

Job Class Profile: Regional Veterinarian**Pay Level: CG-46 Point Band: 1190-1253**

Factor	Knowledge	Interpersonal Skills	Physical Effort	Concentration	Complexity	Accountability & Decision Making	Impact	Development and Leadership	Environmental Working Conditions	Total Points
Rating	8	7	5	5	8	7	7	3	5	
Points	373	117	32	24	240	152	144	64	54	1200

JOB SUMMARY

The Regional Veterinarian is responsible for providing veterinary services to clientele ranging from individual animal owners to large agricultural enterprises. Performs clinical intervention, disease prevention and control, and conducts surveillance and control of animal diseases. Responsible for enforcing legislative acts, regulations and inspection services for the treatment, prevention, control and eradication of domestic and wild animal diseases and to ensure the prevention of cruelty to animals, safety of animal products and promotion of heritage animals.

Key and Periodic Activities

- Provides routine on-site veterinary services to livestock owners. Performs physical exams, takes blood, milk and other specimens for lab analysis, interprets findings and makes diagnosis. Administers treatments and vaccines, performs surgeries, ultra sounds and euthanasia. Collects fees and charges.
- Develops and implements herd health and preventative medicine programs for livestock and captive wildlife. For dairy farmers, provides specific reproductive information on cows. Provides advice on both treatment of individual animals and entire herd. Investigates clinical and sub-clinical cases of mastitis through examination of cows, milking procedures and equipment, collecting milk samples, analyzing lab data, culling and management changes. Performs monthly monitoring to ensure milk quality.
- Examines other animals and makes recommendations on nutrition, housing, sanitation, hygiene, disease control, parasite control, reproductive management and treatment of clinical and sub-clinical diseases, as well as providing other veterinary services.
- Provides emergency on-site veterinary services to livestock owners by responding immediately to abnormal birthing, injuries, and emergency surgeries.
- Prescribes and/or administers pharmaceutical products and biological products to livestock and captive wildlife. Stores, handles and records information on narcotics and other controlled drugs.
- Maintains vigilance for any indication of the arrival of foreign, national, provincial and emerging diseases. Reports any suspicions through observations of live animals, post-mortems or lab findings and reports to appropriate provincial or federal authorities. Possesses legal authority to inspect, seize, slaughter, quarantine and provide treatment or other measures as required.

Key and Periodic Activities

- Enforces and provides professional oversight to the Provincial Meat Inspection Program; enforces Animal Protection Act; maintains records, completes and submits statistical forms and makes periodic reports.
- Provides technical direction to staff.
- Participates in professional development opportunities to remain current in the field of veterinary medicine and to develop clinical expertise regarding new and emerging diseases, management strategies, pharmaceuticals and biologicals, assessment techniques, diagnostics and technology.
- Provides education to individuals or groups within agricultural and wildlife communities as well as the general public; participates in the training of wildlife officials in the use of tranquilizers for the capture and control of wild animals; provides professional advice to Memorial University and Atlantic Veterinary College regarding research projects and graduate students working on issues related to animal diseases; provides professional advice to public health officials and physicians in the investigation of human disease incidents and the establishment of regional public health policies as they relate to diseases that can spread from animals to humans; enforces and promotes the preservation of heritage animals under the Heritage Animals Act.

SKILL

Knowledge

General and Specific Knowledge:

- Knowledge of diseases, treatment and prevention for a number of different species of livestock and wildlife.
- Clinical expertise on new and emerging diseases.
- Management strategies.
- Pharmaceuticals and biologicals, techniques, diagnostics and technology.

Formal Education and/or Certification(s):

- Minimum: Doctor of Veterinary Medicine
- Must be registered and licensed to practice veterinary medicine in Newfoundland.

Years of Experience:

- Minimum: 1 – 2 years

Competencies:

- Analysis and assessment skills
- Diagnostic techniques
- Investigative skills
- Design/develop preventative treatment programs
- Research
- Written communication skills.

Interpersonal Skills

- A range of interpersonal skills are used including listening skills to obtain important

information and a detailed description of a problem encountered at a farm which is used to assist in determining a diagnosis; complex information has to be communicated back to the client regarding treatments, therapies, prognosis of disease and protocols to enable the farmer to make crucial individual animal and herd management decisions directly affecting the productivity and economics of the operation; care, comfort and nurturing are provided to animals through therapies and treatments and to farmers to ease anxiety that can be endured from having a sick animal; promotes services and ideas to clients, both on an individual basis or to groups of clients through seminars (keeps up-to-date with current science and technology of the veterinarian profession); provides expert advice and gains the cooperation of others.

- Communications occur with employees within the immediate work area, department and outside the organization.
- Most significant contacts are clients/patients/general public (on-site farm calls, emergency calls); divisional director and other veterinary colleagues (discussion of cases, scheduling, sharing of information); technical and clerical staff (technical - assignment of duties, instruction on diagnostic tests; clerical – instruction on billing and paperwork, sale of medical products and transmission of information to clients).

EFFORT

Physical Effort

- The demands of the job constantly result in considerable fatigue, requiring periods of rest.
- Because work involves dealing with large animals that can weigh as much as 1,500 lbs., treatments and therapies are often strenuous and complex. To restrain these animals requires a lot of pulling, pushing and physical strength and often require the veterinarian to work in awkward and cramped positions.
- Required to travel throughout the province to visit farms.
- The use of fine finger/precision work and the use of hand tools that require accurate control and steadiness occur when performing surgeries and ultrasounds.
- Carrying heavy cases and equipment from vehicles to the animal occurs daily. Tasks that involve balance are standing on stall bars and stools to deliver fluids and perform examinations.

Concentration

- **Visual, auditory and other sensory demands such as touch and smell** are required when conducting examinations and assessments, performing surgeries, post-mortems, looking through microscope, executing obstetrical exams and assisting with difficult birthing.
- **Higher than normal levels of attentiveness or alertness for the health and safety of oneself and others** is required when providing treatment to large animals. Risks involve getting kicked, stepped on, crushed and/or bitten, etc. Ensuring the safe storage of dangerous drugs/instruments also requires attentiveness.
- Driving to and from sites can be **repetitive and requires alertness**.
- **Time pressures and deadlines** are experienced when answering emergency calls, preparing reports and protocols for treatments/procedures.
- **Eye/hand coordination** is required to utilize a variety of medical instruments, equipment and tools; to perform lab tests, examinations and surgeries.

- **Exact results and precision** are utilized when performing surgeries, calculating drug dosages and when placing a needle/catheter in a vein.

Complexity

- Work involves a series of tasks and activities which are different and require a broad range of skill and knowledge is required to conduct disease and other types of investigations. In some complex cases, the situation could be quite unique, such as an outbreak of a disease. Other challenges could be low conception rate or milk yields on a dairy farm. This could result in a significant economic loss to the farmer. The major challenge is finding the cause of the problem. The cause could be viral, bacterial, fungal, nutritional, environmental, and/or a management issue.
- An in-depth analysis and assessment is required consisting of consultation with the farmer, detailed inspection of herd records, performing physical examinations of cows for signs of illness, examining the environment, storage of equipment and materials and taking samples.
- Reference material available includes up-to-date textbooks, product/pharmaceuticals compendiums, journals, acts and regulations, Canadian Veterinary Medical Association and the Newfoundland and Labrador Veterinary Medical Association.

RESPONSIBILITY

Accountability and Decision-Making

- Work tasks and activities are generally not prescribed or controlled.
- Can exercise a high degree of independent discretion and judgement in all aspects of the practice of veterinary medicine including decisions on the diagnosis, treatment and prevention of diseases in animals. This is also evident in other professional matters related to scheduling/day planning, meat hygiene, animal cruelty and other veterinary matters such as purchasing of drugs.
- Independent judgement is required in meat inspection to determine if carcasses are fit for human consumption.
- Veterinary medical records are confidential. Veterinarians must apply discretion involving clients and protection of their privacy.
- Under the Animal Health and Protection Act, Codes of Practice define what is normal within a specific animal industry. These codes are applied to each farm and/or situation and a determination made as to whether or not farm management practices are in adherence to these codes.
- Advice is provided to farmers and/or other invested individuals regarding animal health and welfare. Provides advice to industry regarding new technologies, therapies, pharmaceuticals and new and emerging diseases.

Impact

- Impacts are felt internally within the immediate work area/department/government as well as externally with clients, the general public and industry. Work tasks and activities such as disease prevention, diagnosis and monitoring have significant impacts on farm productivity and economics. Veterinarians use their professional expertise to assess whether or not there is a health or disease threat to the public when examining a carcass intended for human

consumption.

- Results directly impact equipment, processes and systems, information, finances, facilities, material resources, health & safety and corporate image.
- Designing biosecurity protocols for mink, swine and dairy farms directly affects processes and systems for these industries. It also determines the facilities that these industries require in order to fulfill and maintain these protocols.
- A risk or consequences of an error that can occur is the spread of disease.
- Consequences of mistakes or errors are typically identified and resolved within 24 hours.

Development and Leadership of Others

- Not responsible for the supervision of staff.
- Involved with a variety of leadership and development activities such as providing on-the-job advice/guidance, training, acting as a technical mentor and scheduling, assigning and coordinating work of staff and students.

WORKING CONDITIONS

Environmental Working Conditions

- Safety equipment such as protective latex gloves, eyewear, facemask, outer clothing such as lab coat, coveralls and rubber boots are required.
- There is a significant likelihood for injuries or illnesses resulting from hazards associated with the examination and treatment of large animals.
- Travel is required to visit various facilities to conduct health checks and answer emergency calls.
- As a result of performing most activities in barns, there is constant exposure to unusual/distracting noise, dirt, dust, filth or garbage, glare, limited lighting, hazardous chemicals, bodily fluids and waste, infectious diseases, odours, wet or slippery surfaces and awkward or confining workspaces. There is regular exposure to fumes, limited ventilation, isolation and temperature extremes.