

Job Class Profile: Veterinarian (Poultry)**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	4	5	8	7	7	3	5	
Points	373	117	25	24	240	152	144	64	54	1193

JOB SUMMARY

The Veterinarian (Poultry) is responsible for providing veterinary services to the poultry sector of the agriculture industry in the province. Conducts clinical assessments and disease investigations; implements preventive medicine practices and early disease diagnosis and treatment; monitors and enforces animal welfare standards; enforces various legislative acts, regulations and inspection services of provincial and federal governments for the treatment, prevention, control and eradication of poultry diseases, investigating food safety issues and diseases.

Key and Periodic Activities:

- Performs routine flock checks by visiting commercial farms and conducting examination/clinical assessments on a regular basis. Performs autopsies and collects laboratory samples, evaluates barn management and animal welfare, assess computer production data, records detailed clinical, environmental finding and animal husbandry data, summarizes findings, prepares reports and discusses with farm manager.
- Investigates disease outbreaks and significant drops in production, makes diagnosis, initiates a course of treatment or arranges for eradication and repopulation of a flock, if necessary.
- Provides 24 hour emergency veterinary services to commercial egg and broiler chicken producers as well as to smaller scale enterprises.
- Develops and modifies Preventive Medicine/Flock Health Programs. Develop and follow Biosecurity protocols to prevent disease transmission.
- Interprets laboratory reports, makes diagnosis and reports findings to clients.
- Maintains records and files, completes forms and prescriptions and compiles regular reports.
- Issues prescriptions, instructs farmers on proper dosage, mixing directions, method and rate of delivery.
- Participates in front-line monitoring of legislated animal diseases which could have significance for animal health, public health and international trade. Regularly monitors for specific diseases.
- Instructs staff and students.
- Responds to product problems/irregularities at processing plants; participates in Emergency Management Team activities; reviews producer applications for funding under Federal/Provincial Agreements; composes and delivers presentations; enforces and provides professional oversight to the Provincial Meat Inspection Program; and enforces Animal Protection Act.

SKILL

Knowledge
<p>General and Specific Knowledge:</p> <ul style="list-style-type: none"> — Poultry biology, infectious and contagious diseases, nutritional and management related diseases, poultry production systems. — Knowledge of new and emerging diseases, genetic advances in poultry, new drugs and vaccines, advances in disease diagnosis and treatments, emerging and foreign animal diseases. — Poultry animal welfare standards, various Federal and Provincial Acts and Regulations, Food Safety Programs and Provincial Disease Control Programs. <p>Formal Education and/or Certification(s):</p> <ul style="list-style-type: none"> — Minimum: Doctor of Veterinary Medicine — Must be registered and licensed to practice veterinary medicine in Newfoundland. <p>Years of Experience:</p> <ul style="list-style-type: none"> — Minimum: 2 - 3 years <p>Competencies:</p> <p>Analytical skills, diagnostic techniques, investigative skills, program development, research and written communication skills.</p>
Interpersonal Skills
<ul style="list-style-type: none"> — A range of interpersonal skills include listening and interviewing skills to obtain an accurate history from a client in the course of a disease or production problem investigation; complex information is subsequently provided to the farm manager and staff regarding prognosis, treatments, corrective actions and economic implications; providing expert advice to Regional Veterinarians and making presentations to producer groups; conducting complex investigations; and gaining the cooperation of others to achieve an effective outcome. — Most significant contacts are commercial farm clients (performing on-farm veterinary calls and emergency care); Veterinary Pathologist/Laboratory Supervisor/Veterinary Technologist (to discuss testing, reports, assigning duties); and the general public/small flock owners (responding to requests for advice or veterinary service).

EFFORT

Physical Effort
<ul style="list-style-type: none"> — The demands of the job regularly result in considerable fatigue, requiring periods of rest. — Occasionally required to lift or move objects 25 – 50 lbs. — As position involves travel throughout the province, driving is a regular requirement to visit commercial farms and conduct clinical assessments. As a result, the need for walking and climbing stairs is a regular occurrence. — Performing veterinarian medicine and surgery is an on-going requirement. Therefore, the use of fine finger/precision work, the use of hand tools that require accurate control and steadiness and using gross motor skills in relation to moving objects occurs on a regular basis.
Concentration
<ul style="list-style-type: none"> — Visual, auditory and other sensory demands such as touch and smell are required when

<p>conducting bird examinations and flock management/assessments.</p> <ul style="list-style-type: none"> — Activities such as driving, conducting site visits, collecting blood samples or taking culture swabs in the event of a disease outbreak is quite repetitive requiring alertness. — Time pressures and deadlines are experienced when having to perform flock health checks on each premise prior to product going to market. Having to adhere to strict biosecurity protocols prevents visiting barns from two different production groups. Therefore, it contributes to the time pressures. — Lack of control over work pace is usually evidenced in having to respond to emergency situations. — Higher than normal levels of attentiveness or alertness for the health and safety of others is required when calculating drug dosages and writing prescription medications. Public health and safety could be jeopardized if penicillin got into the food supply. — Driving, using medical instruments and catching live birds roaming free require eye/hand coordination. — Exact results and precision are utilized when performing mass medication of a flock. Statistical information and precise calculations are a necessity. Use of a scalpel for blood collection and performing autopsies also requires precision.
<p>Complexity</p> <ul style="list-style-type: none"> — A broad range of skill and knowledge is required to conduct disease investigation in a commercial flock. Diagnosis and resolution is very important to the producer as the loss of production and economic consequences can be very significant. Environmental, management and production data is observed and recorded and findings analyzed and assessed. — In some complex cases, the situation could be quite unique, such as an outbreak of a disease that has never occurred in the province, i.e. Avian Influenza. — Complex issues may require consulting other poultry veterinarians, nutritionists and specialists. Laboratory results are often discussed with the veterinary pathologist. Reference material available includes production and management guides, textbooks and computer databases, medical feed brochures, various acts, regulations and factsheets, as well as manuals on Farm Food Safety Programs and the Emergency Preparedness Plan.

RESPONSIBILITY

<p>Accountability and Decision-Making</p> <ul style="list-style-type: none"> — Exercises a high degree of independent discretion and judgement in all aspects of the practice of veterinary medicine including whether or not clinical signs of a disease warrants reporting to other provincial or federal authorities. The immediate consequence of this action may involve quarantining of the premises by the Canadian Food Inspection Agency (CFIA) until testing is negative. The economic consequences for the farm may be enormous. Independent judgement is required in meat inspection to determine if carcasses are fit for human consumption. — Acts independently on diagnostic cases and seeks advice when required. — Advice is provided to producers on how to solve a problem or address issue related to husbandry and instructions on proper dosage, mixing directions, method and rate of delivery for prescription drugs and medicated feed. Technical advice is provided to staff on how to obtain samples, analyze data, and perform diagnostic techniques.
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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 profitability. Changes to farm policies, work practices, standard operating procedures, animal husbandry and animal welfare often happen as a result of the expert advice provided. Early detection prevents the public from contracting a serious food borne illness.
- Results directly impact equipment, processes and systems, information, finances, facilities, health & safety and corporate image. This is evidenced in job activities related to biosecurity measures which enhance the health and safety of individual premises as well as the industry as a whole.
- The consequences of a mistake or error can impact all of the above. An error in disease detection could affect the entire region. Some diseases could affect trade. There could potentially be political fallout if a public health issue arises.

Development and Leadership of Others

- There is no supervision of staff.
- Work is assigned to staff who provide a shared service to other Veterinarians. Direction is given to secretarial staff and students.
- Occasionally plays a lead role when developing simulation exercises for responses to major disease outbreaks and natural disasters and leads and coordinates the investigation of a production problem that may involve feed suppliers, product suppliers, various laboratories and the farmer.

WORKING CONDITIONS

Environmental Working Conditions

- Safety equipment such as a respirator for particulate matter and ammonia gases as well as protective outer clothing and boots is required.
- There is significant likelihood for injuries or illnesses resulting from hazards.
- Travel is required on a regular basis to visit various facilities and to conduct health checks.
- Exposure to dirt, dust, filth, fumes, limited ventilation and lighting, hazardous chemicals, toxic or poisonous substances, bodily fluids and waste, infectious diseases, odours, wet or slippery surfaces, awkward or confining workspaces, temperature extremes, physical dangers and adverse weather conditions, is a regular occurrence.