</p>	

(continued)

PHARMACY, 0660 (continued)

Occupational Information (Continued)

Pharmacists may serve as consultants responsible for planning, monitoring and evaluating drug programs or regimens. In addition they may research medical literature and/or clinical medication information to provide accurate responses to inquiries from healthcare providers, clinicians, advocacy groups and state and/or Federal healthcare surveyors concerning the use of medications and the impact of current regulations and interpretive guidance.

[←BACK TO TABLE OF CONTENTS](#)

OPTOMETRY, 0662		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading and/or performing professional optometric work involving the application of knowledge and skills in examining and analyzing the eye for diseases and defects and prescribing correctional lenses or exercises.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Optometrist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Optometrists, also known as <i>Doctors of Optometry</i>, or <i>ODs</i>, are concerned with the diagnosis of vision problems, such as nearsightedness and farsightedness. In addition, they test patients' depth and color perception and ability to focus and coordinate the eyes. Optometrists provide visual care through the measurement of the refractive powers of the eye. Special instruments and techniques are used to find and determine defects in vision. If deficiencies are found, optometrists may prescribe eyeglasses, contact lenses, or other types of optical aids, and/or prescribe or provide other treatments (e.g. vision therapy, low-vision rehabilitation).</p> <p>Optometrists apply their knowledge and understanding of the physiological causes of visual aberrations, ocular physiology and anatomy, geometric and physiological optics as they relate to refraction and binocular vision, neural anatomy, psychology of vision, and the ocular pathology with reference to both ocular and systemic disease, to diagnose and treat vision problems.</p> <p>Optometrists test for eye diseases (e.g. glaucoma) and diagnose conditions caused by systemic diseases (e.g. diabetes, high blood pressure). When evidence of pathology is present, patients are referred for medical or other treatment. Optometrists administer drugs to patients to aid in the diagnosis of vision problems and to treat eye diseases. They provide preoperative and postoperative care to cataract patients, as well as to patients who have had laser vision correction or other eye surgery.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>	

SPEECH/LANGUAGE PATHOLOGY AND AUDIOLOGY, 0665		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work that involves the study and/or treatment of communication disorders such as language, voice, swallowing, cognition, respiration, speech, or hearing problems. The work requires professional knowledge of:</p> <ul style="list-style-type: none"> • the physiologic and cognitive mechanisms associated with normal communication and swallowing, the nature and causes of related disorders, and the methods of therapeutic treatment; and/or • the normal and abnormal hearing and balance functions, causes of disorders, and methods of prevention, identification, rehabilitation, and treatment. <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic titles for positions in this occupation are:</p> <p>Speech/Language Pathologist – Work that involves assessing, diagnosing, treating and helping to prevent disorders related to speech, language, cognitive-communication, voice, swallowing, and fluency.</p> <p>Audiologist – Work that involves the diagnosis, treatment, and prevention of hearing, balance, and related ear problems.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Speech/Language pathologists and audiologists study, evaluate, and/or treat patients with communication disorders and hearing impairments that affect social contacts, educational development, and employment opportunities. The work involves the identification, prevention, and rehabilitation of hearing loss and communication disorders. They work together and with other educational and healthcare providers. Speech-Language Pathologists and Audiologists may provide related counseling services to patients and their families.</p> <p>Speech/Language pathologists diagnose and treat speech, language, voice, and swallowing disorders that impede the normal process of communication. Some disorders may be developmental and vary from acute and static to chronic and progressive in nature. Conditions may result from a variety of causes, such as, birth defects, illness, surgery, accident, or may be related to mental or emotional problems, learning deficits, or social deprivation. Speech/Language pathologists evaluate remedial measures and select courses of intervention.</p>	

(continued)

SPEECH/LANGUAGE PATHOLOGY AND AUDIOLOGY, 0665 (continued)

Occupational Information (continued)

Speech/Language pathologists treat various disorders and impairments including:

- fluency (stuttering);
- articulation (substitution, distortion, or omission of speech sounds);
- phonology (speech patterns);
- voice (defects in phonation, voice quality, pitch, and intensity);
- dialectical variations and accent reduction; and
- cognitive aspects (attention and memory).

Speech/Language pathologists use a variety of diagnostic procedures, therapeutic techniques, and instruments to observe and evaluate communication and swallowing functions. They also determine the need for augmentative and assistive devices and instruct patients concerning the use and maintenance of their particular device.

Audiologists study, identify, assess, diagnose, and treat hearing, balance, auditory processing, and related ear problems. They use a variety of diagnostic tools and technical devices such as hearing aids, assistive listening devices, and surgical implants (e.g., cochlear implants) to treat hearing loss and problems. Audiologists plan, manage, and implement programs designed to prevent hearing loss, assess occupational risks of hearing loss, and manage hearing conservation programs that protect workers against disabling injuries. They may also perform disability examinations, provide consultations concerning noise exposure, and assess disability resulting from auditory injuries.

[⇐BACK TO TABLE OF CONTENTS](#)

PODIATRY, 0668		Qualification Standard
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work involving diagnosing and treating disorders, diseases, and injuries of the foot, ankle, and lower leg.</p> <p>This series requires a functional classification code.</p>	
Titling	<p>The basic title for this occupation is <i>Podiatrist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Podiatrists diagnose and treat foot, ankle, and lower leg problems, prescribe drugs, order physical therapy, set fractures, and perform surgery. They also provide instruction on proper foot care, patient referral services, and consultation with members of the healthcare team.</p> <p>Podiatrists use a variety of equipment, including x-ray machines, laboratory tests, drills, and instruments such as nail clippers, files, and scalpels to diagnose and treat foot problems. Podiatrists perform routine physical examinations, take podiatric histories, interpret tests and findings, and perform therapeutic procedures. Podiatrists may also provide services that require knowledge and skill in emergency medicine and podiatric surgery. Some conditions podiatrists may treat include:</p> <ul style="list-style-type: none"> ● Achilles tendinitis; ● Ganglia of the feet; ● Diabetic neuropathy; ● Foot ulcers; ● Gout; ● Rheumatoid arthritis; ● Stress fractures; and ● Bacterial, viral, and fungal infections. <p>Podiatrists consult with and refer patients to other health practitioners when there are signs of serious conditions (e.g. arthritis, diabetes, heart disease).</p> <p>←BACK TO TABLE OF CONTENTS</p>	

DENTISTRY, 0680		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work in the field of dentistry. Dentistry work involves the evaluation, prevention, diagnosis, and treatment of diseases, injuries, and disorders of the oral cavity and maxillofacial area.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Dentist</i>.</p>	
Occupational Information	<p>General Occupational Information</p> <p>Dentists diagnose, prevent, and treat teeth and tissue problems. They remove decay and fill cavities; examine x-rays; straighten, extract, and repair teeth; perform corrective surgery on gums and supporting bones to treat gum diseases; and make models and measurements for dentures to replace missing teeth. They also provide instruction on dental care, administer anesthetics, and write prescriptions.</p> <p>Dentists use a variety of equipment, including x-ray machines, drills, and instruments such as mouth mirrors, probes, forceps, brushes, and scalpels to diagnose and treat teeth and oral problems.</p> <p>Some dentists specialize in an area, such as the following:</p> <ul style="list-style-type: none"> • <i>Orthodontics and Dentofacial Orthopedics</i>: diagnose, prevent, and correct malocclusion and neuromuscular and skeletal abnormalities of the orofacial structures by applying pressure to the teeth with braces or other dental devices; • <i>Oral and Maxillofacial Surgery</i>: diagnose and surgically treat diseases, injuries, and defects involving both the hard and soft tissues of the oral and maxillofacial region (i.e. the mouth, jaw, teeth, gums, neck and head); • <i>Pediatric Dentistry</i>: provide comprehensive preventive and therapeutic oral healthcare for infants and children through adolescence; • <i>Periodontics</i> prevent, diagnose, and treat diseases of the gums, bones, and surrounding tissues supporting the teeth; • <i>Prosthodontics</i>: diagnose, treat, rehabilitate, and focus on the maintenance of oral functions, comfort, appearance, and health of the patient with conditions associated with missing or deficient teeth; • <i>Endodontics</i>: treat diseases of the dental pulp and periradicular tissues (e.g. performing root canal therapy); • <i>Oral and Maxillofacial Pathology</i>: identify and manage diseases affecting the oral and maxillofacial regions; 	

(continued)

DENTISTRY, 0680 (continued)

Occupational Information (continued)

- *Oral and Maxillofacial Radiology*: produce and interpret images and data used for the diagnosis and management of diseases, disorders, and conditions of the oral and maxillofacial region (i.e. diagnosing diseases in the head and neck through the use of imaging technologies); and
- *Dental Public Health*: prevent and control dental diseases and promote dental health through organized community efforts.

[⇐BACK TO TABLE OF CONTENTS](#)

INDUSTRIAL HYGIENE, 0690		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work involving environmental conditions which adversely affect the health and safety of people in the workplace. The work includes eliminating or controlling occupational and environmental health hazards.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Industrial Hygienist</i>.</p>	
Occupational information	<p>General Occupational Information</p> <p>Industrial hygiene is a broad field of occupational health and safety, which is concerned with the recognition, evaluation, and management of environmental conditions in the workplace which cause sickness, impaired health, significant discomfort, or inefficiency.</p> <p>Industrial hygienists may:</p> <ul style="list-style-type: none"> • inspect work sites; • anticipate potential health hazards and recommend preventive measures; • identify existing health hazards and prescribe controls; and • evaluate, study, and report findings. <p>After predicting or finding a threat to the well-being of people and/or the environment, the industrial hygienist recommends corrective measures.</p> <p>The recognition of occupational health hazards requires knowledge of, and experience with, a wide variety of industrial operations and processes, materials, and equipment. The stressors commonly encountered by workers can be broken into four broad categories:</p> <ul style="list-style-type: none"> • Chemical agents include various liquids, dusts, fumes, mists, vapors, and gases. They may be inhaled, ingested, or brought into contact with skin. • Physical agents include extremes of temperature, pressure, noise, lighting, and radiation. • Biological agents include pathogenic and nonpathogenic organisms, such as fungi, bacteria, and viruses. • Ergonomic factors include body positions related to work, such as, repetitious motion, and comfort conditions related to air temperature, humidity, and lighting. <p>Some industrial hygienists manage contracts for the development of criteria for standards for the control of chemical, biological, and physical hazards to the health of the working population. They work too with a variety of occupational health specialists such as toxicologists, physicians, chemists, epidemiologists, engineers, and other Federal industrial hygienists.</p>	

(continued)

INDUSTRIAL HYGIENE, 0690 (continued)	
Occupational information (continued)	<p>Federal industrial hygienists may inspect private businesses to assess compliance with published health standards, to cite violations, recommend penalties, and ensure that hazardous conditions are properly abated. Others evaluate the potential toxicity of materials in response to requests from employers or employee representatives.</p> <p><u>←BACK TO TABLE OF CONTENTS</u></p>

CONSUMER SAFETY, 0696		<u>Qualification Standard</u>
Series Definition	<p>This series covers positions managing, supervising, leading, and/or performing professional work concerned with enforcing the laws and regulations protecting consumers from foods, drugs, cosmetics, fabrics, toys, and household products and equipment that are impure, unwholesome, ineffective, improperly or deceptively labeled or packaged, or in some other way dangerous or defective. Consumer safety officers identify substances and sources of adulteration and contamination and evaluate manufacturing practices, production processes, quality control systems, laboratory analyses, and clinical investigation programs.</p> <p>This series requires a <u>functional classification code</u>.</p>	
Titling	<p>The basic title for this occupation is <i>Consumer Safety Officer</i>.</p>	
Occupational Information	<p>Consumer safety work involves investigating potential product defects and regulatory violations and, if necessary, obtaining voluntary remedial action that is commensurate with the magnitude of the hazard or violation. Consumer safety officers provide recall guidance and advice to healthcare professionals and other representatives, and they monitor compliance with selected voluntary standards. The products that come under their jurisdiction include foods, drugs, therapeutic devices, cosmetics, toys, equipment used by children, flammable fabrics, and hazardous substances (a broad category that includes such things as household cleaning products, pottery, foodware, and household appliances).</p> <p>Regulations and programs relating to these products primarily concern:</p> <ul style="list-style-type: none"> • Ingredients in food and drug products; • Sanitation and contamination of products; • Labeling and packaging; • Safety under normal or prescribed use; • Effectiveness of drug products; and • Manufacturing practices. <p>The primary means of obtaining information about products is by periodically inspecting establishments that manufacture, process, store, distribute, or sell them. In addition, consumer safety work involves receiving information about products from consumers, manufacturers, distributors, retail outlets, physicians, hospitals, and advertisements in medical journals and other media. If violations or poor manufacturing practices are encountered, depending on the seriousness of the problem and cooperativeness of the establishment management, a variety of actions may be taken, such as verbal requests for correction, warning letters, recalls, seizures, injunctions, or criminal prosecutions.</p>	

(continued)

CONSUMER SAFETY, 0696 (continued)	
Occupational Information (continued)	<p>Consumer safety officers evaluate raw materials, manufacturing methods and processes, laboratory analyses, packaging and distribution methods, labeling, storage conditions, and quality control techniques in terms of their effects on safety, purity, and effectiveness of the products and the accuracy and adequacy of labels, instructions, and warning statements. In conducting investigations of consumer illnesses, injuries, or deaths, the primary concern is collecting evidence necessary to determine whether the illness, injury, or death may be attributed to violations of laws enforced by the agency. Consumer safety work may involve presenting in court evidence obtained during an inspection or investigation.</p> <p>⇐BACK TO TABLE OF CONTENTS</p>

Impact of Automation

Automation, computers, information technology (IT), and their widely varied applications are valuable tools of medical and healthcare work. Automation increases the capacity of medical and healthcare workers to design and control a wide variety of devices, systems, and/or processes. Medical and healthcare workers use new and improved automated tools and methods ranging in complexity and breadth from personal computers for business use to applications for complex computational analyses and imagery applications for evaluating, diagnosing, and treatment activities.

Today's world of medical, scientific, and technological discoveries and the use of these discoveries dictate the use of advanced automated systems by medical and healthcare professionals.

The information technology tools involved and the skill required to use them generally replace or supplement work previously done manually or by machines. Although computers are used to facilitate work within this job family, automation does not change the primary purpose of the work or the paramount knowledge required to perform the work. Proper classification of positions is based on the relevant knowledge and skills required to perform the primary duties of the position.

Additional Occupational Considerations	
<p>Some positions may include professional work requiring some knowledge and skills typically associated with the Medical and Healthcare Group, 0600. In some cases, a closer look may reveal classification to a professional series in this job family may not always be appropriate.</p> <p>The General Series Determination Guidelines section of this JFS offers guidance on selecting the most appropriate series.</p>	
<p>The following table provides examples of work performed in the 0600P job family, 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 a series in this JFS.</p>	
If Work involves....	See This Standard or Series Definition:
Managing, administering, or operating a safety and occupational health program or performance of administrative work concerned with safety and occupational health activities including the development, implementation, and evaluation of related program functions.	Safety and Occupational Health Management, 0018
Managing, directing, or assisting in a line capacity in managing or directing one or more programs, including appropriate supporting service organizations, when the paramount qualification requirement of the positions is management and executive knowledge and ability. The work does not require competence in a specialized subject-matter or functional area.	Program Management, 0340
Serving as analysts and advisors to management on the evaluation of the effectiveness of government programs and operations or the productivity and efficiency of the management of Federal agencies or both.	Management and Program Analysis, 0343
Performing scientific and professional work in the field of microbiology.	Microbiology, 0403
Administering, advising on, supervising, or performing research, analytical, advisory, or other professional and scientific work in the discipline of pharmacology. Such work requires the application of a knowledge of the history, sources, physical and chemical properties; biochemical, toxic, and physiological effects; mechanisms of action; absorption, distribution, metabolism, biotransformation and excretion, and therapeutic and other uses of drugs.	Pharmacology, 0405

(continued)

Additional Occupational Considerations (continued)	
If Work involves....	See This Standard or Series Definition:
Positions which involve a variety of nursing care and practices which do not require full professional nurse education, but require the knowledge and skills represented by the licensing of practical and vocational nurses by a State, Territory, or the District of Columbia.	<u>Practical (Vocational) Nurse, 0620</u>
Applying practical knowledge of nursing care procedures and techniques which do not require knowledge and skills represented by the licensure of practical and vocational nurses by a state, territory, or the District of Columbia; or professional nurse education.	<u>Nursing Assistant, 0621</u>
Nonprofessional technical work in clinical (medical) laboratories in performing tests and examinations in one or more areas such as hematology, blood banking, or microbiology.	<u>Medical Technician, 0645</u>
Applying a practical knowledge of the techniques of anatomical laboratory practice in one or both areas of the laboratory (histopathology or cytology) and of the chemistry, biology, and anatomy involved.	<u>Pathology Technician, 0646</u>
Technical support work in a pharmacy under the supervision of a registered pharmacist.	<u>Pharmacy Technician, 0661</u>
Investigating, analyzing, and interpreting the composition, molecular structure, and properties of substances, the transformations which they undergo, and the amounts of matter and energy included in these transformations.	<u>Chemistry, 1320</u>
Applying professional knowledge of the theories, principles, and techniques of education and training to instructional and educational administration work in education programs operated by Federal agencies.	<u>Education and Vocational Training, 1710</u>
Primarily developing and conducting inspections, investigations, and related sampling and data collections activities in support of the laws and regulations protecting consumers from foods, drugs, therapeutic devices, cosmetics, fabrics, toys, and household products that are impure, unsanitary, unwholesome, ineffective, improperly labeled, or dangerous.	<u>Consumer Safety Inspection, 1862</u>

Crosswalk to the Standard Occupational Classification					
<p>The Office of Management and Budget requires all Federal agencies to use the Standard Occupational Classification (SOC) system for statistical data reporting purposes. The Bureau of Labor Statistics uses SOC codes for National Compensation Survey and other statistical reporting. The Office of Personnel Management (OPM) and other Federal agencies maintain a “crosswalk” between OPM authorized occupational series and the SOC codes to serve this need. These SOC codes and this requirement have no effect on the administration of any Federal human resources management systems. The information in this table is for information purposes only and has no direct impact on the classification of positions covered by this job family standard. The SOC codes shown here generally apply only to nonsupervisory positions in these occupations. As changes occur to the SOC codes, OPM will update this table. More information about the SOC is available at http://stats.bls.gov/soc.</p>					
Federal Occupational Series and Position Titles and Their Related Standard Occupational Classification System Codes					
Federal Occupational Series	Standard Occupational Classification Code Based on Occupational Series		Position Title	Standard Occupational Classification Code Based on Position Title	
General Medical and Healthcare, 0601	29-1199	Health Diagnosing and Treating Practitioners, All Other	(No Specified Title)	29-1199	Health Diagnosing and Treating Practitioners, All Other
Physician, 0602	29-1069	Physicians and Surgeons, All Other	Physician	29-1069	Physicians and Surgeons, All Other
Physician Assistant, 0603	29-1071	Physician Assistants	Physician Assistant	29-1071	Physician Assistants
Nursing, 0610	29-1111	Registered Nurses	Nurse	29-1111	Registered Nurses
Dietetics and Nutrition, 0630	29-1031	Dietitians and Nutritionists	Dietitian and Nutritionist	29-1031	Dietitians and Nutritionists
Occupational Therapy, 0631	29-1122	Occupational Therapists	Occupational Therapist	29-1122	Occupational Therapists
Physical Therapy, 0633	29-1123	Physical Therapists	Physical Therapist	29-1123	Physical Therapists

(continued)

Crosswalk to the Standard Occupational Classification (continued)					
Federal Occupational Series and Position Titles and Their Related Standard Occupational Classification System Codes					
Federal Occupational Series	Standard Occupational Classification Code Based on Occupational Series		Position Title	Standard Occupational Classification Code Based on Position Title	
Kinesiotherapy, 0635	29-1129	Therapists, All Other	Kinesio-therapist	29-1129	Therapists, All Other
Recreation/ Creative Arts Therapy, 0638	29-1125	Recreational Therapists	Recreation/ Creative Arts Therapist	29-1125	Recreational Therapists
Clinical Laboratory Science, 0644	29-2011	Medical and Clinical Laboratory Technologists	Clinical Laboratory Technologist	29-2011	Medical and Clinical Laboratory Technologists
Pharmacy, 0660	29-1051	Pharmacists	Pharmacist	29-1051	Pharmacists
Optometry, 0662	29-1041	Optometrists	Optometrist	29-1041	Optometrists
Speech/Language Pathology and Audiology, 0665	29-1120	Therapists	Speech/ Language Pathologist	29-1127	Speech/ Language Pathologists
			Audiologist	29-1121	Audiologists
Podiatry, 0668	29-1081	Podiatrists	Podiatrist	29-1081	Podiatrists
Dentistry, 0680	29-1021	Dentists, General	Dentist	29-1021	Dentists, General
Industrial Hygiene, 0690	29-9011	Occupational Health and Safety Specialists	Industrial Hygienist	29-9011	Occupational Health and Safety Specialists
Consumer Safety, 0696	29-9099	Healthcare Practitioner and Technical Workers, All Other	Consumer Safety Officer	29-9099	Healthcare Practitioner and Technical Workers, All Other

PART II – GRADING INFORMATION

Part II provides grading information for use in determining the appropriate grade of nonresearch and nonsupervisory two-grade interval professional positions in the Medical and Healthcare Group, 0600. 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 JFS. 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 JFS cover nonsupervisory positions at grades 5 through 15. Evaluate supervisory, leader, research, equipment development, and test and evaluation positions by applying the appropriate [functional guide](#).

Use the occupation and 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 the table reflect the most commonly found grades in this job family.

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–up	15

Position Evaluation Summary Worksheet

Organization _____

Position # _____

	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			
6/7. Personal Contacts and 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 (FLDs)

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 the extent of the skills necessary to apply the knowledge. You should only select a factor level under this factor when the knowledge described is required and applied.

Level 1-5		750 Points																								
Series	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%; padding: 5px;">General Medical and Healthcare</td> <td style="width: 10%; padding: 5px;">0601</td> <td style="width: 50%; padding: 5px;">Kinesiotherapy</td> <td style="width: 10%; padding: 5px;">0635</td> </tr> <tr> <td style="padding: 5px;">Physician Assistant</td> <td style="padding: 5px;">0603</td> <td style="padding: 5px;">Recreation/Creative Arts Therapy</td> <td style="padding: 5px;">0638</td> </tr> <tr> <td style="padding: 5px;">Nursing</td> <td style="padding: 5px;">0610</td> <td style="padding: 5px;">Clinical Laboratory Science</td> <td style="padding: 5px;">0644</td> </tr> <tr> <td style="padding: 5px;">Dietetics and Nutrition</td> <td style="padding: 5px;">0630</td> <td style="padding: 5px;">Industrial Hygiene</td> <td style="padding: 5px;">0690</td> </tr> <tr> <td style="padding: 5px;">Occupational Therapy</td> <td style="padding: 5px;">0631</td> <td style="padding: 5px;">Consumer Safety</td> <td style="padding: 5px;">0696</td> </tr> <tr> <td style="padding: 5px;">Physical Therapy</td> <td style="padding: 5px;">0633</td> <td></td> <td></td> </tr> </table>	General Medical and Healthcare	0601	Kinesiotherapy	0635	Physician Assistant	0603	Recreation/Creative Arts Therapy	0638	Nursing	0610	Clinical Laboratory Science	0644	Dietetics and Nutrition	0630	Industrial Hygiene	0690	Occupational Therapy	0631	Consumer Safety	0696	Physical Therapy	0633			
General Medical and Healthcare	0601	Kinesiotherapy	0635																							
Physician Assistant	0603	Recreation/Creative Arts Therapy	0638																							
Nursing	0610	Clinical Laboratory Science	0644																							
Dietetics and Nutrition	0630	Industrial Hygiene	0690																							
Occupational Therapy	0631	Consumer Safety	0696																							
Physical Therapy	0633																									
FLD	<p>Professional knowledge of, and skill in applying, basic medical or healthcare theories, concepts, principles, and methodology to provide patient care services sufficient to –</p> <ul style="list-style-type: none"> • accomplish developmental assignments utilizing basic techniques, procedures and methods; and • carry out limited tasks that involve the use of specialized complicated techniques. 																									

Level 1-6		950 Points
Series	<p>Physician Assistant 0603</p> <p>Nursing 0610</p>	<p>Optometrist 0662</p>
FLD	<p>Professional knowledge of, and skill in applying, a wide range of concepts, principles, and methods of the patient care field sufficient to perform difficult but well-precedented assignments assessing the condition of patients, providing care, and advising on healthcare needs.</p>	
Series	<p>Dietetics and Nutrition 0630</p> <p>Pharmacy 0660</p>	<p>Speech/Language Pathology and Audiology 0665</p>
FLD	<p>Professional knowledge of, and skill in applying, established concepts, principles, and methodology of the allied health field sufficient to perform difficult but conventional recurring assignments.</p>	
Series	<p>Occupational Therapy 0631</p> <p>Physical Therapy 0633</p>	<p>Kinesiotherapy 0635</p> <p>Recreation/ Creative Arts Therapy 0638</p>
FLD	<p>Professional knowledge of, and skill in applying, the concepts, principles, and methodology of the therapeutic field sufficient to:</p> <ul style="list-style-type: none"> • develop complex treatment plans using established procedures; and • modify or adapt difficult but conventional intervention plans according to changing conditions or reactions of patients. 	

(continued)

Level 1-6 (continued)		950 Points
Series	<p>General Medical and Healthcare 0601</p>	<p>Clinical Laboratory Science 0644 <u>Illustration(s)</u></p>
FLD	<p>Professional knowledge of, and skill in applying, established concepts, principles, and methodologies of a medical, healthcare or clinical laboratory scientific discipline sufficient to:</p> <ul style="list-style-type: none"> • perform/monitor the full-range of specialized tests and conventional procedures for which there are standard methods and techniques in one or more areas of the clinical laboratory science; • perform difficult but well-precedented assignments assessing the condition of patients, providing care, and advising on healthcare needs; • establish quality controls; • troubleshoot procedures and equipment; • calculate and correlate test results; • set up and implement new procedures; • assess and correlate data; or • read, understand, manipulate, analyze, interpret, and convey results. 	
Series	<p>Industrial Hygiene 0690</p>	<p>Consumer Safety 0696</p>
FLD	<p>Professional knowledge of, and skill in applying, the concepts, principles, and methodologies of the industrial hygiene or the consumer safety fields to:</p> <ul style="list-style-type: none"> • independently perform routine inspections or portions of large and complex inspections of manufacturing practices; or • perform assignments related to the identification, evaluation, and control of industrial health hazards. 	

Level 1-7		1250 Points	
Series	<p>Physician 0602</p> <p>Physician Assistant 0603 Illustration(s)</p> <p>Nursing 0610 Illustration(s)</p>	<p>Optometry 0662 Illustration(s)</p> <p>Podiatry 0668</p> <p>Dentistry 0680</p>	
FLD	Professional knowledge of, and skill in applying, a wide range of direct patient care services sufficient to perform highly specialized assignments of an advanced nature and considerable difficulty, requiring extended specialized training and experience.		
Series	<p>Dietetics and Nutrition 0630 Illustration(s)</p> <p>Pharmacy 0660 Illustration(s)</p>	<p>Speech/Language Pathology and Audiology 0665 Illustration(s)</p>	
FLD	Professional knowledge of, and skill in applying, a wide range of the concepts, principles, and methodologies of the allied health field sufficient to: <ul style="list-style-type: none"> perform assignments of considerable difficulty in a specialty area; analyze programs or service operations of considerable breadth and complexity; or adapt methods, approaches or procedures to enhance patient care. 		
Series	<p>Occupational Therapy 0631 Illustration(s)</p> <p>Physical Therapy 0633 Illustration(s)</p>	<p>Kinesiotherapy 0635 Illustration(s)</p> <p>Recreation/ Creative Arts Therapy 0638 Illustration(s)</p>	
FLD	Professional knowledge of, and skill in applying, a wide range of concepts, principles, and methodologies of the therapeutic field sufficient to: <ul style="list-style-type: none"> perform advanced techniques to identify existing or potential problems resulting from trauma, disease, or other causes; determine complex risk factors and behaviors that may impede optional functioning; or adapt existing treatment methods, procedures, or techniques to resolve difficult or complex problems. 		

(continued)

Level 1-7(continued)		1250 Points
Series	General Medical and Healthcare 0601	Clinical Laboratory Science 0644
FLD	<p>Professional knowledge of, and skill in applying, a wide range of concepts, principles, or methodologies of a medical, healthcare, or clinical laboratory scientific discipline sufficient to:</p> <ul style="list-style-type: none"> • conduct a variety of complex specialized tests in an area of the laboratory or specific discipline; • perform highly specialized assignments of an advanced nature and considerable difficulty, requiring extended specialized training and experience • provide advisory, reviewing, inspecting, education and training, or problem-solving services on specific problems, projects, programs, or functions • revise standard methods to improve or extend test systems; • evaluate methods to meet the requirements of particular testing situations; • plan, implement, or monitor healthcare or laboratory programs/services; or • adapt precedents or existing strategies to meet unusual healthcare or laboratory needs or special demands. 	
Series	Industrial Hygiene 0690	Consumer Safety 0696
FLD	<p>Professional knowledge of, and skill in applying, a wide range of concepts, principles, and methodologies of the industrial hygiene or the consumer safety fields sufficient to:</p> <ul style="list-style-type: none"> • perform work related to a wide range of assignments requiring extensive knowledge of a specialty area of industrial hygiene; or • perform thorough inspections or investigations of complex manufacturing processes or operations. 	

Level 1-9		1850 Points
Series	General Medical and Healthcare Physician 0601	Podiatry 0668
	Physician 0602 <u>Illustration(s)</u>	Denistry 0680
FLD	Mastery of, and skill in applying, concepts, principles, and methodologies pertaining to patient care services sufficient to perform at least one of the following:	
	<ul style="list-style-type: none"> • develop new theories, concepts, principles, standards, and methods to advance patient care services beyond current parameters; • plan and execute short-range and long-range programs and projects of national significance across multiple agencies; or • serve as a nationally recognized expert and consultant on a broad program or subject-matter program that impacts the well-being of the public and the nation. 	

FACTOR 2 – SUPERVISORY CONTROLS

This factor covers the nature and extent of direct or indirect controls exercised by the supervisor or a designated individual over the work performed, the 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: These factor level descriptions (FLDs) apply to all 0600P occupational series in the JFS.

	Level 2–2	125 Points
FLD	<p>How Work Is Assigned – The supervisor or designee instructs the employee on the objectives of the assignment and its scope, limitations, expected deadlines, and priorities. The supervisor or designee provides specific instructions on work methods and new assignments.</p> <p>Employee Responsibility – The employee:</p> <ul style="list-style-type: none"> • works independently but within the framework established by the supervisor or designee; • conforms with established practices and prescribed procedures; and • refers problems not covered by instructions or guides to the supervisor or designee for help or a decision. <p>How Work Is Reviewed – The supervisor or designated employee:</p> <ul style="list-style-type: none"> • reviews completed work closely to verify accuracy and conformance to required procedures and any special instructions; • reviews findings and conclusions to ensure they are supported by facts; and • typically reviews the more difficult and/or unfamiliar work in greater detail. 	

Level 2–3		275 Points
FLD	<p>How Work Is Assigned – The supervisor or designee outlines or discusses possible problem areas and defines objectives, plans, priorities, and deadlines. The supervisor or designee provides assistance on controversial or unusual situations without clear precedents.</p> <p>Employee Responsibility – The employee:</p> <ul style="list-style-type: none"> • independently plans and carries out the assignments in conformance with accepted policies and practices; • adheres to instructions, policies, precedents, and guidelines in exercising judgment to resolve commonly encountered work problems and deviations; and • brings controversial information or unusual findings to the supervisor’s attention for direction. <p>How Work Is Reviewed – The supervisor or designated employee reviews completed work for conformity with policy, technical soundness, adherence to deadlines, and accomplishment of objectives. The supervisor or designee does not usually review methods used to complete the assignment.</p>	

Level 2–4		450 Points
FLD	<p>How Work Is Assigned – The supervisor or designee employee outlines overall objectives and available resources. The employee and supervisor, in consultation, discuss the scope of the assignment, approaches, timeframes, and possible execution phases.</p> <p>Employee Responsibility – The employee:</p> <ul style="list-style-type: none"> • plans and carries out the assignment; • resolves most of the conflicts independently; • coordinates the work with others as necessary; • interprets policy and regulatory requirements in terms of established objectives; • keeps the supervisor or designee informed of progress and potentially controversial problems, concerns, issues, or other matters; • develops changes to plans and/or methodology; and • provides recommendations for improvements in order to meet program objectives. <p>How Work Is Reviewed – The supervisor or designated employee reviews completed work for soundness of overall approach, effectiveness in meeting requirements or producing expected results, the feasibility of recommendations, and adherence to requirements.</p>	

Level 2-5	650 Points
FLD	<p>How Work Is Assigned – The supervisor or designee employee 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 promulgated by authorities which are senior to the immediate supervisor and determines their effect on program needs; • independently plans, designs, and carries out the work to be done; and • serves as a technical authority. <p>How Work Is Reviewed – The supervisor or designated employee:</p> <ul style="list-style-type: none"> • reviews work for potential impact on broad agency policy objectives and program goals and for contribution to the advancement of the field; • considers work as being technically authoritative; and • normally accepts work without significant change.

FACTOR 3 – GUIDELINES

This factor covers the nature of guidelines and the judgment employees need to apply them. Individual assignments may vary in the specificity, applicability, and availability of guidelines; thus, the judgment employees use similarly varies. 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 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 Medical and Healthcare Group, 0600:

- Federal and State statutes, regulations, policies, and procedures;
- Accrediting agency standards;
- Regulatory agency standards;
- County and local government ordinances and codes;
- Agency program manuals, policies, and procedures;
- Medical center directives;
- Coding manuals;
- Accepted professional standards and ethics;
- Freedom of Information Act (FOIA);
- Privacy Act of 1974;
- Contract healthcare regulations;
- Professional and scientific journals, manuals, and textbooks;
- Research and technical reports;
- Agency budgetary policies, practices, and procedures; and
- Court decisions.

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: These factor level descriptions (FLDs) apply to all 0600P occupational series in this JFS.

	Level 3-2	125 Points
FLD	<p>Guidelines Used – The employee uses a number of guidelines that are directly applicable to the assignment. Guidelines prescribe established procedures and techniques and provide clear precedents.</p> <p>Judgment Needed – The employee:</p> <ul style="list-style-type: none"> • uses judgment in selecting and applying the most appropriate guidelines and references available; • determines the appropriateness and applicability of minor deviations within existing guidelines; and • refers to the supervisor or designee any situations where existing guidelines cannot be applied or requiring significant deviations. 	

Level 3-3		275 Points
FLD	<p>Guidelines Used – The employee uses a wide variety of reference materials and manuals; however, they are not always directly applicable to the work or have gaps in specificity. Precedents are available outlining the preferred approach to more general problems or issues.</p> <p>Judgment Needed – The employee considers precedents (i.e. legislation and regulations) and uses judgment in selecting, interpreting, modifying, and applying available guidelines for adaptation to specific problems or issues.</p>	

Level 3-4		450 Points
FLD	<p>Guidelines Used – The employee uses guidelines and precedents that are general regarding agency policy statements and objectives. Guidelines specific to assignments are often scarce, not applicable, or have gaps in specificity requiring considerable interpretation and/or adaptation for application to issues and problems.</p> <p>Judgment Needed – The employee uses judgment, initiative, and resourcefulness in deviating from established methods to:</p> <ul style="list-style-type: none"> • modify, adapt, and/or refine broader guidelines to resolve specific complex and/or intricate issues and problems; • research trends and patterns; • develop new methods and criteria; or • propose new policies and practices. 	

Level 3-5		650 Points
FLD	<p>Guidelines Used – The employee uses guidelines such as broad policy statements, basic legislation, recent scientific findings, or reports that are often ambiguous in nature and require extensive interpretation.</p> <p>Judgment Needed – The employee uses judgment and ingenuity and exercises broad latitude to interpret new or revised professional standards and codes, guidelines, policy statements, or regulations.</p> <p>Top agency management officials and senior staff recognize the employee as a technical expert in the development and interpretation of professional guidelines.</p>	

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.**

Level 4-2		75 Points
Series	General Medical and Healthcare 0601	Kinesiotherapy 0635
	Physician Assistant 0603	Recreation/ Creative Arts Therapy 0638
	Nursing 0610	Clinical Laboratory Science 0644
	Dietetics and Nutrition 0630	Pharmacy 0660
	Occupational Therapy 0631	Industrial Hygiene 0690
	Physical Therapy 0633	Consumer Safety 0696
	FLD	Nature of Assignment – The work consists of specific, related tasks which provide experience in the methods, practices, and procedures of the medical and healthcare field.
What Needs To Be Done – The employee decides what needs to be done by recognizing differences among a few easily distinguishable situations and then choosing a course of action from various standard steps, processes, methods, and procedures.		
Difficulty and Originality Involved – The employee recognizes the differences among a few easily distinguishable situations.		

Level 4-3		150 Points		
Series	General Medical and Healthcare	0601	Recreation/ Creative Arts Therapy	0638
	Physician Assistant	0603	Clinical Laboratory Science	0644 <u>Illustration(s)</u>
	Nursing	0610	Pharmacy	0660
	Dietetics and Nutrition	0630	Optometry	0662
	Occupational Therapy	0631	Speech/ Language Pathology and Audiology	0665
	Physical Therapy	0633	Industrial Hygiene	0690
	Kinesiotherapy	0635	Consumer Safety	0696
	<p>Nature of Assignment – The work consists of various duties that involve a series of different and unrelated processes and methods.</p>			
	<p>What Needs To Be Done – The employee:</p> <ul style="list-style-type: none"> analyzes and evaluates patient care treatment issues from many acceptable alternatives to diagnose and treat patients; or considers issues, conditions, and/or problems in support of patient care services. 			
	<p>Difficulty and Originality Involved – The employee identifies, interprets, and analyzes diverse situations and factors in order to discern interrelationships among different approaches and methods to explain and justify determinations, recommendations and implemented actions.</p>			
FLD				

Level 4-4		225 Points		
Series	General Medical and Healthcare	0601	Clinical Laboratory Science	0644
	Physician	0602	Pharmacy	0660 <u>Illustration(s)</u>
	Physician Assistant	0603 <u>Illustration(s)</u>	Optometry	0662
	Nursing	0610 <u>Illustration(s)</u>	Speech/ Language Pathology and Audiology	0665 <u>Illustration(s)</u>
	Dietetics and Nutrition	0630 <u>Illustration(s)</u>	Podiatry	0668
	Occupational Therapy	0631 <u>Illustration(s)</u>	Dentistry	0680
	Physical Therapy	0633 <u>Illustration(s)</u>	Industrial Hygiene	0690 <u>Illustration(s)</u>
	Kinesiotherapy	0635 <u>Illustration(s)</u>	Consumer Safety	0696
	Recreation/ Creative Arts Therapy	0638 <u>Illustration(s)</u>		
	FLD	Nature of Assignment – The work consists of a variety of assignments involving many different, unrelated processes and methods pertinent to the medical and healthcare field.		
What Needs To Be Done – The employee decides what needs to be done by:				
<ul style="list-style-type: none"> • researching, analyzing, testing, and evaluating information, unusual circumstances, unconventional issues, conditions, and problems; • considering different, incomplete, and often conflicting information and alternatives; and • determining efficient, effective, and feasible solutions to problems when the solutions may have serious implications. 				
Difficulty and Originality Involved – The employee uses judgment and originality in:				
<ul style="list-style-type: none"> • planning and prioritizing the sequence, direction, and progress of the work; • devising solutions and actions to resolve issues, conditions, and problems; • justifying actions, determinations, and recommendations; and/or • modifying existing patient treatment applications, processes, precedents, and techniques. 				

Level 4-5		325 Points
Series	General Medical and Healthcare Physician 0601 Physician 0602 Physician Assistant 0603 Nursing 0610 Dietetics and Nutrition 0630 Clinical Laboratory Science 0644 Pharmacy 0660	Optometry 0662 <u>Illustration(s)</u> Speech/ Language Pathology and Audiology 0665 Podiatry 0668 <u>Illustration(s)</u> Dentistry 0680 <u>Illustration(s)</u> Industrial Hygiene 0690 Consumer Safety 0696 <u>Illustration(s)</u>
	<p>Nature of Assignment – The work consists of a variety of duties requiring the application of many different, unrelated processes and methods to a broad range of activities or to the in-depth analysis of issues.</p>	
	<p>What Needs To Be Done – The employee makes decisions that involve major uncertainties with regard to the most effective approach or methodology to apply, which typically result from:</p> <ul style="list-style-type: none"> • the abstract nature of the concepts or the existence of serious conflicts among scientific requirements, program direction, and administrative requirements; • rapid or continuing changes in program or work requirements; or • technological developments. <p>or the employee:</p> <ul style="list-style-type: none"> • analyzes and resolves novel and obscure problems, complicating factors, and requirements; and • makes decisions based on intricate and unrelated items of information and assumptions from inconclusive or variable data. 	
	<p>Difficulty and Originality Involved – The employee:</p> <ul style="list-style-type: none"> • develops new standards, methods, and techniques or extends existing methodology; • evaluates the impact of technological developments; and/or • anticipates future trends and requirements. 	

Level 4-6		450 Points
Series	<p>General Medical 0601 and Healthcare</p> <p>Physician 0602 <u>Illustration(s)</u></p>	<p>Podiatry 0668</p>
FLD	<p>Nature of Assignment – The work consists of a broad range of functions characterized by exceptional breadth, requiring intensity of effort, and consisting of multiple phases.</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 healthcare problems and to devise solutions.</p> <p>Difficulty and Originality Involved – The employee makes continuing efforts to develop new concepts, theories, or programs and/or to solve problems that have previously resisted resolution.</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**.

Level 5-1		25 Points
Series	General Medical and Healthcare 0601	Kinesiotherapy 0635
	Physician Assistant 0603	Recreation/ Creative Arts Therapy 0638
	Nursing 0610	Clinical Laboratory Science 0644
	Dietetics and Nutrition 0630	Industrial Hygiene 0690
	Occupational Therapy 0631	Consumer Safety 0696
	Physical Therapy 0633	
	FLD	<p>Scope of the Work – Work involves:</p> <ul style="list-style-type: none"> • providing care to patients according to established and specific procedures; • performing specific duties under established rules, regulations, and procedures; or • providing assistance to higher-level workers by performing routine work or portions of a complete segment of an assignment of broader scope.
<ul style="list-style-type: none"> • Effect of the Work – Work results have little impact beyond the timely provision of limited services to others. 		

Level 5-2		75 Points
Series	General Medical and Healthcare 0601	Kinesiotherapy 0635
	Physician Assistant 0603	Recreation/Creative Arts Therapy 0638
	Nursing 0610	Clinical Laboratory Science 0644
	Dietetics and Nutrition 0630	Pharmacy 0660
	Occupational Therapy 0631	Industrial Hygiene 0690
	Physical Therapy 0633	Consumer Safety 0696
	FLD	<p>Scope of the Work – Work involves:</p> <ul style="list-style-type: none"> • providing care to patients according to established and specific procedures; • performing specific duties under established rules, regulations, and procedures; or • providing assistance to higher-level workers by performing routine work or portions of a complete segment of an assignment of broader scope.
<p>Effect of the Work – Work results affects:</p> <ul style="list-style-type: none"> • the comfort and attitudes of patients, making them more receptive to treatment; or • the timeliness, reliability, acceptability, and accurate completion of further processes or services performed by higher-graded coworkers. 		

Level 5-3		150 Points	
Series	General Medical and Healthcare	0601	Clinical Laboratory Science 0644 <u>Illustration(s)</u>
	Physician Assistant	0603	Pharmacy 0660
	Nursing	0610	Optometry 0662
	Dietetics and Nutrition	0630 <u>Illustration(s)</u>	Speech/ Language Pathology and Audiology 0665
	Occupational Therapy	0631 <u>Illustration(s)</u>	Podiatry 0668
	Physical Therapy	0633 <u>Illustration(s)</u>	Dentistry 0680
	Kinesiotherapy	0635 <u>Illustration(s)</u>	Industrial Hygiene 0690
	Recreation/Creative Arts Therapy	0638 <u>Illustration(s)</u>	Consumer Safety 0696
FLD	Scope of the Work – Work involves applying established criteria to resolve conventional healthcare or health-related issues and problems.		
	Effect of the Work – Work results affect the: <ul style="list-style-type: none"> • design, operation, or safety of facilities, systems, or equipment; or • social, physical, and economic well-being of patients, employees, and others. 		

Level 5-4		225 Points	
Series	General Medical and Healthcare	0601	Pharmacy 0660 <u>Illustration(s)</u>
	Physician	0602	Optometry 0662 <u>Illustration(s)</u>
	Physician Assistant	0603 <u>Illustration(s)</u>	Speech/ Language Pathology and Audiology 0665 <u>Illustration(s)</u>
	Nursing	0610 <u>Illustration(s)</u>	Podiatry 0668
	Dietetics and Nutrition	0630	Dentistry 0680 <u>Illustration(s)</u>
	Occupational Therapy	0631	Industrial Hygiene 0690 <u>Illustration(s)</u>
	Clinical Laboratory Science	0644	Consumer Safety 0696 <u>Illustration(s)</u>
	FLD	Scope of the Work – Work involves:	
<ul style="list-style-type: none"> • establishing new and improved criteria in the healthcare field or enhancing patient care concepts, theories, and principles; • investigating, evaluating, advising on, and resolving unusual problems, issues, and conditions; • adapting precedents to unusual health conditions and issues; • developing criteria, procedures, or guidelines for a particular discipline or specialized area; or • providing consultant or advisory services on a broad range of problems, conditions, programs, and functions to others in the healthcare field. 			
Effect of the Work – Work results affect:			
<ul style="list-style-type: none"> • efficiency, feasibility, security, integrity, accuracy, adequacy, and safety of a wide range of agency health and safety programs or the operations of other agencies; or • the ability of the agency to meet its goals and the needs of its patients/consumers. 			

Level 5-5		325 Points
Series	General Medical and Healthcare 0601	Podiatry 0668 <u>Illustration(s)</u>
	Physician 0602	Dentistry 0680
	Dietetics and Nutrition 0630	Industrial Hygiene 0690
	Clinical Laboratory Science 0644	Consumer Safety 0696
	Pharmacy 0660	
FLD	Scope of the Work – Work involves:	
	<ul style="list-style-type: none"> • isolating and defining unprecedented issues and unknown conditions; • formulating and exploring new theories and phenomena; • developing, testing, and advising on new approaches, theories, or methods; and/or • providing expert advice and guidance to officials, administrators, and healthcare providers on a wide range of medical and healthcare concerns. 	
Effect of the Work – Work results affect the:		
<ul style="list-style-type: none"> • development, quality, and success of major aspects of agency programs or missions; • work of other experts and high-level officials within and outside the agency; or • well-being of substantial numbers of people. 		

Level 5-6		450 Points
Series	<p>General Medical and Healthcare Physician 0601</p> <p>0602 <u>Illustration(s)</u></p>	<p>Podiatry 0668</p>
FLD	<p>Scope of the Work – Work involves planning, developing, advising on, and implementing vital medical and healthcare programs essential to the mission of the agency.</p> <p>Effect of the Work – Work results affect the:</p> <ul style="list-style-type: none"> • quality and success of key programs essential to the agency’s mission; • protection and quality of life and/or health of a large number of people on a continuous basis; or • continual advancement of the medical and healthcare fields in the Federal sector, private sector, research, and academia. 	

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 conference) 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, the 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, goals, and objectives.

Only credit points under Factors 6 and 7 for contacts essential for successfully performing the work and with 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.

Note: These factor level descriptions (FLDs) apply to all 0600P occupational series in this JFS.

PERSONAL CONTACTS	
Level 1	Other professionals, technicians, and support personnel in the immediate office or related units within the agency. Limited contact with the general public and employees outside the office.
Level 2	Employees in the same agency and/or the general public in a moderately structured setting. Contacts may include professionals and specialists from other occupations or functions (e.g., scientists, engineers, legal professionals, contractors, and client organization representatives). Contacts within the agency may be with people at various levels, such as headquarters or field offices.
Level 3	Individuals or groups from outside the agency, including consultants, contractors or representatives of the media or professional associations, in moderately unstructured settings. This level may also include contacts with agency officials who are several managerial levels removed from the employee when contacts occur on an ad hoc basis. The employee must recognize or learn the role and authority of each party during the course of the meeting.

(continued)

PERSONAL CONTACTS (continued)	
Level 4	<p>High-ranking officials from outside the employing agency at national or international levels in highly unstructured settings. Typical contacts at this level include:</p> <ul style="list-style-type: none"> • members of Congress; • Presidential advisors and cabinet-level appointees of major departments and agencies; • State governors and mayors of large cities; • presidents of large national or international firms; • national news media; or • leaders of national stakeholder and/or interest groups.

PURPOSE OF CONTACTS	
Level A	To obtain, clarify, or exchange information or facts needed to complete an assignment.
Level B	To plan, coordinate, or advise on work efforts or to resolve issues or operating problems. Contacts involve influencing or persuading people who have a cooperative attitude and mutual goals. Discussions typically involve identifying options for resolving problems.
Level C	To influence and persuade persons or groups to comply with established policies or to accept established methods using persuasion or negotiation, or by establishing rapport to gain information. Contacts may require skill in dealing with fearful, skeptical, or uncooperative people to obtain the desired results.
Level D	To justify, defend, negotiate, or settle matters involving significant or controversial issues and/or programs. Work usually involves active participation in conferences, meetings, hearings, or presentations involving broad problems or issues of considerable consequence or importance. Persons contacted typically have diverse viewpoints, goals, or objectives requiring the employee to achieve a common understanding of the problems and a satisfactory solution by convincing them, arriving at a compromise, or developing suitable alternatives.

Point Assignment Chart					
		Purpose of Contacts			
		A	B	C	D
Personal Contacts	Level				
	1	30	60	130*	230*
	2	45	75	145	245
	3	80	110	180	280
4	130*	160	230	330	

[←BACK TO TABLE OF CONTENTS](#)

***THIS COMBINATION IS UNLIKELY**

FACTOR 8 – PHYSICAL DEMANDS

This factor covers the requirements and physical demands placed on the employee by the work assignment. This includes physical characteristics and abilities (e.g., agility or dexterity requirements) and the physical exertion involved in the work (e.g., climbing, lifting, pushing, balancing, stooping, kneeling, crouching, crawling, or reaching). The frequency or intensity of physical exertion must also be considered.

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

Note: These factor level descriptions (FLDs) apply to all 0600P occupational series in this JFS.

	Level 8-1	5 Points
FLD	<p>The work primarily is sedentary. Some work may require periods of walking, standing, and bending in offices, laboratories, hospitals, treatment facilities, and other work areas. Employees frequently carry light items such as books, instruments, and other similar materials. The work does not require any special physical effort.</p>	

	Level 8-2	20 Points
FLD	<p>The work requires some physical exertion such as long periods of standing, or recurring and considerable crouching, bending, standing, stooping, stretching, or walking such as in performing regular and periodic medical activities, inspections, or to observe healthcare operations in treatment facilities. Work also includes frequent lifting of moderately heavy items weighing less than 23 kilograms (i.e., under 50 pounds) such as record boxes, equipment, or assisting in self-care transfer activities.</p>	

	Level 8-3	50 Points
FLD	<p>Work requires frequent, considerable, and strenuous physical exertion such as:</p> <ul style="list-style-type: none"> • frequent lifting of heavy objects over 23 kilograms (i.e., over 50 pounds); • long periods of standing and walking; and/or • defending oneself or others against physical attack. 	

FACTOR 9 – WORK ENVIRONMENT

This factor considers the discomfort and risk of danger in the employee's physical surroundings and the safety precautions required. Although safety regulations and techniques can reduce or eliminate some discomfort and dangers, they typically place additional demands upon the employee.

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

Note: These factor level descriptions (FLDs) apply to all 0600P occupational series in this JFS.

	Level 9-1	5 Points
FLD	<p>The work is usually performed in an office setting. The work area:</p> <ul style="list-style-type: none"> • normally involves everyday risks or discomforts requiring normal safety precautions typical of offices or meeting and training rooms; or • may involve occasional exposure to conditions in facilities or hospital settings requiring safety precautions. 	

	Level 9-2	20 Points
FLD	<p>The work involves regular and reoccurring exposure to moderate risks, discomforts, and unpleasantness such as:</p> <ul style="list-style-type: none"> • contagious diseases; • infectious materials, or toxic or irritating chemicals; • carcinogenic materials; • noxious fumes; • flammable liquids; • radiation; and/or • potentially pathogenic bacteria. <p>Special safety precautions such as protective clothing and equipment are necessary.</p>	

	Level 9-3	50 Points
FLD	<p>The work involves high risks from exposure to potentially dangerous situations or unusual environmental stress such as working with lethal viruses under uncontrolled conditions. The employee must apply a wide range of safety and other precautions.</p>	

Factor Illustrations

Illustrations are provided in this part as a tool to give insight into the meaning of the Factor Level Descriptions (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 of this JFS.

FACTOR 1 ILLUSTRATIONS

LEVEL 1-6: CLINICAL LABORATORY TECHNOLOGIST, 0644 (ILLUSTRATION 1)

Professional knowledge of, and skill in applying, the principles, concepts, and practices of medical technology; and knowledge of:

- malfunctioning indicators of complicated instruments;
- mathematical and statistical processes;
- related disciplines; and
- medicolegal and accrediting/regulatory agency requirements

sufficient to:

- perform a full range of emergency tests, including complex and non-routine analyses;
- run quality controls;
- calculate and convert analytical data to test results;
- integrate and correlate test results with other laboratory data to draw conclusions; and
- ensure that work is consistent with standards.

FACTOR LEVEL DESCRIPTION

LEVEL 1-6: CLINICAL LABORATORY TECHNOLOGIST, 0644 (ILLUSTRATION 2)

Professional knowledge of, and skill in applying, the principles, concepts, and methodologies of medical technology, specifically those unique to hematology; and knowledge of:

- hematological test systems;
- complex equipment and instruments;
- related disciplines;
- medicolegal requirements;
- instructional techniques; and
- computers systems

sufficient to:

- perform the full range of specialized and routine diagnostic tests;
- verify test results;
- make minor modifications to logic schema to determine corrective actions for problems;
- calibrate, operate, and maintain instruments and equipment;
- evaluate test results in relation to other patient and drug parameters and other laboratory data; and
- assure conformity with medicolegal requirements.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: PHYSICIAN ASSISTANT, 0603 (ILLUSTRATION 1)**

Professional knowledge of, and skill in applying, the concepts, principles, and practices of medical care sufficient to:

- conduct physical examinations and differentiate between normal and abnormal findings;
- take complete health and illness history;
- order appropriate diagnostic and development screening tests;
- determine appropriate treatment regimen;
- analyze and interpret routine laboratory results;
- prescribe and dispense non-controlled drugs according to existing military protocol;
- manage chronic health problems;
- provide follow-up care to patient to determine the patient's compliance to therapy and response to treatment;
- use specialized medical equipment and techniques;
- counsel and educate patients; and
- make updates to patient's medical records.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: PHYSICIAN ASSISTANT, 0603 (ILLUSTRATION 2)

Professional knowledge of, and skill in applying, the concepts, principles, and practices of medical care; and medical/surgical practices sufficient to:

- perform primary and surgical diagnostic and therapeutic procedures for injuries and illnesses as well as more specialized interventions and specific procedures;
- direct and/or initiate therapeutic or life-saving interventions;
- perform physical evaluations and take medical histories to make assessments to identify medical/surgical problems;
- recognize medical/surgical emergencies and take interventional steps to maintain the health and well-being of the patient;
- perform diagnostic evaluations;
- prescribe approved medications;
- develop appropriate treatment regimens;
- order diagnostic procedures to make general assessments of medical/surgical patients;
- write physicians' orders and record information in patient's chart;
- write work/activity restrictions; and
- provide surgical assistance to the primary surgeon for simple and complex operative procedures as well as invasive clinical procedures.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: NURSE, 0610**

Professional knowledge of, and skill in applying, the principles, concepts, practices, and procedures of specialized nursing care to patients sufficient to:

- provide medical care and treatment for seriously ill or injured patients and interpret plan of care to patient and family members;
- provide comprehensive nursing care based on orders of the physician and specific nursing needs of the patient;
- provide services such as effective pulmonary ventilation; and
- evaluate patient's condition and behavior arising from the use of new therapy or drugs by making and recording detailed comprehensive and accurate observations of patient's physiological and emotional responses.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: NURSE PRACTITIONER, 0610

Professional knowledge of, and skill in applying, the principles, concepts, practices, and procedures of community health nursing sufficient to:

- provide leadership in comprehensive nursing, preventative, and therapeutic healthcare service to patients and family members in a community based primary care facility as the primary health resource at the facility;
- obtain a health and developmental history from the patient or parent;
- perform or request special screening, developmental tests and laboratory tests, and interpret the tests;
- discriminate between normal and abnormal findings to recognize early stages of serious physical, emotional, or mental problems;
- make decisions concerning medical care needs of patients with physicians as well as decisions regarding nursing care needs;
- identify and manage specific illnesses;
- provide surveillance of adherence to medical and nursing regimens to stabilize chronically ill persons;
- adjust regimens within established protocols recognizing when to refer the patient to a physician or other healthcare team member;
- evaluate the nursing and medical aspects of care plans periodically, recognizing the need for reassessment by a physician or other healthcare professional;
- evaluate total healthcare needs of patients and develop plans to meet these needs;
- provide preventive care to healthy individuals including guidance in nutrition, common illnesses, child growth and development; and
- teach patients and family member's ways to maintain or improve their health status.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: DIETITIAN, 0630

Professional knowledge of, and skill in applying, a wide range of concepts, principles, and practices of clinical nutritional and dietetics in a specialty area, such as cardiology, sufficient to:

- plan, develop, and implement specialized nutritional care plans for patients;
- integrate individual methods of nutritional care with the interdisciplinary treatment plan;
- design and develop dietary guides, teaching tools, and visual aides to facilitate patients' understanding of the principles of their diets;
- review serum chemistries to assess nutritional laboratory parameters;
- recommend dietary changes to physicians;
- initiate laboratory tests to more accurately assess patient's nutritional needs;
- plan and conduct educational sessions for physicians, dietitians, medical students, and other healthcare team members regarding the nutritional management of patients;
- serve as a resource person on nutritional requirements, current nutritional concepts, and research findings related to the specialty disease;
- assess effectiveness of nutritional care plans and compliance by patient/caregiver;
- perform nutritional assessments, clinical deficiencies, history of dietary intake, and evaluation of drug nutrient interaction; and
- synthesize data collected to determine nutritional consequences on the immune system to evaluate patient's projected response to treatment.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: NUTRITIONIST, 0630**

Professional knowledge of, and skill in applying, a wide range of principles, concepts, and practices of therapeutic nutrition; and knowledge of food service management sufficient to:

- provide consulting services to a wide variety of patients with different ethnic backgrounds and other healthcare professionals within the geographic areas served;
- establish short- and long -term program goals;
- develop specialized nutritional plans for groups ranging from children to the elderly;
- adapt therapeutic nutrition plans to meet cultural needs of the patients;
- evaluate dietary habits, food purchasing practices, and food resources of different ethnic groups; and
- coordinate the nutritional program with other health agencies, programs, and services to assure optimal nutritional care.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: OCCUPATIONAL THERAPY, 0631 (ILLUSTRATION 1)

Professional knowledge of, and skill in applying, a wide range of advanced principles, concepts, and practices of occupational therapy sufficient to:

- evaluate and treat pediatric patients from birth to 21 years of age with developmental, physical, and/or learning disabilities;
- administer complex assessments to clients to determine current levels of functioning;
- perform diagnostic evaluations using multiple standardized and non-standardized evaluation tools, review of medical and school records, and clinical observations;
- interpret evaluation test results to determine strengths and weaknesses of patients' developmental, physical, and psychosocial skills;
- develop short- and long-term goals;
- determine therapeutic and/or medical needs of clients with mild to severe handicapping conditions;
- develop intervention plans and consult with classroom teachers on instructional modifications;
- design treatment programs using traditional and nontraditional treatment modalities; and
- fabricate or modify equipment.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: OCCUPATIONAL THERAPY, 0631 (ILLUSTRATION 2)**

Professional knowledge of, and skill in applying, a wide range of advanced principles, concepts, and practices of occupational therapy sufficient to:

- evaluate and treat difficult or complex individual problems with neuro-rehabilitation adolescence to geriatric population;
- develop treatment plans for a wide variety of disabilities such as cerebral vascular accidents; spinal cord injuries; neurological disabilities; traumatic head injuries; low vision impairments; perceptual motor dysfunction; and other neurological, orthopedic, general medicine, and surgical conditions;
- discern types of problems and degree of deficit in activities of daily living, cognitive/perceptual ability, social skills, and emotional/behavioral skills;
- develop individualized short- and long-term rehabilitation treatment plans;
- evaluate patient's progress or regression and modify the rehabilitation plan;
- incorporate current research information into the rehabilitation plan;
- determine the need for adaptive equipment and upper extremity orthotics;
- instruct patient and family members on home programs; and
- provide patient education on diagnostic process and treatment.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: PHYSICAL THERAPIST, 0633

Professional knowledge of, and skill in applying, a wide range of principles, concepts, and practices of physical therapy sufficient to:

- plan and carry out the full range of specialized and complex treatments for patients who are acutely ill or have a combination of severe mental or physical disabilities with secondary complications;
- establish new treatment plans when established procedures are not applicable or must be substantially adapted;
- devise or adapt equipment to carry out treatment with severely disabled patients; and
- employ unusual motivational techniques to obtain the participation of the patients during treatment.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: KINESIOTHERAPY, 0635**

Professional knowledge of, and skill in applying, a wide range of concepts, principles, and practices of kinesiotherapy sufficient to:

- apply advanced techniques, approaches, and procedures to facilitate the treatment of patients with complex medical/physical deficiencies;
- develop comprehensive treatment programs for disabilities associated with aging, emotional, neurological, orthopedic, and other medical conditions;
- serve as a member of an interdisciplinary team;
- counsel and educate patients, families, and significant others concerning the patient's treatment program disease process, rehabilitation potential, availability of community resources, care, safety/maintenance/use of adaptive devices, and behavior management to improve understanding, motivation, and active participation in the rehabilitation process; and
- review scientific literature and technical publications to keep current with latest technology and incorporate into treatment.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: CREATIVE ARTS THERAPIST, 0638

Professional knowledge of, and skill in applying, the concepts, principles, and practices of arts therapy; and knowledge of:

- psychodynamics;
- psychopathology; and
- human development

sufficient to:

- select and apply the appropriate form of art therapy;
- adapt treatment approaches for patients with organically-based developmental delays, learning disabilities, emotional disturbances, or a combination of these;
- use art as an evaluative tool with individual psychiatric patients and their families;
- conduct individual and family art assessments;
- perform in-depth assessment and treatment of adolescents;
- treat multiaxial and complex medical and psychiatric illness;
- develop art therapy treatment plans and goals for each patient; and
- maintain weekly therapy progress notes.

[FACTOR LEVEL DESCRIPTION](#)**LEVEL 1-7: RECREATION THERAPIST, 0638**

Professional knowledge of a wide range of the concepts, principles, procedures, and techniques of recreation therapy sufficient to:

- accomplish the maximum rehabilitation of difficult patients in mixed diagnostic categories with complex medical, physical, behavioral, and mental deficiencies;
- develop an initial clinical assessment of each patient;
- interpret physician prescriptions to independently formulate a treatment plan that meets prescribed goals;
- develop a treatment plan that attains goals without exacerbating other conditions/problems;
- participate on interdisciplinary teams; and
- modify techniques and develop new approaches to ensure the realization of patient treatment goals.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 1-7: PHARMACIST, 0660 (ILLUSTRATION 1)

Professional knowledge of, and skill in applying, the concepts, principles, and practices of pharmacy science sufficient to:

- compound and dispense prescriptions;
- develop and prepare sterile products such as total parenteral nutrition and IV admixtures;
- screen prescriptions for proper interpretation; appropriate dosages; and possible therapeutic, chemical, or physical incompatibility;
- advise patients and nursing staff on dosage regimen, side effects, and storage requirements;
- prepare cancer chemotherapeutic agents;
- participate in special programs as a consultant such as metabolic support (parenteral nutrition), drug evaluation and clinical studies; and
- serve as an advisor on therapeutic problems.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: PHARMACIST, 0660 (ILLUSTRATION 2)**

Professional knowledge of, and skill in applying, the concepts, principles, and practices of pharmacy science sufficient to:

- monitor and modify drug therapy when it differs from established clinical parameters or protocols;
- evaluate drug therapy for proper therapeutic endpoint;
- prepare complex combination chemotherapy regimens for clinical protocols;
- interact with patients to obtain drug history, monitor patients' responses, educate and counsel, and explain information on current drug therapy and potential side effects;
- participate in daily rounds to monitor and review drug therapy;
- review and evaluate drug literature;
- serve as liaison with physicians, nurses, and other staff on drug-related problems;
- monitor adverse drug reactions;
- design and conduct interdisciplinary educational programs in drug therapy; and
- develop and provide education materials to patients.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: OPTOMETRIST, 0662

Professional knowledge of, and skill in applying, advanced concepts, principles, and practices of optometry sufficient to:

- serve as an authoritative information source on the practice of optometry;
- serve as an occupational vision consultant;
- perform external and internal dilated and non-dilated ocular examinations;
- conduct objective and subjective optometric procedures;
- perform tonometry and biomicroscopy and ensure that patients who manifest evidence of ocular and/or systemic diseases are referred to private physicians;
- correlate findings and test results and prescribe appropriate correction;
- prescribe vision training or orthoptics as indicated;
- fabricate, verify, and dispense protective eyewear;
- interview workers who wear contact lenses and evaluate job hazards relative to visual enhancement provided by contact lenses;
- advise occupational health physicians when visual disabilities require restricted work assignment for employees; and
- remain abreast of latest developments in the field of occupational vision.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: SPEECH/LANGUAGE PATHOLOGIST, 0665**

Professional knowledge of, and skill in applying, a wide range of theories, concepts, principles, and practices of human communication to treat specific disorders of speech, language, and voice and their causes sufficient to:

- evaluate the cause of communication disorders and swallowing problems in pediatric and adult patients;
- determine the cause of pathology of disorders and recommend preventive and remedial measures;
- perform the full range of diagnostic tests for patients with severe communication disorders and swallowing problems;
- counsel patients regarding the effect of medical and/or surgical procedures on receptive and expressive communication;
- counsel family members regarding the communication problems and resultant special emotional needs of the patient;
- plan and implement an effective course of therapy for difficult and complex cases;
- fix surgical prosthetic devices; and
- provide instruction on the use and maintenance of prosthetic and therapeutic devices.

FACTOR LEVEL DESCRIPTION

LEVEL 1-7: AUDIOLOGIST, 0665

Professional knowledge of, and skill in applying, a wide range of theories, concepts, principles, and practices of human communication to treat specific auditory disorders and their causes sufficient to:

- select and administer the full range of consultative and diagnostic procedures to neonates, infants, children, adolescents, adults, and geriatric patients at the medical treatment facility and interpret the results;
- diagnose and develop treatment for cases that are complex in terms of the severity of the hearing impairment and the presence of multiple disabilities; and
- provide consultative assistance to other facilities in the area of diagnostic site of lesion testing and rehabilitative audiology, to include therapeutic intervention, assistive listening devices, and technologically advanced amplification systems.

FACTOR LEVEL DESCRIPTION**LEVEL 1-7: INDUSTRIAL HYGIENIST, 0690**

Professional knowledge of, and skill in applying, a wide range of principles, concepts, and practices of industrial hygiene to carry out health hazard evaluations of a wide variety of industrial worksites sufficient to:

- plan, coordinate, and conduct detailed surveys and investigations related to the recognition, evaluation, and formulation of controls for occupational health hazards; and
- conduct or serve as team leader for surveys of worksites throughout a medical region or a large complex facility to identify and evaluate the potential for excessive exposure to toxic materials and harmful physical agents found in the workplace.

FACTOR LEVEL DESCRIPTION

LEVEL 1-8: PODIATRIST, 0668

Mastery of, and skill in applying, the theories and practices of podiatry and a comprehensive knowledge of anatomy, physiology, microbiology, pathology, and pharmacology sufficient to:

- diagnose and treat foot disorders to include the most difficult cases arising from non-systemic origin;
- perform major and complex foot surgery in the operating room under local and general anesthesia;
- review medical history and drug therapies necessary to prescribe appropriate medications used in conjunction with postoperative problems and rehabilitation; and
- provide clinical oversight of a foot at risk clinic that involves evaluation, medical and surgical intervention, and hospital admissions when indicated for complex cases.

FACTOR LEVEL DESCRIPTION**LEVEL 1-8: DENTIST, 0680**

Mastery of the theories, principles, and practices of dentistry sufficient to:

- diagnosis difficult cases not susceptible to acceptable methods;
- treat diseases, abnormalities, injuries, defects of teeth and investing tissues, and dental health problems;
- expose and interpret radiographs of the teeth, oral cavity, and supporting structures to diagnose the type and extent of treatment required;
- perform restoration of teeth with simple and complex cavities with standard and prescribed dental materials in routine and difficult cases;
- administer local anesthesia as required for treatment and diagnoses of dental diseases;
- extract single or multiple teeth;
- remove unerupted and impacted teeth and residual root tips;
- perform prosthodontic care on patients requiring routine and complicated replacement of missing teeth and/or crowns;
- diagnose and perform root canal therapy on anterior and posterior teeth for children and adults; and
- perform dental treatment on children and adults requiring special management (i.e., medically compromised and elderly patients).

FACTOR LEVEL DESCRIPTION

LEVEL 1-8: CONSUMER SAFETY, 0696

Mastery of, and skill in applying, the theories and practices of a scientific field such as chemistry, biology, pharmacology, or food technology; and a comprehensive knowledge of:

- the principles and practices of assigned areas such as food or biotechnology;
- the Food, Drug, and Cosmetic Act;
- governing rules and regulations and court precedents applicable to the assigned area; and
- written and verbal communication techniques

sufficient to:

- serve as a technical authority in a particular assigned area;
- provide authoritative advice and assistance on extensive, complex, and complicated manufacturing processes and operations and inspectional problems relative to the safety and effectiveness of products;
- recognize discrepancies or inconsistencies in reported information;
- provide written analyses of data and in-depth fault analysis evaluations and product failures;
- interpret and apply laws, policies, and regulations;
- develop evidence when situations encountered may result in regulatory action;
- perform tasks related to the regulation of a specific industry;
- develop analyses that are used for presentations and in negotiations;
- conduct negotiations with industry representations and other government agencies; and
- develop training programs.

FACTOR LEVEL DESCRIPTION

LEVEL 1-9: PHYSICIAN, 0602 (ILLUSTRATION 1)

Mastery of, and skill in applying, theories, principles, concepts, and practices of medicine sufficient to:

- serve as an expert in medical evaluations, treatment, and follow-up of patients with suspected illnesses;
- apply new scientific and/or technological procedures in the evaluation of complex patient diagnosis;
- serve as a recognized authority for the medical program;
- develop guidelines for interns, residents, and other hospital staff to follow when carrying out patient care services; and
- assess program effectiveness for the delivery of patient care services.

FACTOR LEVEL DESCRIPTION**LEVEL 1-9: PHYSICIAN, 0602 (ILLUSTRATION 2)**

Mastery of, and skill in applying, theories, principles, concepts, and practices of a specialty medical area sufficient to:

- provide advisory and consultative services to other board members regarding conflicting medical evidence;
- elicit and interpret complex medical aspects of disability claim cases;
- provide authoritative knowledge of a specialty area for advising board members; and
- establish program precedents resulting in standards, policies, and guides in disability evaluation matters.

FACTOR LEVEL DESCRIPTION**LEVEL 1-9: PHYSICIAN, 0602 (ILLUSTRATION 3)**

Mastery of, and skill in applying, theories, principles, concepts, and practices of medicine, specifically occupational medicine sufficient to:

- plan, execute, and administer an occupational medicine program;
- provide medical direction for the program;
- determine program scope, policies, objectives, and specific goals;
- provide direction and guidance to staff;
- serve as physician advisor of the program;
- develop and manage the program budget; and
- confer with personal physicians on employee health matters related to job performance.

FACTOR LEVEL DESCRIPTION

FACTOR 4 ILLUSTRATIONS

LEVEL 4-3: CLINICAL LABORATORY TECHNOLOGIST, 0644 (ILLUSTRATION 1)

Nature of Assignment – Work consists of performing the full range of emergency procedures in the areas of chemistry, urinalysis, hematology, serology, bacteriology, and immunohematology.

What Needs To Be Done – The employee:

- analyzes the suitability of the specimen;
- identifies the requirements of the requested test, the purpose of the analysis, and the types and frequency of the control procedures; and
- correlates the test results with other laboratory and/or patient data and other similar factors.

Difficulty and Originality Involved – The employee exercises versatility, judgment, and perception to:

- apply standard techniques and practices;
- select alternative procedures to correct errors;
- identify and interpret diverse factors, situations, and conditions;
- understand interrelationships among different strategies, standards, and activities; and
- explain and justify determinations.

FACTOR LEVEL DESCRIPTION

LEVEL 4-3: CLINICAL LABORATORY TECHNOLOGIST, 0644 (ILLUSTRATION 2)

Nature of Assignment – Work consists of performing a variety of procedures evaluating and interpreting test results in the hematology section of a clinical laboratory.

What Needs To Be Done – The employee:

- analyzes complex and infrequently requested tests;
- evaluates abnormal results;
- uses and maintains laboratory equipment; and
- develops and monitors quality controls.

Difficulty and Originality Involved – The employee exercises versatility, judgment, and perception to:

- identify and interpret diverse factors, situations, and conditions;
- understand interdependency of different tests; and
- explain and justify determinations of test results based on laboratory data.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: PHYSICIAN ASSISTANT, 0603

Nature of Assignment – Work consists of providing diagnostic, preventative, and therapeutic health services to patients and family members in a primary care facility under the guidance of a physician.

What Needs To Be Done – The employee:

- obtains health and developmental history from patient or parent;
- conducts physical examinations;
- records findings and makes critical evaluations;
- requests special screenings and developmental and laboratory tests;
- interprets test results;
- provides full range of emergency services or crisis intervention;
- reassesses treatment plans as needed;
- provides medical care and preventative services to healthy individuals including guidance in nutrition, common illnesses, child growth, and development;
- makes decisions concerning medical care needs of patients with physicians;
- works collaboratively with physician in management of some complex cases;
- prescribes and dispenses (non-controlled) medications according to approved medication lists and existing protocols and instructions;
- provides direct medical care in the presence of illness or disability in order to maintain life, provide comfort, reduce distress, and enhance coping ability;
- provides surveillance over medical practices applied to stabilize chronically ill persons;
- adjusts treatments within established standing order recognizing when to refer the patient to the physician or other health team members;
- instructs and counsels patients to obtain confidence and understanding of and compliance with treatment plans and long-term health maintenance;
- identifies and evaluates medical psychological problems, making referrals when necessary;
- provides patient education; and
- notate patient medical data into medical records.

Difficulty and Originality Involved – Exercises judgment and ingenuity to:

- identify abnormalities discovered in physical examinations;
- obtain and record medical histories;
- request and review diagnostic studies and developmental screening tests;
- initiate treatment and make referrals; and
- understand the values and customs of the ethnic group and the effect of cultural differences on healthcare delivery.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: NURSE PRACTITIONER, 0610

Nature of Assignment – Work consists of providing a complete range of nursing services in a community including the assessment of patients through counseling, teaching, and treating minor illnesses.

What Needs To Be Done – The employee:

- serves as the provider of healthcare in the community by providing comprehensive nursing, preventative, and therapeutic healthcare service to patients and family members;
- assesses, plans, evaluates, and modifies the treatment of patients and families;
- counsels, teaches, and coordinates services; and
- makes diagnoses and initiates therapies.

Difficulty and Originality Involved – Exercises judgment and ingenuity to:

- apply and adapt standard techniques and practices to new situations;
- interpret and ensure compliance with patient care standards; and/or
- refine methods and procedures to follow when delivering patient care services.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: DIETITIAN, 0630

Nature of Assignment – Work consists of assessing cardiology patients to establish medical nutritional care plans and provide nutritional care, counseling, and education.

What Needs To Be Done – The employee:

- plans, coordinates, directs, and participates in all nutritional care activities for patients in cardiology-related programs;
- plans, develops, and implements individualized nutritional care plans including nutrition education for patients and caregivers;
- develops and tailors nutritional therapy to each patient's disease, interdisciplinary care plan, dietary needs, ethnic background, and socioeconomic conditions;
- designs and develops dietary guides, teaching tools, and visual aids to facilitate patients' understanding of the principles of their diets;
- assesses medical nutritional needs through physician ordered laboratory tests and develops individual, specialized care plans;
- assesses patients' nutritional status, the need for oral nutritional supplements, and total enteral nutrition therapy products, and writes prescriptions;
- counsels patients and/or caregiver;
- plans, develops, and organizes nutrition education programs for cardiac patients and caregivers; and
- plans and conducts educational sessions for physicians, dietitians, and other staff.

Difficulty and Originality Involved – Exercises considerable judgment to:

- develop, update, and refine the medical nutritional treatment plan for cardiac patients and training materials for a variety of complicated disease states; and
- translate scientific information into comprehensible nutritional instruction, education, and guidance to patients, their families, and allied health professionals.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: OCCUPATIONAL THERAPIST, 0631

Nature of Assignment – Work consists of developing plans, identifying needs, coordinating with other groups, and providing highly specialized evaluation and treatment for complex and difficult cases involving children with multiple medical and educational problems, such as cerebral palsy, spina bifida, prematurity, and autism.

What Needs To Be Done – The employee:

- selects, administers, adapts, scores, and interprets examinations of children to determine their level of delay in gross motor skills and in activities of daily living;
- determines the appropriate intervention;
- carries out the intervention; and
- communicates appropriately with the family of the child and with other caregivers and professionals.

Difficulty and Originality Involved – Exercises considerable judgment to determine the appropriate intervention for each child/family and in developing new and innovative approaches to evaluation and treatment.

FACTOR LEVEL DESCRIPTION**LEVEL 4-4: PHYSICAL THERAPIST, 0633**

Nature of Assignment – Work consists of providing physical therapy services to a wide variety of patients from different age groups and disability groups referred by a physician, dentist, or podiatrist.

What Needs To Be Done – The employee:

- designs a program of therapy to reach treatment objectives;
- uses a series of complex evaluation tests and rating scales to determine patient's level of function;
- develops a treatment plan and objectives to be met;
- coordinates and employs simultaneously several treatment approaches to accomplish complex treatment objectives;
- advises patients on the necessity of special orthotic/assistive devices when appropriate;
- participates in interdisciplinary clinics; and
- selects the most appropriate techniques.

Difficulty and Originality Involved – Exercises considerable judgment to:

- adapt and modify treatment plans for patients with severe and/or multiple disabilities;
- making independent decisions in the absence of established guidelines; and
- develop innovative solutions to unconventional problems.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: KINESIOTHERAPIST, 0635

Nature of Assignment – Work consists of planning and administering a treatment program for patients with complex and multiple health problems.

What Needs To Be Done – The employee determines potential for attaining goals and establishing a program to facilitate the patient’s progress toward goals to include:

- assessing status;
- recognizing co-morbidity, contraindications, and needed precautions;
- identifying intervention;
- establishing a treatment program;
- applying kinesiotherapy principles appropriate for the program; and
- re-assessing patient’s level of functioning and subsequent treatment modifications.

Difficulty and Originality Involved – Exercises considerable judgment to develop a treatment program when patients have complex, multiple medical problems requiring refinement of established treatment procedures or innovative approaches compounded by shorter hospital stays and rapid discharges to home and community.

FACTOR LEVEL DESCRIPTION**LEVEL 4-4: CREATIVE ARTS THERAPIST, 0638**

Nature of Assignment – Work consists of developing an art therapy program for the treatment of adolescent psychiatric patients.

What Needs To Be Done – The employee:

- develops treatment plans;
- adapts or modifies treatment procedures;
- develops new techniques and approaches to achieve objectives in severe and complex mental cases;
- monitors effectiveness of services and modifies treatment when necessary; and
- participates on interdisciplinary teams.

Difficulty and Originality Involved – Exercises considerable judgment to:

- provide analysis of complicated psychiatric cases with multiple problems, such as, seizure disorders, learning disabilities, and dysfunctional family systems; and
- design and implement multidimensional treatment approaches.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: RECREATION THERAPIST, 0638

Nature of Assignment – Work consists of planning a treatment program for critically disabled patients with complex and multiple medical problems.

What Needs To Be Done – The employee:

- develops, organizes, and administers recreation programs to provide therapeutic treatment;
- develops psychosocial interventions for coping with frustration, stress, anger, and hostility;
- functions as a member of an interdisciplinary team to coordinate patient treatment to achieve maximum rehabilitation potential; and
- participates in unit rounds with physicians and other members of the treatment team.

Difficulty and Originality Involved – Exercises considerable judgment to:

- modify techniques;
- create new ways to maximize the rehabilitation process; and
- develop new approaches to achieve treatment goals.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: PHARMACIST, 0660

Nature of Assignment – Work consists of selecting, compounding, dispensing, and preserving drugs and participating in training programs.

What Needs To Be Done – The employee:

- compounds and dispenses prescriptions including bulk compounding of pharmaceuticals;
- develops and prepares sterile products such as total parenteral nutrition, IV admixtures, allergy extracts, ophthalmic solutions, and investigational drugs;
- screens prescriptions for proper interpretation; appropriate dosages; and possible therapeutic, chemical or physical incompatibility;
- advises patients and nursing staff on dosage regimen, side effects, storage requirements, and any special instructions;
- prepares cancer chemotherapeutic agents;
- serves as advisor on therapeutic problems;
- prepares and participates in training programs for pharmacy technicians and other hospital staff personnel; and
- participates as a consultant in special programs such as metabolic support (parenteral nutrition), drug evaluation, and clinical studies.

Difficulty and Originality Involved – Exercises considerable judgment to:

- perform pharmaceutical work that involves the consideration of such factors as:
 - therapeutic, physical, and chemical incompatibilities in evaluating dosages;
 - permissible concentrations of drugs;
 - chemical reactions resulting in insolubility, inactivation, or precipitations;
- develop variations in standard formulas to meet the needs of individuals patients; and
- serve as an advisor to the medical staff on known and potential effects on the use of new drugs or drugs in an investigational status.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: SPEECH/LANGUAGE PATHOLOGIST, 0665

Nature of Assignment – Work consists of planning, coordinating, and providing the full range of speech/language pathology services to treat patients of all ages with speech, language, and voice disorders.

What Needs To Be Done – The employee:

- evaluates and treats patients;
- determines which patients require services depending on the nature, severity, and complexity of their disorder; and
- determines by the nature of the disorders which patients need referral to other specialists, such as to a prosthetist for the fabrication of devices designed to improve intelligibility of speech.

Difficulty and Originality Involved – Exercises considerable judgment and creativity to develop innovative assessment techniques and solutions for complex and severe types of communication disorders.

FACTOR LEVEL DESCRIPTION**LEVEL 4-4: AUDIOLOGIST, 0665**

Nature of Assignment – Work consists of evaluating and providing treatment for a variety of hearing and vestibular disorders which may be severe alone or complicated by other physical and/or mental disabilities.

What Needs To Be Done – The employee performs, evaluates, and interprets diagnostic tests that are significantly inconsistent or conflicting and which require careful selection and interpretation or further diagnostic measures to evaluate auditory or vestibular disorders in adult and geriatric patients.

Difficulty and Originality Involved – Exercises considerable judgment to identify, assess, diagnose, and develop rehabilitation plans for hearing loss and vestibular disorders in adult and geriatric cases that are complex in terms of severity of communicative impairment and presence of complicating physical and emotional factors.

FACTOR LEVEL DESCRIPTION

LEVEL 4-4: INDUSTRIAL HYGIENIST, 0690

Nature of Assignment – Work consists of conducting evaluations and surveys that cover a wide range of agency operations at facilities located in various parts of the region. The work activities and work environment involve a variety of exposure to physical, chemical, and/or radiological health hazards.

What Needs To Be Done – The employee:

- plans and conducts complete evaluations of work operations involving potentially hazardous environmental conditions;
- analyzes findings; and
- recommends corrective measures and controls.

Difficulty and Originality Involved – Exercises considerable judgment and creativity to:

- conduct surveys where industrial processes are frequently changing and with new materials for which composition and/or toxicological information may be sketchy; and
- adapt and modify established methods of control to meet the requirements of the particular situation.

FACTOR LEVEL DESCRIPTION**LEVEL 4-5: OPTOMETRIST, 0662**

Nature of Assignment – Work consists of providing:

- optometric services to civilian and military personnel; and
- comprehensive occupational vision consultant services.

What Needs To Be Done – The employee:

- performs external and internal dilated and non-dilated ocular examinations;
- performs objective and subjective optometric procedures; and
- detects ocular or systemic diseases and refers patients requiring other medical treatment to a physician.

Difficulty and Originality Involved – Exercises considerable judgment to:

- determine the suitability and applicability of new ophthalmic materials, devices, and processes to the sight conservation program; and
- assist in statistical and investigative studies related to the development of corrective and protective optical devices.

FACTOR LEVEL DESCRIPTION

LEVEL 4-5: PODIATRIST, 0668

Nature of Assignment – Work consists of many different and unrelated processes such as performing complex as well as routine surgical procedures and managing high risk clinics.

What Needs To Be Done – The employee:

- performs complex procedures such as pedal amputations or debridement of gangrenous and necrotic tissue;
- treats podiatric deformities;
- manages and treats complex problems caused by multiple systemic illnesses;
- diagnoses and treats foot disorders;
- performs injection therapy;
- provides conservative care for a variety of foot and ankle problems; and
- interprets x-rays for bone and joint pathology, deformities, trauma, and associated soft tissue structural changes.

Difficulty and Originality Involved – Exercises considerable judgment to develop full treatment regimens and surgical procedures that incorporate innovative techniques and unusual skill.

FACTOR LEVEL DESCRIPTION

LEVEL 4-5: DENTIST, 0680

Nature of Assignment – Work consists of:

- diagnosing and treating difficult and unusual cases in a specialty area of dentistry; and
- providing advisory services to other dental experts.

What Needs To Be Done – The employee:

- develops treatment plans for difficult cases;
- applies latest technological developments; and
- develops innovative techniques.

Difficulty and Originality Involved – Exercises considerable judgment and creativity to develop new approaches and techniques to unusual problems and difficult cases.

FACTOR LEVEL DESCRIPTION**LEVEL 4-5: CONSUMER SAFETY, 0696**

Nature of Assignment – Work consists of a broad range of activities related to the agency's overall consumer safety programs.

What Needs To Be Done – The employee:

- prepares support for legal contests, the outcome of which will have significant impact on major firms regulated by the agency;
- advises industry and agency management on the interpretation, intent, or impact of new programs, legislation, court decisions, and scientific findings; and
- develops legal cases that are complicated by (1) varied, inconsistent, or insufficient evidence and information; (2) extreme public interest; (3) financially powerful industries; or (4) new or previously unknown hazards.

Difficulty and Originality Involved – Exercises considerable judgment to:

- perform compliance work requiring an extensive knowledge of pertinent laws and regulations, precedent cases, procedures for taking legal action, and the nature and extent of the evidence required to support legal actions;
- make judgmental decisions regarding legal actions and advisory opinions utilizing a thorough understanding of agency policies and priorities;
- provide expert advice regarding interpretations of laws, regulations, and programs to agency installations nationwide; and
- review reports of inspections, investigations, and laboratory analyses for violations and determines the sufficiency of the evidence to recommend appropriate legal actions.

FACTOR LEVEL DESCRIPTION

LEVEL 4-6: PHYSICIAN, 0602 (ILLUSTRATION 1)**Nature of Assignment** – Work consists of:

- providing advisory and consultative services to other medical review board members in evaluating and correlating conflicting medical evidence for the purpose of arriving at a sound medical conclusion on novel and exceptionally difficult cases;
- developing new disability medical standards and policies; and
- providing authoritative medical competency in evaluating and correlating medical evidence with regard to the impact of disease or injury on disability.

What Needs To Be Done – The employee:

- identifies medical policy issues requiring revisions and clarification and devises activities necessary to resolve problems;
- conducts independent research of medical issues to ensure that medical policy reflects current science;
- convenes and chairs panels of physicians to research medical issues in the disability program;
- provides technical materials necessary for revision or clarification of medical policy issues;
- makes medical determinations within area of medical expertise for disability benefits claims and prepares necessary documentation; and
- provides expert guidance on agency policies and procedures to other physicians and consultants.

Difficulty and Originality Involved – Exercises considerable judgment in:

- adjudicating complex disability claims;
- establishing concepts, theories, and multi-dimensional approaches to resolve unyielding problems for which traditional methods are neither applicable nor easily adaptable; and
- establishing medical standards for disability claims that reflect current medical science.

FACTOR LEVEL DESCRIPTION

LEVEL 4-6: PHYSICIAN, 0602 (ILLUSTRATION 2)

Nature of Assignment – Work consists of planning and administering programs that deal with broad, complex occupational health problems and varying degrees of health hazards.

What Needs To Be Done – The employee:

- provides a wide range of intensive health educational and promotional activities;
- provides technical expertise in occupational health and preventive medicine to other clinicians and healthcare providers;
- plans and administers occupational health programs; and
- formulates policy and procedural guidance for operating occupational health programs.

Difficulty and Originality Involved – Exercises considerable judgment in making medical, policy, and procedural decisions related to the development and administration of an occupational health and preventive medicine program.

FACTOR LEVEL DESCRIPTION

FACTOR 5 ILLUSTRATIONS**LEVEL 5-3: DIETITIAN, 0630 (ILLUSTRATION 1)**

Scope of the Work – Work involves:

- developing and explaining diet plans to patients; and
- training patients and medical center staff about nutrition concerns.

Effect of the Work – Work results affect the:

- recovery and continued well-being of patients; and
- work of other members of the healthcare team.

FACTOR LEVEL DESCRIPTION**LEVEL 5-3: DIETITIAN, 0630 (ILLUSTRATION 2)**

Scope of the Work – Work involves evaluating nutrition risks and establishing criteria for, and assessing the effectiveness of, the nutrition component of the medical treatment program.

Effect of the Work – Work results affect the nutritional care and, consequently, the total treatment plan of patients by:

- improving the nutritional status of patients;
- enhancing the effectiveness of medication through nutritional strategies;
- hastening rehabilitation for those patients for whom rehabilitation is an option; and
- increasing patient comfort and well-being.

FACTOR LEVEL DESCRIPTION

LEVEL 5-3: NUTRITIONIST, 0630 (ILLUSTRATION 1)

Scope of the Work – Work involves developing technical program regulations and training materials to support legislative initiatives for food assistance programs.

Effect of the Work – Work results affect the:

- nutritional or food service management services provided by various agencies in their food assistance programs;
- efforts of State agencies and industries that provide food assistance programs; and
- availability and quality of nutritional guidelines, references, and training materials.

FACTOR LEVEL DESCRIPTION**LEVEL 5-3: NUTRITIONIST, 0630 (ILLUSTRATION 2)**

Scope of the Work – Work involves delivering nutritional services to communities as part of a comprehensive healthcare program.

Effect of the Work – Work results affect the:

- promotion of health and the prevention of disease for all ages of the population served;
- public awareness of other nutritional services available through community health and educational agencies; and
- improvements in nutritional services or programs provided to the local community by those agencies.

FACTOR LEVEL DESCRIPTION**LEVEL 5-3: OCCUPATIONAL THERAPIST, 0631**

Scope of the Work – Work involves:

- designing and establishing occupational therapy program guidelines, manuals, and training programs;
- devising innovative patient, clinic, and research protocols;
- supporting the health services delivery system to develop methods of delivering early intervention services that are community-based, developmentally appropriate, and meet the aggregate needs of the population of disabled children and their families; and
- screening and evaluating children for eligibility to participate in early intervention program services.

Effect of the Work – Work affects the:

- motor functions and activities of daily living skills of each patient;
- ability of the family and other care-givers to respond to the needs of the patient; and
- development of a comprehensive community-based early intervention program.

FACTOR LEVEL DESCRIPTION

LEVEL 5-3: PHYSICAL THERAPIST, 0633

Scope of the Work – Work involves restoring maximum health, functional independence, and productivity to patients with various physical disabilities resulting from injury, disease, and the aging process.

Effect of the Work – Work affects the:

- return of patients to a functional level in their daily living activities; and
- effectiveness of the patient treatment regime.

[FACTOR LEVEL DESCRIPTION](#)**LEVEL 5-3: KINESIOTHERAPIST, 0635**

Scope of the Work – Work involves maintaining and improving patient physical, emotional, and/or functional capability.

Effect of the Work – Work affects the quality of life of patients in areas such as:

- strength, range of motion, and coordination;
- mental acuity, self-worth, and self-image;
- healthy living habits; and
- muscle balance.

[FACTOR LEVEL DESCRIPTION](#)**LEVEL 5-3: RECREATION THERAPIST, 0638**

Scope of the Work – Work involves:

- assisting patients to develop their potential for independence and functional well-being;
- guiding the development of social, emotional, cognitive, and leisure skills; and
- promoting the use of recreational therapy among other mental health professionals and within the community.

Effect of the Work – Work affects patients:

- self-esteem and concentration;
- appropriate socialization;
- leisure functioning in their environment; and
- frustration and anger controls through physical activity.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-3: CREATIVE ARTS THERAPIST, 0638

Scope of the Work – Work involves:

- treating adolescent psychiatric patients through art therapy;
- promoting the understanding of art therapy by other mental health professionals; and
- training other art therapists.

Effect of the Work – Work affects the functioning of patients in their environment and the integration of art therapy mental health services.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-3: CLINICAL LABORATORY TECHNOLOGIST, 0644 (ILLUSTRATION 1)

Scope of the Work – Work involves performing the full range of emergency procedures, including non-routine and specialized tests, offered by the laboratory.

Effect of the Work – Work directly affects the efficient operation of the emergency procedures section and the adequacy of test services provided to the medical staff.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-3: CLINICAL LABORATORY TECHNOLOGIST, 0644 (ILLUSTRATION 2)

Scope of the Work – Work involves:

- performing a variety of hematologic tests to provide accurate test results to physicians; and
- presenting a complete education/training course that meets defined learning objectives.

Effect of the Work – Work directly affects the efficiency and effectiveness of laboratory operations and the ability of the laboratory to meet the needs of patients as determined by the medical staff; and it affects the operation of the school for medical technicians.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-4: PHYSICIAN ASSISTANT, 0603

Scope of the Work – Work involves investigating, evaluating, advising on, and resolving unusual health conditions and issues.

Effect of the Work – Work affects the overall physical well-being and needs of patients.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-4: NURSE, 0610

Scope of the Work – Work involves providing nursing care for patients with injuries or illnesses that require adaptation of nursing procedures that become model techniques for nursing staff.

Effect of the Work – Work affects the physical well-being of patients and new techniques become guides for treating patients.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-4: NURSE PRACTITIONER, 0610

Scope of the Work – Work involves advising on, reviewing, evaluating and coordinating preventive, and therapeutic healthcare services to patients and families.

Effect of the Work – Work affects the services other nurses within a facility provide to patients.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-4: PHARMACIST, 0660 (ILLUSTRATION 1)

Scope of the Work – Work involves selecting, compounding, dispensing, and preserving drugs and providing authoritative advice on complex problems such as drug interactions.

Effect of the Work – Work affects the delivery of pharmaceuticals and pharmacy services to eligible beneficiaries and hospital staff.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-4: PHARMACIST, 0660 (ILLUSTRATION 2)

Scope of the Work – Work involves participating in the development of protocols and the acquisition, distribution, and monitoring of all investigational agents.

Effect of the Work – Work affects:

- the work of other health professionals;
- the accomplishment of program goals;
- patient safety; and
- adequacy of regulations regarding investigational agents.

FACTOR LEVEL DESCRIPTION**LEVEL 5-4: OPTOMETRIST, 0662**

Scope of the Work – Work involves establishing criteria for the diagnosis and the treatment of vision disorders.

Effect of the Work - Work affects:

- the work of other healthcare professionals;
- the accomplishment of program goals; and
- the health and well-being of patients.

FACTOR LEVEL DESCRIPTION**LEVEL 5-4: AUDIOLOGIST, 0665**

Scope of the Work – Work involves providing audiologic diagnostic, remedial, and management services for patients.

Effect of the Work – Work results affect the:

- operational readiness by ensuring that military personnel ashore and afloat are not affected negatively by the presence of communication impairments or balance disorders; and
- optimization of auditory performance and quality of life.

FACTOR LEVEL DESCRIPTION

LEVEL 5-4: DENTIST, 0680

Scope of the Work - Work involves performing a range of difficult professional dental tasks in any of the following areas: oral and maxillofacial surgery, periodontics, endodontics, pedodontics/orthodontics, prosthodontics, restorative dentistry, oral pathology/oral medicine, and preventive dentistry.

Effect of the Work – Work results affect the:

- proper coordination of the treatment of patients;
- work of other experts; and
- timeliness and accuracy of dental records, consultations, and any other medical records pertaining to the dental patient.

FACTOR LEVEL DESCRIPTION**LEVEL 5-4: INDUSTRIAL HYGIENIST, 0690 (ILLUSTRATION 1)**

Scope of the Work – Work involves:

- planning and conducting inspections that include major industries;
- analyzing and investigating a variety of health hazards in industries using complex work processes or chemicals, and
- presenting other unusual problems or conditions that require extensive investigation or are not adequately covered by standards.

Effect of the Work – Work results affect, or set, precedents concerning:

- groups of workers who are in hazardous or potentially hazardous environments; and
- employers who are potentially subject to costly litigation and substantial abatement citations.

FACTOR LEVEL DESCRIPTION**LEVEL 5-4: INDUSTRIAL HYGIENIST, 0690 (ILLUSTRATION 2)**

Scope of the Work – Work involves providing expert advice and technical direction to activities concerned with the identification, evaluation, and control of environmental hazards found in the healthcare environment from exposure to chemical, physical, ergonomic, and biological hazards.

Effect of the Work – Work results affect the:

- industrial hygiene and environmental health program in healthcare facilities;
- health and well-being of employees, visitors, and patients throughout the healthcare environment; and
- reduction and elimination of health hazards.

FACTOR LEVEL DESCRIPTION

LEVEL 5-4: CONSUMER SAFETY, 0696

Scope of the Work - Work involves conducting administrative and regulatory activities relating to the promotion and advertising of products, labeling products properly, and reviewing misleading claims and representations of promotional materials.

Effect of the Work – Work results affect the:

- major activities of consumer product concerns;
- health and well-being of the consumers; and
- effectiveness of programs.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-5: PODIATRIST, 0668

Scope of the Work - Work involves providing expert podiatric surgical and medical care including prevention, health maintenance, early diagnosis, and follow-up services to patients.

Effect of the Work – Work affects:

- patients' appropriate referral to other facilities for care and diagnostic procedures;
- clinical reports and research;
- work of other allied healthcare professionals; and
- clinical and hospital programs.

[FACTOR LEVEL DESCRIPTION](#)

LEVEL 5-6: PHYSICIAN, 0602 (ILLUSTRATION 1)

Scope of the Work – Work involves solving difficult and complex diagnosis programs and providing technical expertise to other specialists in delivering patient ambulatory care services.

Effect of the Work – Work affects the:

- health and well-being of patients; and
- education and training of interns/residences in patient care.

[FACTOR LEVEL DESCRIPTION](#)**LEVEL 5-6: PHYSICIAN, 0602 (ILLUSTRATION 2)**

Scope of the Work – Work involves:

- providing advisory and consultative services regarding disability evaluations; and
- the development of agency-wide medical standards and policies used for disability determinations.

Effect of the Work – Work affects the development and improvement of agency-wide medical policy concerning the adjudication of disability benefit claims.

[FACTOR LEVEL DESCRIPTION](#)**LEVEL 5-6: PHYSICIAN, 0602 (ILLUSTRATION 3)**

Scope of the Work – Work involves providing authoritative advice and technical direction of agency activities related to the health of employees working in a highly hazardous work environment.

Effect of the Work – Work affects:

- the health and well-being of the community;
- agency employees; and
- compensation costs incurred by both the agency and the community.

[FACTOR LEVEL DESCRIPTION](#)