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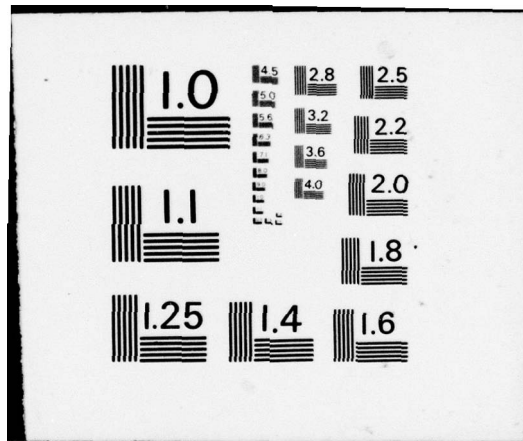
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9 OCCUPATIONAL SURVEY REPORT. 2



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6 VETERINARY SERVICE CAREER LADDERS
AFSC'S 90830/50/70/31/71/91

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Veterinary Service Career Ladders, AFSC's 90830/50/70/31/71/91. The project was directed by USAF Program Technical Training, Volume 2, dated 1 January 1975. Authority for conducting specialty surveys is contained in AFM 35-2, paragraph 2-1. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Mr. Paul N. DiTullio, Inventory Development Specialist. Mr. Thomas P. Jones analyzed the survey data and wrote the final report. This report has been reviewed and approved by Mr. Vahn N. Adams, Chief, Airman Survey Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Colonel, USAF Commander USAF Occupational Measurement Center	WALTER E. DRISKILL, Ph. D. Chief, Occupational Survey Branch USAF Occupational Measurement Center
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SUMMARY OF RESULTS

1. There were 707 respondents to the AFS 908XX survey representing approximately 72 percent of the assigned manning.
2. Twenty-three job types and clusters were identified. The largest cluster contains 130 members who spend 67 percent of their time performing tasks related to subsistence inspection; the balance of their time is spent in performing administrative tasks (11 percent), inspecting food service facilities (seven percent), inspecting food stored in warehouses (seven percent), and miscellaneous tasks (eight percent).
3. The work performed by Veterinary Specialist/Technician respondents in DAFSC 90830/50/70 primarily involves food inspection related tasks, while the tasks performed by DAFSC 90831/71 Animal Specialist/Technician incumbents are basically those related to animal care. The dissimilarities in tasks performed provides little support for the consolidation of these ladders into a single ladder. However, since official action has been taken to combine these ladders, effective October 31, 1976, the use of an Special Experience Identifier (SEI) will be needed to aid in managing the different specialized knowledge and skill requirements.
4. AFM 39-1 specialty descriptions, effective 31 October 1976, provide good general coverage of most duties and tasks performed by Veterinary Specialist/Technician personnel. However, there some tasks performed by significant percentages of respondents which are not covered.
5. There are many tasks with substantial differences in percent members performing between airmen stationed CONUS and airmen stationed overseas. The task of greatest difference among DAFSC 90850 personnel involves performing class 4 inspections of poultry. Sixty-nine percent of CONUS stationed airmen and 24 percent of overseas airmen perform this task. Among personnel in DAFSC 90831 the task of greatest difference involves maintaining stock levels of clinic supplies; 30 percent of CONUS stationed airmen and 82 percent of airmen stationed overseas perform the task.
6. The tentative STS provided by USAF SAM/EDV, Brooks AFB generally covers the duties and tasks performed by AFS 908X0 personnel in the field.
7. The Program of Instruction for Course 5ABY90830 (12 weeks duration) appears to contain appropriate training for the food inspection related tasks performed in the field. Training for animal care related tasks is covered in an advanced course which is six weeks in length.

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OCCUPATIONAL SURVEY REPORT
VETERINARY SERVICE CAREER LADDERS
AFSCS 90830/50/70/31/71/91

INTRODUCTION

This is a report of an occupational survey of the Veterinary Service Career Ladders, AFSCs 90830/50/70/31/71/91 conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from 1 March 1975 through 29 October 1976.

The report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level, and similarity of tasks performed; (3) comparisons with current training and career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT AND ADMINISTRATION

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-908-220. The inventory booklets were composed of two parts: a background information section in which job incumbents provided information about themselves; and a duty-task list section which assessed the relative amount of time spent on tasks performed by personnel in their current jobs. The latter section consisted of 633 tasks grouped under 12 headings. Thorough research of publications and directives, personal interviews with 15 subject-matter specialists at three bases, and written reviews from 85 experienced veterinary service personnel contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the inventory booklets for administration to 900 job incumbents holding the DAFSCs identified above. Survey administration occurred from 5 November 1975 through 30 March 1976 based upon the November 1975 Uniform Airman Record. Table 1 gives the distribution of assigned personnel in the career ladder as of June 1976 and the percentage by major command of inventory booklets returned from the field. The sample of incumbents represents 72 percent of career ladder members.

After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a 9-point scale showing relative time spent on each task compared to all other tasks performed in the current job.

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The ratings ranged from 1 (very-small-amount time spent) through 5 (about-average time spent) to 9 (very-large-amount time spent). Respondents did not rate tasks not performed in their current job.

In the development of the job inventory, every effort was made to include all duties and tasks of importance to the accuracy and completeness of the survey. However, due to the possibility of inadvertent omissions, instructions for completing the inventory urged respondents to write in any duties or tasks not listed. In this survey the following types of tasks were written in by three or more respondents:

- a. Serve as technical advisor to US Navy and Marine Corps installations on all matters pertaining to the USAF Veterinary Service.
- b. Perform instruction/education of US Navy personnel in Veterinary Food Inspection.
- c. Perform minor maintenance to dog houses; wash cages and pans.
- d. Cut grass and perform janitorial tasks.

TABLE 1
COMMAND REPRESENTATION IN THE 908XX SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF PERSONNEL ASSIGNED COMMAND</u>	<u>PERCENT OF SURVEY SAMPLE BY COMMAND</u>
SAC	19	19
TAC	13	12
USAFE	12	11
AFSC	12*	10
ATC	10	12
HQCOMD	9	8
MAC	8	8
PACAF	6	6
AFLC	5	5
ADC	2	3
AU	2	2
OTHER	2	4

* AS OF JUNE 1976, THERE WERE 93 PERSONNEL ASSIGNED IN AFSC 90831/71 WORLDWIDE: 44 OF THESE WERE ASSIGNED TO AIR FORCE SYSTEMS COMMAND.

SUMMARY OF BACKGROUND INFORMATION

Each USAF job inventory contains a section for background data in which survey respondents provide biographical information about themselves and report their feelings about and perceptions of their jobs. Table 2 summarizes background data collected relative to job interest, perceived utilization of talents, perceived utilization of training and reenlistment intentions. For comparisons with other Air Force personnel the last column to the right of Table 2 summarizes data collected on career ladders surveyed during 1975. Generally, the figures on background data for this survey of the Veterinary Service Career Ladders AFS 908XX are more favorable than those of the combined figures for the sample of career ladders surveyed in 1975. Overall, 79 percent of the DAFSC 908XX personnel surveyed found their jobs interesting; 81 percent indicated their talents are employed fairly well or better; 88 percent perceived their training is utilized fairly well or better, and 59 percent indicated they will probably reenlist.

In contrast to the generally favorable background data for the combined Veterinary Service Career Ladders, the data for DAFSC 908X1 personnel in their first enlistment is relatively poor. Among the members of this group, 57 percent found their jobs interesting, 50 percent perceived their talents as employed fairly well or better, 43 percent believed their training is utilized fairly well or better, and 25 percent indicated they will probably reenlist.

TABLE 2

JOB INTEREST, UTILIZATION OF TALENTS AND TRAINING AND REENLISTMENT INTENTION BY AFMS GROUPS

JOB INTEREST	PERCENT MEMBERS PERFORMING												TOTAL SAMPLE DAFSC 908XX PERSONNEL	COMBINED DATA ON 35 CAREER LADDERS SURVEYED IN 1975
	DAFSC 908X0 PERSONNEL YEARS OF SERVICE						DAFSC 908X1 PERSONNEL YEARS OF SERVICE							
	0-4	4-8	8-12	12-16	16-20	20+	0-4	4-8	8-12	12-16	16-20	20+		
	9	7	6	2	5	8	18	13	0	0	0	0		
I FIND MY JOB	20	7	9	13	9	8	25	6	0	0	0	9	7	16
DULL	71	86	85	85	86	84	57	81	100	100	100	91	14	15
SO-SO													79	69
INTERESTING														
PERCEIVED UTILIZATION OF TALENTS														
MY JOB UTILIZES MY TALENTS														
VERY LITTLE OR NOT	29	12	13	5	7	4	50	25	18	0	0	4	19	26*
AT ALL	71	88	87	95	93	96	50	75	82	100	100	96	81	74*
FAIRLY WELL OR BETTER														
PERCEIVED UTILIZATION OF TRAINING														
MY JOB UTILIZES MY TRAINING														
VERY LITTLE OR NOT	14	10	8	6	5	4	57	12	17	0	0	0	12	26*
AT ALL	86	90	92	94	95	96	43	88	83	100	100	100	88	74*
FAIRLY WELL OR BETTER														
REENLISTMENT INTENTIONS														
NO OR PROBABLY NO	61	27	12	2	46	50	75	6	17	0	25	39	41	45
YES OR PROBABLY YES	39	73	88	98	54	50	25	94	83	100	75	61	59	55

* DATA ON UTILIZATION OF TALENTS AND TRAINING WAS COMBINED DURING 1975

CAREER LADDER STRUCTURE

The job structure of the Veterinary Service Career Field, AFS 908XX, was determined on the basis of similarity of the tasks performed and the time spent on tasks by respondents to the survey. In the process of career ladder structure analysis the computer compares tasks performed and the time spent on the tasks by each person in the survey sample. Individuals with the greatest similarity in job performance are placed in the same group. Groups with the highest degree of overlap form job types; similar job types are combined into clusters. The twenty-three job types and clusters which form the Veterinary Service Career Field structure are depicted in a hierarchical grouping in Figure 1. These job types and clusters are listed below by group number, the kind of group, functional title and number of members in the group. A detailed description of background characteristics and representative tasks for each group is located in Appendix A.

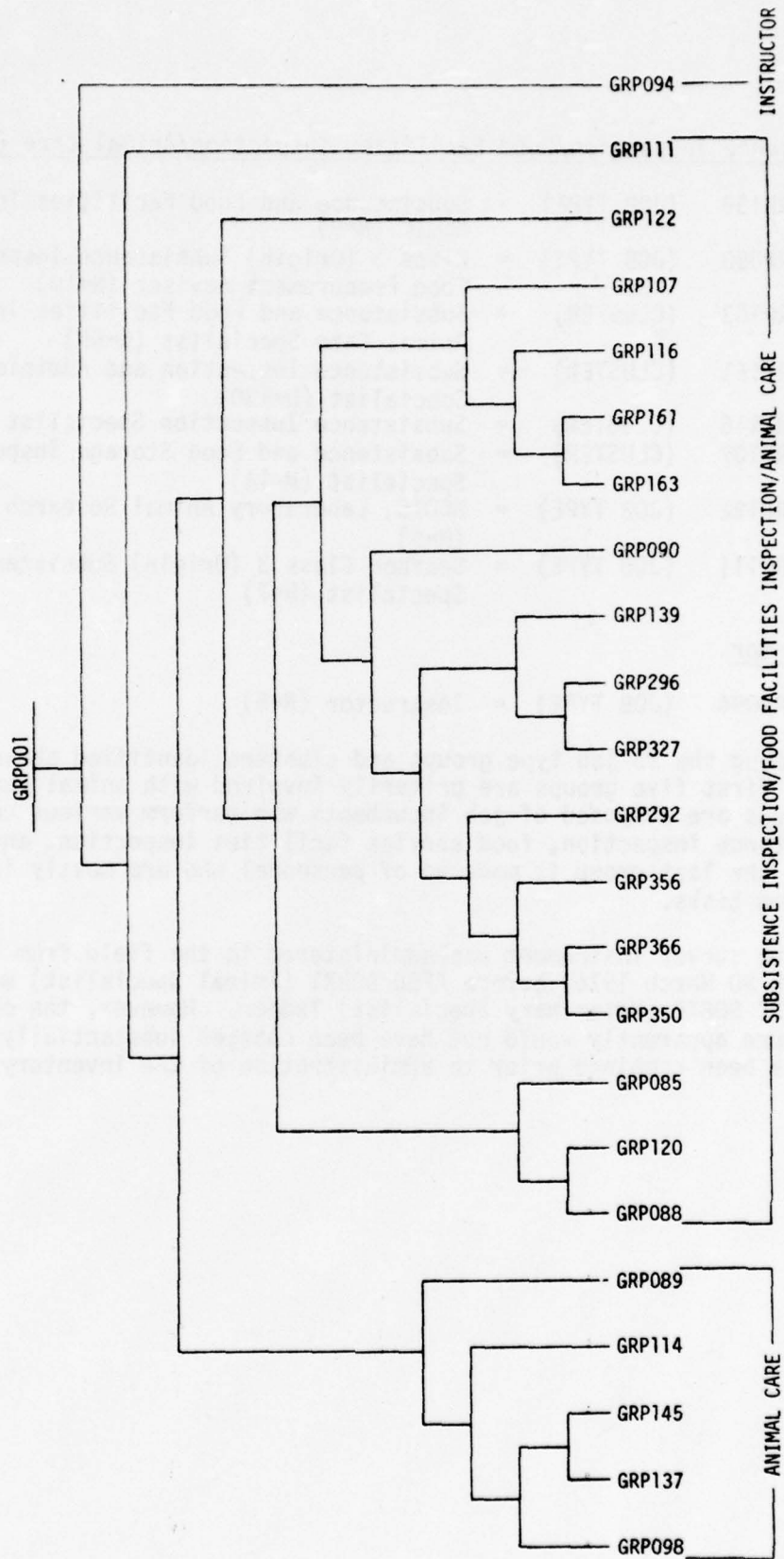
Animal Care

GRP098	(JOB TYPE)	= Laboratory Animal Specialist (N=12)
GRP137	(CLUSTER)	= Animal Clinic Specialist (N=18)
GRP145	(JOB TYPE)	= Military Working Dog Veterinary Clinic Specialist (N=7)
GRP114	(JOB TYPE)	= Small Animal Clinic Specialist (N=9)
GRP089	(JOB TYPE)	= Laboratory Animal Handler/Veterinary Specialist (N=9)

Subsistence Inspection/Food Facilities Inspection/Animal Care

GRP088	(CLUSTER)	= Food Facilities Hygiene and Sanitation Inspector/NCOIC (N=40)
GRP120	(CLUSTER)	= Small Animal Clinic and Food Facilities/ Subsistence Inspection Specialist (N=11)
GRP085	(JOB TYPE)	= Veterinary Administrative Specialist and Food Facility Inspector (N=5)
GRP350	(CLUSTER)	= NCOIC, Subsistence Inspection/Veterinary Services (N=32)
GRP366	(CLUSTER)	= Subsistence Inspection Specialist/NCOIC (N=18)
GRP356	(CLUSTER)	= Subsistence Inspection and Animal Care Specialist/NCOIC (N=16)
GRP292	(JOB TYPE)	= NCOIC, Veterinary Service (US Navy Support) (N=7)
GRP327	(CLUSTER)	= NCOIC, Subsistence and Food Facilities Inspection (N=11)
GRP296	(CLUSTER)	= NCOIC/Superintendent Veterinary Services (N=28)

FIGURE 1
CAREER LADDER STRUCTURE 908XX



Subsistence Inspection/Food Facilities Inspection/Animal Care (Continued)

GRP139	(JOB TYPE)	=	Subsistence and Food Facilities Inspector/ NCOIC (N=9)
GRP090	(JOB TYPE)	=	Class 3 (Origin) Subsistence Inspector and Food Procurement Advisor (N=10)
GRP163	(CLUSTER)	=	Subsistence and Food Facilities Inspector/ Animal Care Specialist (N=99)
GRP161	(CLUSTER)	=	Subsistence Inspection and Administrative Specialist (N=130)
GRP116	(CLUSTER)	=	Subsistence Inspection Specialist (N=35)
GRP107	(CLUSTER)	=	Subsistence and Food Storage Inspection Specialist (N=14)
GRP122	(JOB TYPE)	=	NCOIC, Laboratory Animal Research Function (N=6)
GRP111	(JOB TYPE)	=	Seafood Class 3 (Origin) Subsistence Inspection Specialist (N=7)

Instructor

GRP094 (JOB TYPE) = Instructor (N=5)

Among the 23 job type groups and clusters identified above, the members of the first five groups are primarily involved with animal care; the next 17 groups are composed of job incumbents who perform various combinations of subsistence inspection, food service facilities inspection, and animal care tasks; the last group is made up of personnel who are mostly involved with training tasks.

The survey instrument was administered in the field from 5 November 1975 through 30 March 1976, before AFSC 908X1 (Animal Specialist) was merged into the AFSC 908X0 (Veterinary Specialist) ladder. However, the career field structure apparently would not have been changed substantially had the ladders been combined prior to administration of the inventory.

ANALYSIS OF AFM 39-1 JOB DESCRIPTIONS AND DAFSC GROUPS

Analysis of AFM 39-1 Job Descriptions

In the analysis of DAFSC groups a comparison was made between the job descriptions compiled from survey data (for DAFSCs 90830/50, 90870, 90831, 90871 and 90891) and the specialty descriptions in AFM 39-1. Since AFS 908X1 is being combined with AFS 908X0 effective 31 October 1976, the comparisons are based on the new Veterinary Service, AFS 908X0 specialty descriptions. The AFM 39-1 specialty descriptions provide general coverage for most of the tasks accomplished by veterinary specialists and technicians. However, there are some tasks related to food inspection performed by high percentages of survey respondents which are not specifically included in subparagraphs 2a through 2d of the specialty descriptions for DAFSCs 90850 and 90870. Examples of these tasks are listed below:

TASK	PERCENT PERFORMING	
	90850	90870
E173 CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	69	46
E177 CONTROL OR SAFEGUARD FOOD INSPECTION STAMPS	69	77
E198 MONITOR VENDOR CODE DATES	64	54
B45 COORDINATE FOOD INSPECTION ACTIVITIES WITH FOOD SERVICE PERSONNEL	44	70

There are also a number of tasks performed by survey respondents with DAFSCs 90850 and 90831 applicable to animal care which are not covered in subparagraph 2e of the new specialty description for AFS 90850. Some examples are shown below:

TASK	PERCENT PERFORMING	
	90831	90850
I392 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	86	44
I395 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	86	41
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	71	12
I396 ADMINISTER ORAL MEDICATIONS	71	31
I435 MONITOR ANIMALS DURING RECOVERY FROM ANESTHESIA	69	27

While the wording in AFM 39-1 of subparagraphs 2a, 2b and 2c of job description AFS 90850 differ considerably from the same subparagraphs in the job description for AFS 90870, the survey data show that the

respondents with DAFSC 90850 perform most of the tasks covered in the AFS 90870 specialty description relating to food inspection. One difference in wording is that the AFS 90850 specialty description uses terms, such as, "subsistence" or "foods", while the AFS 90870 description lists examples, such as, meat, shellfish, and eggs. Another difference concerns paragraph 2c of the 7-skill level specialty description which states the responsibility for conducting inspections of emergency, survival and inflight rations. This statement is not included in the specialty description for the 5-skill level although substantial percentages of the DAFSC 90850 personnel perform such tasks. Examples are:

TASK	PERCENT PERFORMING	
	90850	90870
E183 INSPECT INFLIGHT MEALS	45	37
G342 INSPECT STORAGE OF EMERGENCY, SURVIVAL, CIVIL DEFENSE OR INFLIGHT RATIONS	41	48
F309 INSPECT INFLIGHT MEAL KITCHENS	30	38

Analysis of DAFSC Groups

Tables 3 and 4 show the average amounts of time spent by DAFSC 90850 Veterinary Specialists and DAFSC 90831 Animal Specialists on tasks from each duty. Duty E, Performing Subsistence Inspections, tasks account for the greatest amount of time (47 percent) spent by DAFSC 90850 incumbents. Inspecting Food Service Facilities (Duty F) tasks consume 13 percent of this group's time. Tasks related to Inspecting Cold and Dry Food Storage In Warehouse (Duty G) require five percent of the time of DAFSC 90850 respondents. Only 12 percent of the group's time is used for Performing Animal Medical Care (Duty I) tasks.

As depicted in Table 4 job incumbents with DAFSC 90831 spend the major portion of their time Performing Animal Medical Care (Duty I) tasks, which account for 46 percent of their time, and Supporting Animal Research Programs (Duty K) tasks which require 15 percent of their time. Members of this group also spend nine percent of their time Performing Base Veterinary Services and Zoonoses Control (Duty H) tasks, thus spending 70 percent of their duty time on tasks from these three animal support duties. Performing Subsistence Inspections (Duty E) tasks account for only five percent of the time of DAFSC 90831 personnel surveyed.

Tables 3 and 4 clearly show that the DAFSC 90850 Veterinary Specialist respondents spend the preponderance of their time performing food inspection tasks and only a minor portion on animal support tasks. Conversely, the DAFSC 90831 Animal Specialist incumbents spend the majority of their duty time accomplishing animal support tasks and only a minor amount of time in support of food inspection tasks.

TABLE 3

MOST TIME CONSUMING DUTIES FOR DAFSC 90850 INCUMBENTS

DUTY	AVERAGE PERCENT TIME SPENT
E PERFORMING SUBSISTENCE INSPECTIONS	47
F INSPECTING FOOD SERVICE FACILITIES	13
I PERFORMING ANIMAL MEDICAL CARE	12
B DIRECTING AND IMPLEMENTING	10
G INSPECTING COLD AND DRY FOOD STORAGE IN WAREHOUSE	5
H PERFORMING BASE VETERINARY SERVICES AND ZONOSSES CONTROL	4
C EVALUATING	3
D TRAINING	2
A ORGANIZING AND PLANNING	2

TABLE 4

MOST TIME CONSUMING DUTIES FOR DAFSC 90831 INCUMBENTS

DUTY	AVERAGE PERCENT TIME SPENT
I PERFORMING ANIMAL MEDICAL CARE	46
K SUPPORTING ANIMAL RESEARCH PROGRAMS	15
H PERFORMING BASE VETERINARY SERVICES AND ZONOSSES CONTROL	9
B DIRECTING AND IMPLEMENTING	8
E PERFORMING SUBSISTENCE INSPECTIONS	5
F INSPECTING FOOD SERVICE FACILITIES	4
A ORGANIZING AND PLANNING	4
J SUPPORTING MILITARY WORKING DOG PROGRAMS	3
C EVALUATING	3
D TRAINING	2

Tables 5 and 6 list the tasks performed by large percentages of DAFSC 90850 incumbents and DAFSC 90831 respondents. These tables show that the tasks performed by the highest percentages of DAFSC 90850 Veterinary Specialists are the food inspection tasks (See Table 5), while the tasks performed by the highest percentages of DAFSC 90831 Animal Specialists are the animal care tasks. This is consistent with the time spent data presented in Tables 3 and 4. These major disparities in job performance between Veterinary Specialists and Animal Specialists are clearly shown in Table 7, which lists the tasks of greatest difference in percent members performing.

Tables 8 and 9 list tasks with the greatest differences in percent members performing between incumbents with DAFSCs 90850 vs 90870 (Table 8) and DAFSCs 90831 vs 90871 (Table 9). Supervisory and administrative tasks (Duties A, B and C) rather than technical tasks account for the greatest differences. These tables also show that the transition from specialist (5-skill level) to technician/supervisor (7-skill level) marks a major change in task performance. However, the 7-skill level personnel in both ladders continue to perform a considerable number of technical tasks.

Table 10 presents the tasks of greatest difference in percent members performing between DAFSC 90870 Veterinary Technicians and DAFSC 90871 Animal Technicians. The most obvious division is seen in both supervisory and technical tasks which relate to food inspection. No DAFSC 90871 incumbents report performing food inspection tasks.

Table 11 compares DAFSC 90870 incumbents with DAFSC 90891 incumbents, and Table 12 compares DAFSC 90871 incumbents with DAFSC 90891 incumbents. In both cases supervisory and managerial tasks performed by the DAFSC 90891 incumbents and the technical tasks accomplished by the 7-skill level personnel show the greatest differences in percent members performing. The transition from technician/supervisor to superintendent appears to be a gradual change for the personnel with DAFSC 90870 (Table 11); however, this change appears to be rather pronounced for those individuals who hold DAFSC 90871 (Table 12).

TABLE 5

TASKS PERFORMED BY LARGE PERCENTAGES OF DAFSC 90850 INCUMBENTS

TASK	PERCENT PERFORMING
E182 INSPECT DAMAGED SUBSISTENCE ITEMS	72
G343 PERFORM ORGANOLEPTIC EXAMINATIONS	71
G341 INSPECT STORAGE AREAS FOR INSECT OR RODENT CONTROL	70
E173 CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	69
E177 CONTROL OR SAFEGUARD FOOD INSPECTION STAMPS	69
E259 PERFORM CLASS 8 INSPECTIONS OF MEAT	69
E256 PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	68
E218 PERFORM CLASS 4 INSPECTIONS OF MEAT	68
E215 PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	68
E217 PERFORM CLASS 4 INSPECTIONS OF FRUITS AND VEGETABLES	67
E260 PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	67
E296 TEST WEIGH SUBSISTENCE ITEMS	67
E186 INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	66
E258 PERFORM CLASS 8 INSPECTIONS OF FRUITS AND VEGETABLES	66
E192 MAINTAIN DAILY VETERINARY INSPECTION RECORD - CLASS 4, 5, AND 8 FORM (AF FORM 1148)	65
E294 RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	65
E124 PERFORM CLASS 4, ON DELIVERY AT PURCHASE, INSPECTIONS OF EGGS	65
E263 PERFORM CLASS 8 INSPECTIONS OF PREPACKAGED FROZEN FOODS	64
E198 MONITOR VENDOR CODE DATES	64

TABLE 6

TASKS PERFORMED BY LARGE PERCENTAGES OF DAFSC 90831 INCUMBENTS

<u>TASK</u>	<u>PERCENT PERFORMING</u>
I392 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	86
I395 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	86
I403 COLLECT BLOOD SPECIMENS FOR LABORATORY ANALYSIS	84
I386 ADMINISTER ANESTHETICS BY INTRAMUSCULAR METHOD	78
I404 COLLECT FECAL SPECIMENS FOR LABORATORY ANALYSIS	76
I434 MAINTAIN OR ENTER INFORMATION ON ANIMAL HEALTH RECORDS	75
I396 ADMINISTER ORAL MEDICATIONS	71
I406 COLLECT SWAB SPECIMENS FOR LABORATORY ANALYSIS	71
I483 SET UP INSTRUMENTS PACKS FOR AUTOCLAVING	71
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	71
I408 CONDUCT EXAMINATIONS OF ANIMALS FOR EXTERNAL PARASITES	71
I435 MONITOR ANIMALS DURING RECOVERY FROM ANESTHESIA	69
I405 COLLECT SKIN SCRAPINGS SPECIMENS FOR LABORATORY ANALYSIS	69
I399 CLEAN OPERATING ROOMS, SURGICAL SUITES OR NECROPSY ROOMS	67
I493 TAKE AND RECORD TEMPERATURES	67
I430 MAINTAIN ASEPTIC CONDITIONS IN TREATMENT OR SURGERY ROOMS	65
I458 PREPARE FECAL SPECIMENS FOR EXAMINATION	65
I486 STERILIZE INSTRUMENTS OR EQUIPMENT	65
I450 POSITION ANIMALS FOR SURGERY	65
I417 EXAMINE FECAL SPECIMENS AND MAKE DETERMINATIONS	63
I398 BANDAGE SURGICAL WOUNDS	63

TABLE 7

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 90850
AND 90831 PERSONNEL

TASK	PERCENT PERFORMING		
	90850	90831	DIFFERENCE
E192 MAINTAIN DAILY VETERINARY INSPECTION RECORD- CLASS 4, 5, AND 8 FORM (AF FORM 1148)	65	6	59
E186 INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	66	8	58
E219 PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	70	12	58
E182 INSPECT DAMAGED SUBSISTENCE ITEMS	72	14	58
E296 TEST WEIGH SUBSISTENCE ITEMS	67	10	57
E215 PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	68	12	56
E173 CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	69	14	55
E177 CONTROL OR SAFEGUARD FOOD INSPECTION STAMPS	69	14	55
E259 PERFORM CLASS 8 INSPECTIONS OF MEAT	69	14	55
E258 PERFORM CLASS 8 INSPECTIONS OF FRUITS AND VEGETABLES	66	12	54
E341 INSPECT STORAGE AREAS FOR INSECT OR RODENT CONTROL	70	16	54
E260 PERFORM CLASS 8 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	67	14	53
E294 RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	65	12	53
I403 COLLECT BLOOD SPECIMENS FOR LABORATORY ANALYSIS	20	84	-64
I386 ADMINISTER ANESTHETICS BY INTRAMUSCULAR METHOD	17	78	-61
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	12	71	-59
I394 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHOD	9	63	-54

TABLE 8

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN DAFSC 90850 AND 90870 PERSONNEL

TASK	PERCENT PERFORMING		
	90850	90870	DIFFERENCE
C127 PREPARE AIRMAN PERFORMANCE REPORTS	14	73	-59
A19 PLAN OR SCHEDULE WORK ASSIGNMENTS	18	76	-58
C121 EVALUATE WORK OF VETERINARY SPECIALISTS AFSC 90850	15	73	-58
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	8	65	-57
A31 SCHEDULE LEAVES AND PASSES	7	64	-57
B74 DRAFT CORRESPONDENCE	33	87	-54
B64 DIRECT OR IMPLEMENT OJT PROGRAMS	11	65	-54
B80 EDIT OR REVIEW CORRESPONDENCE	26	78	-52
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI) OR STANDING OPERATING PROCEDURES (SOP)	20	72	-52
C105 EVALUATE INSPECTION REPORTS OR PROCEDURES	23	74	-51
A3 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	4	55	-51
A17 PLAN OR SCHEDULE ON-THE-JOB TRAINING (OJT)	13	63	-50
D78 DRAFT REPORTS OF VETERINARY PROFESSIONAL ACTIVITIES	27	76	-49
B85 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	23	70	-47
C104 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	4	51	-47
A6 DETERMINE WORK PRIORITIES	24	70	-46
A1 ESTABLISH PERFORMANCE STANDARDS	7	53	-46

TABLE 9

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
DAFSC 90831 AND 90871 PERSONNEL

TASK	PERCENT PERFORMING		
	90831	90871	DIFFERENCE
I430 MAINTAIN ASEPTIC CONDITIONS IN TREATMENT OR SURGERY ROOMS	64	14	50
I404 COLLECT FECAL SPECIMENS FOR LABORATORY ANALYSIS	76	28	48
I436 MONITOR VITAL SIGNS DURING SURGERY	59	14	45
I450 POSITION ANIMALS FOR SURGERY	64	21	43
I406 COLLECT SWAB SPECIMENS FOR LABORATORY ANALYSIS	71	29	42
I483 SET UP INSTRUMENTS PACKS FOR AUTO-CLAVING	71	29	42
I403 COLLECT BLOOD SPECIMENS FOR LABORATORY ANALYSIS	84	43	41
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	16	71	-55
B38 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	24	79	-55
C127 PREPARE AIRMAN PERFORMANCE REPORTS	18	71	-53
A31 SCHEDULE LEAVES OR PASSES	12	64	-52
C109 EVALUATE MAINTENANCE AND USE OF WORK-SPACE, EQUIPMENT OR SUPPLIES	20	71	-51
C118 EVALUATE WORK OF LABORATORY ANIMAL SPECIALISTS AFSC 90831	15	64	-49
B81 IMPLEMENT SAFETY PROGRAMS OR PROCEDURES	10	57	-47
A32 SERVE AS SPONSOR FOR NEWLY ASSIGNED PERSONNEL	25	71	-46
B85 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	14	57	-43
C123 EVALUATE WORK ORDER REQUESTS	8	50	-42
C124 EVALUATE WORK SCHEDULES	16	57	-41

TABLE 10
TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
DAFSC 90870 AND 90871 PERSONNEL

TASK	PERCENT PERFORMING		
	90870	90871	DIFFERENCE
E177 CONTROL OR SAFEGUARD FOOD INSPECTION STAMPS	77	0	77
G343 PERFORM ORGANOLEPTIC EXAMINATIONS	76	0	76
B46 COORDINATE FOOD PURCHASE CONTRACT VIOLATIONS WITH COMMISSARY PERSONNEL OR CONTRACT OFFICERS	74	0	74
C105 EVALUATE INSPECTION REPORTS OR PROCEDURES	74	0	74
F325 PREPARE FOOD SERVICE SANITATION CHECK LIST (MEDICAL) FORMS (AF FORM 977)	73	0	73
E175 CONDUCT ROUTINE SANITATION INSPECTION	72	0	72
B60 DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	72	0	72
F308 INSPECT FOOD HANDLING PROCEDURES	69	0	69
G341 INSPECT STORAGE AREAS FOR INSECT OR RODENT CONTROL	69	0	69
G338 FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSITION OF DETERIORATED ITEMS	69	0	69
F327 PREPARE RECOMMENDATIONS FOR PROPER PRACTICES OR PROCEDURES FOR HANDLING OR STORING PERISHABLE FOODS	68	0	68
E182 INSPECT DAMAGED SUBSISTENCE ITEMS	67	0	67
B41 COORDINATE COMMON FOOD OR HEALTH PROBLEMS WITH CONTRACTORS, MEDICAL, OR ENVIRONMENTAL HEALTH PERSONNEL	66	0	66
C121 EVALUATE WORK OF VETERINARY SPECIALISTS AFSC 90850	73	7	66
C118 EVALUATE WORK OF LABORATORY ANIMAL SPECIALISTS AFSC 90831	9	64	-55
D165 TRAIN PERSONNEL IN THE CARE OR MANAGEMENT OR RESEARCH ANIMALS	1	50	-49
B57 DIRECT CARE OR MANAGEMENT OF GOVERNMENT OWNED ANIMALS	19	64	-45
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	13	57	-43

TABLE 11

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
DAFSC 90870 AND 90891 PERSONNEL

TASK	PERCENT PERFORMING		
	90870	90891	DIFFERENCE
E214 PERFORM CLASS 4, ON DELIVERY AT PURCHASE, INSPECTIONS OF EGGS	58	19	39
E255 PERFORM CLASS 8, PURCHASES BY EXCHANGES AND CLUBS, INSPECTIONS OF EGGS	48	11	37
E260 PERFORM CLASS 8, INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	59	22	37
E256 PERFORM CLASS 8, INSPECTIONS OF DAIRY PRODUCTS	55	19	36
F316 INSPECT SOFT SERVE ICE CREAM MACHINES	49	15	34
E227 PERFORM CLASS 5 INSPECTIONS OF FRUITS AND VEGETABLES	56	22	34
E182 INSPECT DAMAGED SUBSISTENCE ITEMS	67	33	34
E191 MAINTAIN CURRENT CODE DATE RECORDS ON ALL PRODUCTS	40	7	33
E229 PERFORM CLASS 5 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	55	22	32
G341 INSPECT STORAGE AREAS FOR INSECT OR RODENT CONTROL	69	37	32
E173 CONDUCT HOBART FAT ANALYSIS ON CLASS 4, 5, AND 8 GROUND MEAT ITEMS	74	15	32
E258 PERFORM CLASS 8 INSPECTIONS OF FRUITS AND VEGETABLES	53	22	31
E263 PERFORM CLASS 8 INSPECTIONS OF PREPACKAGED FROZEN FOODS	49	18	31
E294 RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	64	33	31
B77 DRAFT RECOMMENDED CHANGES TO MANUALS OR TECHNICAL PUBLICATIONS	24	67	-43
A16 PLAN OR PREPARE BRIEFINGS	40	74	-34
C122 EVALUATE WORK OF VETERINARY TECHNICIANS			
AFSC 90870	36	70	-34
A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	59	93	-34
A8 DRAFT BUDGET AND FINANCIAL REQUIREMENTS	48	81	-33
B37 COMPLETE PERSONNEL ACTION REQUESTS	38	70	-32

TABLE 12
TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
DAFSC 90871 AND 90891 PERSONNEL

TASK	PERCENT PERFORMING		
	DAFSC 90871 PERSONNEL	DAFSC 90891 PERSONNEL	DIFFERENCE
I394 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHOD	57	0	57
C121 EVALUATE WORK OF VETERINARY SPECIALISTS AFSC 90850	7	81	-74
B84 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR CONTRACTORS, COMMISSARY OFFICERS, OR CONTRACTING OFFICERS	7	81	-74
C105 EVALUATE INSPECTION REPORTS OR PROCEDURES	0	74	-74
C131 REVIEW CONTRACTS FOR PROCUREMENT OF SUBSISTENCE	0	70	-70
B60 DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	0	70	-70
B44 COORDINATE CONTRACT MODIFICATIONS, VARIATIONS, OR VIOLATIONS WITH DEFENSE PERSONNEL SUPPORT CENTER	0	70	-70
B41 COORDINATE COMMON FOOD OR HEALTH PROBLEMS WITH CONTRACTORS, MEDICAL, OR ENVIRONMENTAL HEALTH PERSONNEL	0	70	-70
B46 COORDINATE FOOD PURCHASE CONTRACT VIOLATIONS WITH COMMISSARY PERSONNEL OR CONTRACT OFFICERS	0	67	-67
C122 EVALUATE WORK OF VETERINARY TECHNICIANS AFSC 90870	7	70	-63
B66 DIRECT PROCUREMENT INSPECTIONS, SUCH AS, ON DELIVERY, OR PRIOR TO PURCHASE	7	70	-63
E177 CONTROL OR SAFEGUARD FOOD INSPECTION STAMPS	0	63	-63
C96 EVALUATE ADMINISTRATIVE FORMS, FILES OR PROCEDURES	21	81	-60
F333 REVIEW REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	0	59	-59
E194 MAINTAIN FOOD INSPECTION STAMP RECORDS (LRA) (DD FORM 1740)	0	59	-59
E169 ACT AS TECHNICAL ADVISOR TO PROCUREMENT OFFICER	0	59	-59

ANALYSIS OF ACTIVE FEDERAL MILITARY SERVICE (AFMS) GROUPS

Task performance comparisons in this section are made between groups of DAFSC 908X0 personnel and DAFSC 908X1 personnel with varying amounts of Active Federal Military Service (AFMS). These comparisons show results similar to those based on skill levels. Table 13 (DAFSC 908X0 job incumbents) and Table 14 (DAFSC 908X1 job incumbents) list the percent time spent on each duty for groups of personnel with amounts of active duty ranging from six to 24 months (first assignment after training) to more than 240 months.

As shown in Table 13 survey respondents with DAFSC 908X0 in their first job assignment (six to 24 months AFMS) spend 70 percent of their duty time performing tasks from the following three food inspection duties: Performing Subsistence Inspections (Duty E), 53 percent; Inspecting Food Service Facilities (Duty F), 12 percent; and Inspecting Cold and Dry Food Storage In Warehouse (Duty G), five percent. However, time spent on tasks in these food inspection duties decreases as time in service increases. For job incumbents with 240 or more months AFMS, time spent on food inspection tasks drops to 41 percent, while time spent on supervisory tasks increases substantially.

Table 14 illustrates that incumbents with DAFSC 908X1 in their first job spend 85 percent of their time on tasks in only two animal care related duties: Performing Animal Medical Care (Duty I), 52 percent; and Supporting Animal Research Programs (Duty K), 33 percent. Time spent in support of animals, however, decreases as time in service increases. For example, job incumbents with 193-240 months service spend only 11 percent of their time on all animal support tasks, but spend 76 percent of their job time on supervisory, administrative and training tasks (Duties A, B, C and D). Table 14 includes superintendents (DAFSC 90891), in addition to specialists (DAFSC 90831) and technicians (DAFSC 90871). The change in trend toward greater time spent on supervision, as time in service increases, and the increase in time spent in food inspection duties appears to be the result of the inclusion of DAFSC 90891 personnel with more than 240 months AFMS in the group.

Tables 15 and 16 list the most difficult tasks performed by DAFSC 908X0 and DAFSC 908X1 personnel in their first job assignment. The method used for obtaining the difficulty index is explained in the section on task difficulty. The scale is one to nine. (Tasks with a difficulty index of 5.0 are tasks of average difficulty.) These tables list tasks in descending order of difficulty. There are no tasks with a difficulty index of 5.0 (average difficulty) or higher performed by substantial percentages of both the DAFSC 90850 Veterinary Specialists and the DAFSC 90831 Animal Specialists.

TABLE 13

PERCENT TIME SPENT ON EACH DUTY BY AFMS GROUPS IN DAFSC 908X0*

DUTY	PERCENT TIME SPENT											
	6-24		49-96		97-144		145-192		193-240		240+	
	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS
A ORGANIZING AND PLANNING	1	1	3	3	5	5	6	8	12	12		
B DIRECTING AND IMPLEMENTING	7	8	11	11	16	16	18	21	22	22		
C EVALUATING	1	2	3	3	7	7	8	12	11	11		
D TRAINING	1	1	5	5	5	5	4	6	5	5		
E PERFORMING SUBSISTENCE INSPECTIONS	53	49	43	39	32	32	26	26	26	26		
F INSPECTING FOOD SERVICE FACILITIES	12	14	14	12	15	15	12	12	11	11		
G INSPECTING COLD AND DRY FOOD STORAGE IN WAREHOUSE	5	5	5	5	4	4	4	4	4	4		
H INSPECTING BASE VETERINARY SERVICES AND ZOONOSE CONTROL	4	4	3	3	3	3	4	4	5	5		
I PERFORMING ANIMAL MEDICAL CARE	14	14	10	7	7	7	7	4	3	3		
J SUPPORTING MILITARY WORKING DOG PROGRAMS	1	1	2	1	1	1	1	1	1	1		
K SUPPORTING ANIMAL RESEARCH PROGRAMS	1	1	0	0	0	0	0	0	0	0		
L PERFORMING CIVIC ACTION ACTIVITIES	0	0	0	0	0	0	0	0	0	0		

* DOES NOT INCLUDE PERSONNEL IN DAFSC 90891 (SUPERINTENDENTS)

TABLE 14

PERCENT TIME SPENT ON EACH DUTY BY AFMS GROUPS IN DAFSC 908X1*

DUTY	PERCENT TIME SPENT											
	6-24		49-64		97-144		145-192		193-240		240+	
	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS	AFMS	MOS
A ORGANIZING AND PLANNING	2	4	4	4	8	10	17	11				
B DIRECTING AND IMPLEMENTING	7	8	9	6	6	18	27	26				
C EVALUATING	1	2	5	8	11	13	19	17				
D TRAINING	0	1	2	11	0	4	13	6				
E PERFORMING SUBSISTENCE INSPECTIONS	0	3	8	0	0	3	9	14				
F INSPECTING FOOD SERVICE FACILITIES	1	2	5	3	3	4	3	9				
G INSPECTING COLD AND DRY FOOD STORAGE IN WAREHOUSE	0	1	1	0	0	1	1	3				
H PERFORMING BASE VETERINARY SERVICES AND ZOONOSE CONTROL	3	6	9	12	8	8	3	4				
I PERFORMING ANIMAL MEDICAL CARE	52	48	47	37	24	24	6	8				
J SUPPORTING MILITARY WORKING DOG PROGRAMS	1	1	5	4	2	2	0	2				
K SUPPORTING ANIMAL RESEARCH PROGRAMS	33	24	5	11	13	13	2	2				
L PERFORMING CIVIC ACTION ACTIVITIES	0	0	0	0	0	0	0	0				

* THE GROUPS WITH 145 OR MORE MONTHS AFMS INCLUDE SUPERINTENDENTS (AFS 90891) AS WELL AS TECHNICIANS (AFS 90871) AND SPECIALISTS (AFS 90831)

TABLE 15

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF
DAFSC 908X0 PERSONNEL WITH 6-24 MONTHS AFMS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
E275 PERFORM CONSUMER LEVEL QUALITY AUDIT PROGRAM (COLEQUAP) INSPECTIONS	41	6.8
E279 PREPARE COLEQUAP REPORT FORMS (AF FORM 2063)	34	6.5
E199 PERFORM AFM 74-15 PROCUREMENT QUALITY ASSURANCE FOR FRESH DAIRY PRODUCTS OR HANDBOOK 57 (HR-57) INSPECTIONS	37	6.2
E291 PREPARE SAMPLING PLANS FOR INSPECTION OF SUBSCRIPTION ITEMS BY USE OF STATISTICAL METHODS	39	5.9
G335 DETERMINE EXPECTED SHELF LIFE, CONDITION OF GOODS, OR ADEQUACY OF SUPPLIES FOR EMERGENCIES	40	5.9
F332 PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	34	5.7
F301 CONDUCT SANITARY INSPECTIONS OF BASE FOOD SERVICE FACILITIES	52	5.6
E293 PREPARE UNSATISFACTORY MATERIAL REPORTS (SUBSISTENCE) (DD FORM 1608)	34	5.5
F308 INSPECT FOOD HANDLING PROCEDURES	56	5.4
B36 COMPILE STATISTICAL DATA FOR RECORDS OR REPORTS	33	5.4
E218 PERFORM CLASS 4 INSPECTIONS OF MEAT	75	5.3
F305 EVALUATE FOOD PREPARATION OR SERVING METHOD	36	5.3
E259 PERFORM CLASS 8 INSPECTIONS OF MEAT	69	5.3
E175 CONDUCT ROUTINE SANITATION INSPECTIONS	51	5.3
E214 PERFORM CLASS 4, ON DELIVERY AT PURCHASE, INSPECTIONS OF EGGS	67	5.2
E264 PERFORM CLASS 8 INSPECTIONS OF WATER FOODS	52	5.2
E255 PERFORM CLASS 8 PURCHASES BY EXCHANGES AND CLUBS INSPECTION OF EGGS	65	5.1
E262 PERFORM CLASS 8 INSPECTIONS OF POULTRY	63	5.1
E223 PERFORM CLASS 4 INSPECTIONS OF WATER FOODS	59	5.1
G336 EVALUATE CONTROL OF PROPER TEMPERATURE AND HUMIDITY LEVELS IN STORAGE AREAS	44	5.1
I421 FILL OR MIX PRESCRIPTIONS	34	5.1
E221 PERFORM CLASS 4 INSPECTIONS OF POULTRY	70	5.1
F310 INSPECT MEASURES TO PREVENT CONTAMINATION OF FOOD SUPPLIES	31	5.1
E215 PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	74	5.1
E256 PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	70	5.1
G338 FORMULATE RECOMMENDATIONS FOR IMMEDIATE USE OR DISPOSITION OF DETERIORATED ITEMS	47	5.0

TABLE 16

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF
DAFSC 908X1 PERSONNEL WITH 6-24 MONTHS AFMS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
K535 CALIBRATE LABORATORY EQUIPMENT	38	6.2
K603 PLACE CATHETERS INTRAVENOUSLY	50	6.2
I424 GIVE INTRAVENOUS DRIPS TO ANIMALS	50	6.2
I416 EXAMINE BLOOD SPECIMENS, OTHER THAN KNOTT'S, TESTS AND MAKE DETERMINATIONS	38	6.2
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	63	6.1
K602 PLACE INTRACATHS INTRAVENOUSLY	88	6.1
K598 PERFORM ENDOTRACHEAL INTUBATIONS	50	5.9
I443 PERFORM PHYSICAL EXAMINATIONS OF ANIMALS	50	5.8
K562 FEED ANIMALS SPECIAL DIETS BY TECHNIQUES SUCH AS STOMACH TUBES, SYRINGES OR IVS	50	5.8
H384 WEIGH OR MEASURE ANIMALS, DRUGS, OR OTHER VETERINARY SUPPLIES USING THE METRIC SYSTEM	63	5.8
B55 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	50	5.8
K614 RESTRAIN ANIMALS BY CHEMICAL METHODS	63	5.6
I394 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHOD	63	5.6
B57 DIRECT CARE OR MANAGEMENT OF GOVERNMENT- OWNED ANIMALS	38	5.5
B52 COORDINATE USE OF RESEARCH FACILITIES WITH RESEARCHERS OR INVESTIGATORS	50	5.4
I386 ADMINISTER ANESTHETICS BY INTRAMUSCULAR METHOD	75	5.3
I463 PREPARE NECROPSY OR PATHOLOGY FORMS	38	5.2
I403 COLLECT BLOOD SPECIMENS FOR LABORATORY ANALYSIS	75	5.2
K600 PERFORM HEALTH CHECKS ON LABORATORY ANIMALS	88	5.1
K612 REPORT SYMPTOMS OF DISEASES IN LABORATORY RESEARCH ANIMALS	50	5.1
I445 PERFORM TB TESTING OF ANIMALS	75	5.1

COMPARISONS OF CONUS/OVERSEAS TASK PERFORMANCE

Tables 17 and 18 depict the tasks of greatest difference in percent members performing between DAFSC 90850 and DAFSC 90831 respondents stationed in CONUS and those stationed overseas. There are many tasks with substantial differences in percent members performing.

Among DAFSC 90850 respondents the task of greatest difference is E221, Perform Class 4 Inspections of Poultry, 69 percent of CONUS personnel and only 24 percent of overseas personnel perform this task. There are two tasks of greatest difference in percent members performing among DAFSC 90831 incumbents. These are: H361, Maintain Order and Cleanliness of Small Animal Treatment Clinics; and H363, Maintain Stock Levels of Clinic Supplies. Thirty percent of CONUS personnel and 83 percent of overseas personnel perform these tasks.

TABLE 17

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN CONUS
AND OVERSEAS PERSONNEL IN DAFSC 90850

TASK	PERCENT PERFORMING		DIFFERENCE
	CONUS	OVERSEAS	
E221 PERFORM CLASS 4 INSPECTIONS OF POULTRY	69	24	45
E222 PERFORM CLASS 4 INSPECTIONS OF PREPACKAGED FROZEN FOODS	71	33	38
E218 PERFORM CLASS 4 INSPECTIONS OF MEAT	74	46	28
E262 PERFORM CLASS 8 INSPECTIONS OF POULTRY	65	38	27
E223 PERFORM CLASS 4 INSPECTIONS OF WATER FOODS	57	30	27
E275 PERFORM CONSUMER LEVEL QUALITY AUDIT PROGRAM (COLEQUAP) INSPECTIONS	53	28	25
E263 PERFORM CLASS 8 INSPECTIONS OF PREPACKAGED FROZEN FOODS	69	48	21
E219 PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	74	54	20
E255 PERFORM CLASS 8, PURCHASES BY EXCHANGES AND CLUBS, INSPECTIONS OF EGGS	65	48	17
E279 PREPARE COLEQUAP REPORT FORMS (AF FORM 2063)	46	29	17
E190 INSPECT SUBSISTENCE PRIOR TO SHIPMENT BY MEANS OTHER THAN AIRLIFT	20	47	-27
E277 PREPARE ARRIVAL CONDITION REPORT-PERISHABLE SUBSISTENCE FORMS (DD FORM 1691)	3	25	-22
E185 INSPECT PROCEDURES FOR LOADING OR TRANSPORTING SUBSISTENCE ITEMS	31	53	-22
F327 PREPARE RECOMMENDATIONS FOR PROPER PRACTICES OR PROCEDURES FOR HANDLING OR STORING PERISHABLE FOODS	36	54	-18
G335 DETERMINE EXPECTED SHELF LIFE, CONDITION OF GOODS, OR ADEQUACY OF SUPPLIES FOR EMERGENCIES	42	59	-17
F334 VERIFY SOURCES OF PRODUCTS OBTAINED FOR MILITARY PROCUREMENT OR NONAPPROPRIATED FUND ACTIVITIES	30	47	-17

TABLE 18

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN CONUS
AND OVERSEAS PERSONNEL IN DAFSC 90831

TASK	PERCENT PERFORMING		DIFFERENCE
	CONUS	OVERSEAS	
I391 ADMINISTER INJECTIONS OR IMMUNIZATION BY INTRADERMAL METHOD	65	18	47
K616 RESTRAIN ANIMALS BY PHYSICAL METHODS	52	9	43
K563 FEED OR WATER LABORATORY ANIMALS	42	0	42
K600 PERFORM HEALTH CHECKS ON LABORATORY ANIMALS	50	9	41
K614 RESTRAIN ANIMALS BY CHEMICAL METHODS	45	9	36
I394 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHODS	70	36	34
H363 MAINTAIN STOCK LEVELS OF CLINIC SUPPLIES	30	82	-52
H361 MAINTAIN ORDER AND CLEANLINESS OF SMALL ANIMAL TREATMENT CLINICS	30	82	-52
J525 PROCURE OR MAINTAIN MEDICAL SUPPLIES FOR MILITARY WORKING DOG PROGRAM	13	64	-51
H356 INVENTORY CLINIC SUPPLIES	33	82	-49
I476 RECORD NOTES DURING NECROPSY OR SURGERY	25	73	-48
F297 COLLECT LABORATORY SAMPLES IN FOOD-BORNE DISEASE OUTBREAKS	0	45	-45
H345 COLLECT AND ACCOUNT FOR FUNDS RECEIVED IN ANIMAL CLINICS	28	73	-45
H354 INSPECT SECURITY POLICE QUARANTINE KENNELS	10	55	-45
I448 PLACE COVER SLIPS ON GLASS SLIDES FOR LIGHT MICROSCOPY	38	82	-44
H370 PROVIDE EMERGENCY MEDICAL ASSISTANCE TO ANIMALS	30	73	-43
J528 SCHEDULE MILITARY WORKING DOGS FOR EXAMINATIONS OR TREATMENTS	15	55	-40
J522 PERFORM SANITARY INSPECTION OF KENNELS AND KENNEL AREAS	15	55	-40
J504 ESTABLISH OR MAINTAIN HEALTH RECORDS OF MILITARY WORKING DOGS	15	55	-40
I466 PREPARE REQUEST FOR LOCAL PURCHASE DRUGS, MEDICAL SUPPLIES OR EQUIPMENT	25	64	-39

TASK DIFFICULTY

From a listing of the assigned airmen identified for this survey, 7-skill level and 9-skill level incumbents from various locations were selected for rating task difficulty. Tasks were rated on a seven point scale from very-much-below average to very-much-above average difficulty, with difficulty defined as the length of time required for an average incumbent to learn to do the task. Interrater agreement among the 52 raters was .94. Ratings were adjusted to a one through nine scale so that tasks of average difficulty have ratings of 5.00.

Tables 19 and 20 list the most difficult tasks performed by substantial percentages of the job incumbents with DAFSC 90850 (Table 19) and DAFSC 90831 (Table 20). These tables show results somewhat similar to those displayed in Tables 15 and 16 for DAFSC 908X0 and 908X1 personnel in their first job assignment (six to 24 months service). That is, the tasks of greatest difficulty performed by 30 percent or more of the DAFSC 90850 incumbents are primarily food inspection related; whereas, the most difficult tasks performed by DAFSC 90831 personnel are predominately animal care related.

TABLE 19

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES
OF DAFSC 90850 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
E275 PERFORM CONSUMER LEVEL QUALITY AUDIT PROGRAM (COLEQUAP) INSPECTIONS	47	6.8
E279 PREPARE COLEQUAP REPORTS FORMS (AF FORM 2063)	42	6.5
B44 COORDINATE CONTRACT MODIFICATIONS, VARIATIONS, OR VIOLATIONS WITH DEFENSE PERSONNEL SUPPORT CENTER	30	6.3
E199 PERFORM AFM 74-15 PROCUREMENT QUALITY ASSURANCE FOR FRESH DAIRY PRODUCTS OR HANDBOOK 57 (HR-57) INSPECTIONS	37	6.2
D164 TRAIN BASE FOOD SERVICE PERSONNEL IN FOOD HANDLING AND PERSONAL HYGIENE	33	6.1
E291 PREPARE SAMPLING PLANS FOR INSPECTION OF SUBSISTENCE ITEMS BY USE OF STATISTICAL METHODS	42	5.9
G335 DETERMINE EXPECTED SHELF LIFE, CONDITION OF GOODS, OR ADEQUACY OF SUPPLIES FOR EMERGENCIES	46	5.8
B55 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	38	5.8
F332 PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	46	5.7
F301 CONDUCT SANITARY INSPECTIONS OF BASE FOOD SERVICE FACILITIES	58	5.6
B46 COORDINATE FOOD PURCHASE CONTRACT VIOLATIONS WITH COMMISSARY PERSONNEL OR CONTRACT OFFICERS	46	5.6
B74 DRAFT CORRESPONDENCE	33	5.6
B66 DIRECT PROCUREMENT INSPECTIONS, SUCH AS ON DELIVERY, OR PRIOR TO PURCHASE	34	5.5
E293 PREPARE UNSATISFACTORY MATERIAL REPORTS (SUBSISTENCE) (DD FORM 1608)	44	5.5
C108 EVALUATE LABORATORY TEST RESULTS	34	5.5
F308 INSPECT FOOD HANDLING PROCEDURES	58	5.5
B41 COORDINATE COMMON FOOD OR HEALTH PROBLEMS WITH CONTRACTORS, MEDICAL, OR ENVIRONMENTAL HEALTH PERSONNEL	34	5.5
B36 COMPILE STATISTICAL DATA FOR RECORDS OR REPORTS	46	5.4
E218 PERFORM CLASS 4 INSPECTIONS OF MEAT	68	5.4

TABLE 20

MOST DIFFICULT TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES
OF DAFSC 90831 RESPONDENTS

TASK	PERCENT PERFORMING	DIFFICULTY INDEX
I442 PERFORM NECROPSIES	37	7.1
I446 PERFORM UNASSISTED MINOR SURGERY ON ANIMALS	33	7.0
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	31	6.5
I385 ADMINISTER ANESTHETICS BY GASEOUS METHOD	55	6.4
H370 PROVIDE EMERGENCY MEDICAL ASSISTANCE TO ANIMALS	39	6.3
I424 GIVE INTRAVENOUS DRIPS TO ANIMALS	57	6.2
I416 EXAMINE BLOOD SPECIMENS, OTHER THAN KNOTT'S, TESTS AND MAKE DETERMINATIONS	31	6.2
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	71	6.1
K602 PLACE INTRACATHS INTRAVENOUSLY	35	6.1
I443 PERFORM PHYSICAL EXAMINATIONS OF ANIMALS	57	5.8
H384 WEIGH OR MEASURE ANIMALS, DRUGS OR OTHER VETERINARY SUPPLIES USING THE METRIC SYSTEM	53	5.8
B55 DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	37	5.8
I401 COLLECT AND PREPARE RABIES SUSPECTS BRAIN FOR ANALYSIS	31	5.6
A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT OR SUPPLIES	45	5.6
K614 RESTRAIN ANIMALS BY CHEMICAL METHODS	37	5.6
B74 DRAFT CORRESPONDENCE	31	5.6
I394 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAVENOUS METHODS	63	5.6
C108 EVALUATE LABORATORY TEST RESULTS	37	5.5
B57 DIRECT CARE OR MANAGEMENT OF GOVERNMENT- OWNED ANIMALS	43	5.5
I390 ADMINISTER FIRST AID TO INJURED OR OVERHEATED ANIMALS	55	5.4

COMPARISON TO EARLIER STUDIES

The results of this survey were compared to Occupational Survey Report 90-908-037, dated 15 November 1970. Many of the findings in the two studies are very similar. For example, both studies found that: (1) there are differences between tasks performed by airmen stationed CONUS and airmen stationed overseas; (2) there is a high degree of similarity in task performance within the Veterinary Specialist/Technician (AFS 90830/50/70) career ladder, but a significantly lower degree of similarity in task performance among job incumbents in the Veterinary Specialist Career Ladders (AFS 90830/50/70) and personnel in the Animal Specialist/Technician career ladder (AFS 90831/71); and (3) differences between skill levels lie primarily in supervisory tasks, with the amount of time spent on supervisory tasks increasing as skill level increases.

TRAINING

Specialty Training Standard (STS) Analysis

Due to the consolidation of AFS 90831/71 Animal Specialist/Technician with AFS 90830/50/70 Veterinary Specialist/Technician effective 31 October 1976, the new tentative STS 908X0 (undated) is the document used for comparison with survey data. Advance copies of computer printouts of job descriptions for personnel in various DAFSC and AFMS groups were delivered to the USAF School of Aerospace Medicine, Brooks AFB, Texas, during May 1976, for use in writing the new STS. The tentative STS seems to provide good general coverage of tasks performed in the field; however, the wording is so broad in some instances that it is difficult to be certain that all tasks are included.

Course Analysis

The basic Veterinary Specialist Course, 5ABY90830, is 12 weeks in length. Phase I is provided at the Academy of Health Sciences, Fort Sam Houston, Texas. This phase consists of eight weeks training which includes Administration and Special Subject (49 hours); Meat and Water Food Technology/Quality Assurance (66 hours); Dairy and Poultry Science (39 hours); Surveillance Inspections (52 hours); Veterinary Preventive Medicine (19 hours); and Examinations (50 hours including reteaching and retesting). Phase 2 provides four weeks training at Brooks AFB, TX, in subject matter which is not covered in Phase I, or material which is covered but needs additional emphasis due to the different mission requirements of the Air Force. Based on a revised draft of the Program of Instruction (POI) supplied by the USAF School of Aerospace Medicine, Phase 2 includes the following subject titles with the approximate number of hours devoted to each: Administration and Subsistence Inspection (39 hours); Food Establishment Sanitation (40 hours); Animal Service (36 hours); Laboratory Support (22 hours); and Administrative Time (19 hours).

The training provided in the basic course is generally well supported by the percentage of DAFSC 908X0 members in their first job assignment (six to 24 months AFMS) performing related tasks. The Animal Care tasks performed by DAFSC 908X1 personnel are not, however, adequately covered in the POI for the basic course. USAF SAM/EDV personnel have stated in telephone conversations that graduates of the basic course will not be initially assigned to jobs requiring performance of animal care tasks which are not taught in the basic course. The school has a six weeks advanced course for personnel assigned to jobs with animal care responsibilities. They also plan to assign Special Experience Identifiers (SEIs) to these personnel.

Based on survey data alone, there appears to be little evidence to support the consolidation of AFS 90831/71 Animal Specialist/Technician, with AFS 90830/50/70, Veterinary Specialist/Technician. These specialties involve two distinctly different types of duties, as well as, skills. The Animal Specialist title seems to be appropriate for the duties and tasks performed by respondents in DAFSCs 90831/71; however, the incumbents in DAFSCs 90830/50/70 might be more appropriately titled Food Inspection Specialist/Technician. The survey data on task performance indicate that it would have been logical to transfer the animal related tasks from AFS 908X0, Veterinary Service career ladder to AFS 908X1, Animal Specialist career ladder and retitle AFS 908X0 as a Food Inspection career ladder. However, since action has been taken to combine the ladders, effective 31 October 1976, an SEI is needed to mark the differences in the training and experience required for performance of animal care tasks.

As a result of this occupational survey, it is concluded
that:

CONCLUSIONS

- (1) Although Veterinary Specialists/Technicians, AFS 90830/50/70, spend a nominal amount of time performing animal care tasks, Animal Specialist/Technicians, AFS 90831/71, do not perform the majority of food inspection tasks accomplished by the personnel in DAFSC 908X0. Survey data therefore does not provide support for combining the ladders; and
- (2) The AFM 39-1 description effective 31 October 1976, needs minor revision to accurately reflect all tasks performed by DAFSC 90830/50 personnel.

X

APPENDIX A

ANIMAL CARE

GROUP ID NUMBER AND TITLE: GRP098, LABORATORY ANIMAL SPECIALIST

PERCENT OF SAMPLE: 2.2

MAJOR COMMAND DISTRIBUTION: AFSC 43% HQCOMD 25% ATC 8%
HQ USAF 8% USAFSO 8% AFCS 8%

DAFSC DISTRIBUTION: 90830 (8%), 90831 (67%), 90871 (25%)

AVERAGE GRADE: 4.4

EXPRESSED JOB INTEREST: 92 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 75 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 83 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 122

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING ANIMAL MEDICAL CARE	56
K SUPPORTING ANIMAL RESEARCH PROGRAMS	27

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I387 ADMINISTER ANESTHETICS BY INTRAVENOUS METHOD	100
I392 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	100
I434 MAINTAIN OR ENTER INFORMATION ON ANIMAL HEALTH RECORDS	100
I443 PERFORM PHYSICAL EXAMINATIONS OF ANIMALS	100
K533 APPLY IDENTIFICATION MARKINGS TO LABORATORY ANIMALS	100

GROUP ID NUMBER AND TITLE: GRP137, ANIMAL CLINIC SPECIALIST

PERCENT OF SAMPLE: 3.3

MAJOR COMMAND DISTRIBUTION: TAC 22% USAFE 22% SAC 11% MAC 11%
ATC 11% AFLC 11% AFSC 6% USAFA 6%

DAFSC DISTRIBUTION: 90830 (11%), 90850 (33%), 90831 (56%)

AVERAGE GRADE: 4.1

EXPRESSED JOB INTEREST: 66 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 61 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 61 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 97

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING ANIMAL MEDICAL CARE	61
H PERFORMING BASE VETERINARY SERVICES AND ZOOZOSES CONTROL	18

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I392 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRAMUSCULAR METHOD	100
I399 CLEAN OPERATING ROOMS, SURGICAL SUITES OR NECROPSY ROOMS	100
I436 MONITOR VITAL SIGNS DURING SURGERY	100
I417 EXAMINE FECAL SPECIMENS AND MAKE DETERMINATIONS	94
H361 MAINTAIN ORDER AND CLEANLINESS OF SMALL ANIMAL TREATMENT CLINICS	83

GROUP ID NUMBER AND TITLE: GRP145, MILITARY WORKING DOG VETERINARY
CLINIC SPECIALIST

PERCENT OF SAMPLE: 1.3

MAJOR COMMAND DISTRIBUTION: AFSC 58% AFLC 14% PACAF 14% NO RESPONSE 14%

DAFSC DISTRIBUTION: 90850 (71%), 90831 (29%)

AVERAGE GRADE: 4.1

EXPRESSED JOB INTEREST: 100 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 57 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 74

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING ANIMAL MEDICAL CARE	63
J SUPPORTING MILITARY WORKING DOG PROGRAMS	29

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
J513 MAKE ENTRIES ON DOGS' HEALTH RECORDS	100
I493 TAKE AND RECORD TEMPERATURES	100
J530 TREAT MINOR ABRASIONS	100
I443 PERFORM PHYSICAL EXAMINATIONS OF ANIMALS	100
I407 COLLECT URINE SPECIMENS FOR LABORATORY ANALYSIS	100

GROUP ID NUMBER AND TITLE: GRP114, SMALL ANIMAL CLINIC SPECIALIST

PERCENT OF SAMPLE: 1.6

MAJOR COMMAND DISTRIBUTION: ADC 22% AFLC 22% AFSC 22%
SAC 11% USAFE 11% MAC 11%

DAFSC DISTRIBUTION: 90830 (11%), 90850 (56%), 90870 (11%), 90831 (22%)

AVERAGE GRADE: 3.9

EXPRESSED JOB INTEREST: 67 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 56 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 78 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING ANIMAL MEDICAL CARE	70
H PERFORMING BASE VETERINARY SERVICES AND ZONOSIS CONTROL	19

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
I395 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	100
I399 CLEAN OPERATING ROOMS, SURGICAL SUITES OR NECROPSY ROOMS	100
H371 PROVIDE SUBPROFESSIONAL ADVICE IN CARE AND GROOMING OF ANIMALS	100
I483 SET UP INSTRUMENTS PACKS FOR AUTOCLAVING	100
I458 PREPARE FECAL SPECIMENS FOR EXAMINATION	89

GROUP ID NUMBER AND TITLE: GRP089, LABORATORY ANIMAL HANDLER/VETERINARY SPECIALIST

PERCENT OF SAMPLE: 1.6

MAJOR COMMAND DISTRIBUTION: AFSC 89% NO RESPONSE 11%

DAFSC DISTRIBUTION: 90831 (100%)

AVERAGE GRADE: 3.6

EXPRESSED JOB INTEREST: 89 PERCENT FOUND JOB SO-SO TO VERY DULL

PERCEIVED UTILIZATION OF TALENTS: 78 PERCENT VERY LITTLE

PERCEIVED UTILIZATION OF TRAINING: 78 PERCENT VERY LITTLE

AVERAGE NUMBER OF TASKS PERFORMED: 47

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING ANIMAL MEDICAL CARE	47
K SUPPORTING ANIMAL RESEARCH PROGRAMS	38

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
K625 WASH DOWN DOG KENNELS OR SUB-HUMAN PRIMATE RACKS	100
I445 PERFORM TB TESTING OF ANIMALS	100
K563 FEED OR WATER LABORATORY ANIMALS	89
K600 PERFORM HEALTH CHECKS ON LABORATORY ANIMALS	89
I391 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY INTRADERMAL METHOD	89

SUBSISTENCE INSPECTION/FOOD FACILITIES INSPECTION/ANIMAL CARE

GROUP ID NUMBER AND TITLE: GRP088, FOOD FACILITIES HYGIENE AND
SANITATION INSPECTOR/NCOIC

PERCENT OF SAMPLE: 7.4

MAJOR COMMAND DISTRIBUTION: SAC 18% TAC 15% PACAF 13% ATC 10%
AFLC 10% AFSC 8% ADC 5% HQCOMD 5%
MAC 5% USAFE 5% AU 3% USAFSO 3%

DAFSC DISTRIBUTION: 90830 (15%), 90850 (63%), 90870 (18%), 90831 (2%),
90891 (2%)

AVERAGE GRADE: 4.5

EXPRESSED JOB INTEREST: 68 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 97 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 55

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
F INSPECTING FOOD SERVICE FACILITIES	53
E PERFORMING SUBSISTENCE INSPECTIONS	14
B DIRECTING AND IMPLEMENTING	9
G INSPECTING COLD AND DRY FOOD STORAGE IN WAREHOUSE	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F301 CONDUCT SANITARY INSPECTIONS OF BASE FOOD SERVICE FACILITIES	100
F302 CONDUCT SURVEILLANCE CHECKS OF FOOD HANDLERS' HEALTH CERTIFICATES	100
F308 INSPECT FOOD HANDLING PROCEDURES	100
F314 INSPECT PERSONAL HYGIENE AND SANITATION STANDARDS OF BASE FOOD SERVICE EMPLOYEES	95
F325 PREPARE FOOD SERVICE SANITATION CHECK LIST (MEDICAL) FORMS (AF FORM 977)	95

GROUP ID NUMBER AND TITLE: GRP120, SMALL ANIMAL CLINIC AND FOOD
FACILITIES/SUBSISTENCE INSPECTION
SPECIALIST

PERCENT OF SAMPLE: 2.0

MAJOR COMMAND DISTRIBUTION: SAC 46% USAF 18% AFSC 9% PACAF 9%
TAC 9% NO RESPONSE 9%

DAFSC DISTRIBUTION: 90830 (18%), 90850 (55%), 90831 (27%)

AVERAGE GRADE: 4.1

EXPRESSED JOB INTEREST: 82 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 82 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
I PERFORMING ANIMAL MEDICAL CARE	35
F INSPECTING FOOD SERVICE FACILITIES	21
E PERFORMING SUBSISTENCE INSPECTIONS	15

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
F301 CONDUCT SANITARY INSPECTIONS OF BASE FOOD SERVICE FACILITIES	100
F321 PERFORM FINGER PLATE CULTURES OF FOOD HANDLERS	100
I417 EXAMINE FECAL SPECIMENS AND MAKE DETERMINATIONS	100
I399 CLEAN OPERATING ROOMS, SURGICAL SUITES OR NECROPSY ROOMS	100
I395 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	91

GROUP ID NUMBER AND TITLE: GRP085, VETERINARY ADMINISTRATIVE SPECIALIST
AND FOOD FACILITY INSPECTOR

PERCENT OF SAMPLE: 1.0

MAJOR COMMAND DISTRIBUTION: TAC 40% SAC 20% PACAF 20% MAC 20%

DAFSC DISTRIBUTION: 90830 (20%), 90850 (80%)

AVERAGE GRADE: 4.8

EXPRESSED JOB INTEREST: 80 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 88 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 82 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 25

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	26
F INSPECTING FOOD SERVICE FACILITIES	24
H PERFORMING BASE VETERINARY SERVICES AND ZONOSSES CONTROL	15
I PERFORMING ANIMAL MEDICAL CARE	13

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B88 MAINTAIN BULLETINS, MANUALS OR PUBLICATIONS	100
B89 MAINTAIN FILES OR RECORDS, FORMS, CORRESPONDENCE OR REPORTS	100
F332 PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	100
F325 PREPARE FOOD SERVICE SANITATION CHECK LIST (MEDICAL) FORMS (AF FORMS 977)	100
F314 INSPECT PERSONAL HYGIENE AND SANITATION STANDARDS OF BASE FOOD SERVICE EMPLOYEES	100

GROUP ID NUMBER AND TITLE: GRP350, NCOIC, SUBSISTENCE INSPECTION/VETERINARY SERVICES

PERCENT OF SAMPLE: 5.9

MAJOR COMMAND DISTRIBUTION: SAC 25% USAFE 25% AFSC 13% TAC 9%
ATC 9% AAC 7% ADC 3% AU 3%
MAC 3% USAFSS 3%

DAFSC DISTRIBUTION: 90850 (22%), 90870 (75%), 90891 (3%)

AVERAGE GRADE: 6.3

EXPRESSED JOB INTEREST: 93 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 43

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	29
B DIRECTING AND IMPLEMENTING	18
F INSPECTING FOOD SERVICE FACILITIES	12
C EVALUATING	11
A ORGANIZING AND PLANNING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B80 EDIT OR REVIEW CORRESPONDENCE	100
F332 PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	100
B78 DRAFT REPORTS OF VETERINARY PROFESSIONAL ACTIVITIES	100
F302 CONDUCT SURVEILLANCE CHECKS OF FOOD HANDLERS' HEALTH CERTIFICATES	100
E175 CONDUCT ROUTINE SANITATION INSPECTIONS	91

GROUP ID NUMBER AND TITLE: GRP366, SUBSISTENCE INSPECTION SPECIALIST/NCOIC

PERCENT OF SAMPLE: 3.3

MAJOR COMMAND DISTRIBUTION: SAC 22% AAC 17% AFSC 17% HQCOMD 17%
TAC 17% ATC 5% PACAF 5%

DAFSC DISTRIBUTION: 90830 (17%), 90850 (56%), 90870 (22%), 90891 (5%)

AVERAGE GRADE: 4.7

EXPRESSED JOB INTEREST: 78 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 83 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 94 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 31

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	44
B DIRECTING AND IMPLEMENTING	14
F INSPECTING FOOD SERVICE FACILITIES	13
I PERFORMING ANIMAL MEDICAL CARE	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E198 MONITOR VENDOR CODE DATES	100
E215 PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	100
E217 PERFORM CLASS 4 INSPECTIONS OF FRUITS OR VEGETABLES	100
F310 INSPECT MEASURES TO PREVENT CONTAMINATION OF FOOD SUPPLIES	100
B60 DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	94

GROUP ID NUMBER AND TITLE: GRP356, SUBSISTENCE INSPECTION AND ANIMAL
CARE SPECIALIST/NCOIC

PERCENT OF SAMPLE: 3.0

MAJOR COMMAND DISTRIBUTION: ATC 25% SAC 25% USAFE 25%
AFLC 13% TAC 6% HQCOMD 6%

DAFSC DISTRIBUTION: 90850 (69%), 90870 (19%), 90831 (12%)

AVERAGE GRADE: 4.8

EXPRESSED JOB INTEREST: 93 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 87 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 294

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	25
I PERFORMING ANIMAL MEDICAL CARE	23
B DIRECTING AND IMPLEMENTING	12
F INSPECTING FOOD SERVICE FACILITIES	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E175 CONDUCT ROUTINE SANITATION INSPECTION	100
B88 MAINTAIN BULLETINS, MANUALS OR PUBLICATIONS	100
I395 ADMINISTER INJECTIONS OR IMMUNIZATIONS BY SUBCUTANEOUS METHOD	100
I483 SET UP INSTRUMENT PACKS FOR AUTOCLAVING	100
E195 MAINTAIN LIST OR FILE OR FEDERAL AND MILITARY SUBSISTENCE SPECIFICATIONS	100

GROUP ID NUMBER AND TITLE: GRP292, NCOIC, VETERINARY SERVICE (US NAVY SUPPORT)

PERCENT OF SAMPLE: 1.3

MAJOR COMMAND DISTRIBUTION: HQCOMD 100%

DAFSC DISTRIBUTION: 90870 (86%), 90891 (14%)

AVERAGE GRADE: 6.3

EXPRESSED JOB INTEREST: 100 PERCENT FOUND JOB FAIRLY INTERESTING TO EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 194

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	31
B DIRECTING AND IMPLEMENTING	17
I PERFORMING ANIMAL MEDICAL CARE	17
H PERFORMING BASE VETERINARY SERVICES AND ZOOZOSES CONTROL	9
C EVALUATING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B62 DIRECT MAINTENANCE OF ADMINISTRATIVE FILES	100
B90 MAINTAIN LISTS OF APPROVED SOURCES OF FOOD	100
E258 PERFORM CLASS 8 INSPECTIONS OF FRUITS AND VEGETABLES	100
E294 RECOMMEND REJECTIONS OF SUBSISTENCE ITEMS TO CONTRACTING OFFICER OR TO COMMISSARY OFFICER	86
I466 PREPARE REQUEST FOR LOCAL PURCHASE OF DRUGS, MEDICAL SUPPLIES OR EQUIPMENT	71

GROUP ID NUMBER AND TITLE: GRP327, NCOIC, SUBSISTENCE AND FOOD FACILITIES
INSPECTION

PERCENT OF SAMPLE: 2.0

MAJOR COMMAND DISTRIBUTION: ATC 28% SAC 18% USAFE 18% AFSC 9%
MAC 9% TAC 9% USAFA 9%

DAFSC DISTRIBUTION: 90870 (100%)

AVERAGE GRADE: 6.6

EXPRESSED JOB INTEREST: 91 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 149

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	27
E PERFORMING SUBSISTENCE INSPECTIONS	20
F INSPECTING FOOD SERVICE FACILITIES	13
C EVALUATING	12
A ORGANIZING AND PLANNING	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B60 DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	100
E175 CONDUCT ROUTINE SANITATION INSPECTIONS	100
B45 COORDINATE FOOD INSPECTION ACTIVITIES WITH FOOD SERVICE PERSONNEL	91
C105 EVALUATE INSPECTION REPORTS OR PROCEDURES	91
F333 REVIEW REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	91

GROUP ID NUMBER AND TITLE: GRP296, NCOIC/SUPERINTENDENT VETERINARY SERVICES

PERCENT OF SAMPLE: 5.2

MAJOR COMMAND DISTRIBUTION: SAC 36% PACAF 11% AFSC 7% ATC 7%
MAC 7% TAC 7% USAFE 7% ADC 4%
AFCS 4% AFLC 4% AU 3% HQCOMD 3%

DAFSC DISTRIBUTION: 90870 (68%), 90891 (32%)

AVERAGE GRADE: 6.9

EXPRESSED JOB INTEREST: 93 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 96 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 142

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	28
C EVALUATING	19
F INSPECTING FOOD SERVICE FACILITIES	14
A ORGANIZING AND PLANNING	12
D TRAINING	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B80 EDIT OR REVIEW CORRESPONDENCE	100
A10 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	100
B85 INTERPRET POLICIES, DIRECTIVES OR PROCEDURES FOR SUBORDINATES	96
C121 EVALUATE WORK OF VETERINARY SPECIALISTS AFSC 90850	96
F333 REVIEW REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	93

GROUP ID NUMBER AND TITLE: GRP139, SUBSISTENCE AND FOOD FACILITIES
INSPECTOR/NCOIC

PERCENT OF SAMPLE: 1.6

MAJOR COMMAND DISTRIBUTION: SAC 56% AAC 11% AFSC 11%
HQCOMD 11% USAF 11%

DAFSC DISTRIBUTION: 90850 (22%), 90870 (78%)

AVERAGE GRADE: 5.7

EXPRESSED JOB INTEREST: 89 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 89 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 89 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 128

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	22
F INSPECTING FOOD SERVICE FACILITIES	22
B DIRECTING AND IMPLEMENTING	20
C EVALUATING	9

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
B301 CONDUCT SANITARY INSPECTIONS OF BASE FOOD SERVICE FACILITIES	100
B60 DIRECT INSPECTIONS OF FOOD SERVICE OR STORAGE FACILITIES	100
F314 INSPECT PERSONAL HYGIENE AND SANITATION STANDARDS OF BASE FOOD SERVICE EMPLOYEES	100
E180 EVALUATE DISHWASHING METHODS OR PROCEDURES	100
F332 PREPARE WRITTEN REPORTS ON INSPECTION OF BASE FOOD SERVING FACILITIES OR VENDORS	100

GROUP ID NUMBER AND TITLE: GRP090, CLASS 3 (ORIGIN) SUBSISTENCE
INSPECTOR AND FOOD PROCUREMENT
ADVISOR

PERCENT OF SAMPLE: 1.8

MAJOR COMMAND DISTRIBUTION: TAC 50% SAC 20% USAFE 20% HQCOMD 10%

DAFSC DISTRIBUTION: 90850 (40%), 90870 (40%), 90891 (20%)

AVERAGE GRADE: 5.4

EXPRESSED JOB INTEREST: 90 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 90 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 90 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 96

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	35
B DIRECTING AND IMPLEMENTING	26
C EVALUATING	14
F INSPECTING FOOD SERVICE FACILITIES	8

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E196 INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	100
E190 INSPECT SUBSISTENCE PRIOR TO SHIPMENT BY MEANS OTHERS THAN AIRLIFT	100
B84 INTERPRET POLICIES DIRECTIVES OR PROCEDURES FOR CONTRACTORS, COMMISSARY OFFICERS, OR CONTRACTING OFFICERS	100
B44 COORDINATE CONTRACT MODIFICATIONS, VARIATIONS OR VIOLATIONS WITH DEFENSE PERSONNEL SUPPORT CENTER	100
B66 DIRECT PROCUREMENT INSPECTIONS, SUCH AS DELIVERY, OR PRIOR TO PURCHASE	90

GROUP ID NUMBER AND TITLE: GRP163, SUBSISTENCE AND FOOD FACILITIES
INSPECTOR/ANIMAL CARE SPECIALIST

PERCENT OF SAMPLE: 18.4

MAJOR COMMAND DISTRIBUTION:	SAC	24%	AFLC	15%	ATC	13%
	MAC	10%	USAFE	9%	ADC	6%
	AFSC	6%	TAC	6%	HQCOMD	3%
	PACAF	2%	USAFSS	2%	AFCS	2%
	USAFA	1%	NO RESPONSE	1%		

DAFSC DISTRIBUTION: 90830 (17%), 90850 (77%), 90870 (5%), 90831 (1%)

AVERAGE GRADE: 3.7

EXPRESSED JOB INTEREST: 78 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 77 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 89 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 126

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E	PERFORMING SUBSISTENCE INSPECTIONS	49
F	INSPECTING FOOD SERVICE FACILITIES	15
I	PERFORMING ANIMAL MEDICAL CARE	15

FIVE REPRESENTATIVE TASKS:

TASK

PERCENT MEMBERS
PERFORMING

E215	PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	96
E218	PERFORM CLASS 4 INSPECTIONS OF MEAT	96
E219	PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	96
F301	CONDUCT SANITARY INSPECTIONS OF BASE FOOD SERVICE FACILITIES	90
I417	EXAMINE FECAL SPECIMENS AND MAKE DETERMINATIONS	87

GROUP ID NUMBER AND TITLE: GRP161, SUBSISTENCE INSPECTION AND ADMINISTRATIVE SPECIALIST

PERCENT OF SAMPLE: 24.2

MAJOR COMMAND DISTRIBUTION: SAC 18% ATC 14% HQCOMD 11% MAC 11%
TAC 10% USAFE 8% PACAF 7% AU 5%
ADC 4% AFSC 4% AFLC 3% OTHER 5%

DAFSC DISTRIBUTION: 90830 (13%), 90850 (69%), 90870 (16%), 90831 (1%),
90891 (1%)

AVERAGE GRADE: 4.2

EXPRESSED JOB INTEREST: 76 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 94 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 100

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	67
B DIRECTING AND IMPLEMENTING	11
G INSPECTING COLD AND DRY FOOD STORAGE IN WAREHOUSE	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E219 PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	98
E215 PERFORM CLASS 4 INSPECTIONS OF DAIRY PRODUCTS	97
E192 MAINTAIN DAILY VETERINARY INSPECTION RECORD - CLASS 4, 5, AND 8 FORM (AF FORM 1148)	93
E177 CONTROL OR SAFEGUARD FOOD INSPECTION STAMPS	92
B89 MAINTAIN FILES OF RECORDS, FORMS, CORRESPONDENCE OR REPORTS	74

GROUP ID NUMBER AND TITLE: GRP116, SUBSISTENCE INSPECTION SPECIALIST

PERCENT OF SAMPLE: 6.5

MAJOR COMMAND DISTRIBUTION:	SAC	26%	ATC	20%	TAC	14%	HQCOMD	8%
	MAC	8%	AFSC	6%	USAFSS	6%	ADC	3%
	AFLC	3%	OTHER	6%				

DAFSC DISTRIBUTION: 90830 (20%), 90850 (71%), 90870 (9%)

AVERAGE GRADE: 3.7

EXPRESSED JOB INTEREST: 72 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 77 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 86 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 48

TIME SPENT IN DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

E PERFORMING SUBSISTENCE INSPECTIONS

82

FIVE REPRESENTATIVE TASKS:

TASK

PERCENT MEMBERS
PERFORMING

E222	PERFORM CLASS 4 INSPECTIONS OF PREPACKAGED FORZEN FOODS	100
E219	PERFORM CLASS 4 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	97
E218	PERFORM CLASS 4 INSPECTIONS OF MEAT	97
E221	PERFORM CLASS 4 INSPECTIONS OF POULTRY	97
E256	PERFORM CLASS 8 INSPECTIONS OF DAIRY PRODUCTS	91

GROUP ID NUMBER AND TITLE: GRP107, SUBSISTENCE AND FOOD STORAGE INSPECTION
SPECIALIST

PERCENT OF SAMPLE: 2.6

MAJOR COMMAND DISTRIBUTION: TAC 29% USAFE 29% HQCOMD 22%
PACAF 15% NO RESPONSE 5%

DAFSC DISTRIBUTION: 90830 (14%), 90850 (50%), 90870 (36%)

AVERAGE GRADE: 5.1

EXPRESSED JOB INTEREST: 79 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 57 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 57 PERCENT VERY LITTLE

AVERAGE NUMBER OF TASKS PERFORMED: 72

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	64
G INSPECTING COLD AND DRY FOOD STORAGE IN WAREHOUSE	12
B DIRECTING AND IMPEMENING	12

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E229 PERFORM CLASS 5 INSPECTIONS OF MISCELLANEOUS SUBSISTENCE PRODUCTS	100
E182 INSPECT DAMAGED SUBSISTENCE ITEMS	100
E186 INSPECT SANITARY CONDITIONS OF CONTAINERS OR VEHICLES USED FOR SHIPMENT OF SUBSISTENCE ITEMS	100
G340 INSPECT FOR PROPER HANDLING OF STORAGE ITEMS	93
B89 MAINTAIN FILES OF RECORDS, FORMS, CORRESPONDENCE, OR REPORTS	79

GROUP ID NUMBER AND TITLE: GRP122, NCOIC, LABORATORY ANIMAL RESEARCH
FUNCTION

PERCENT OF SAMPLE: 1.1

MAJOR COMMAND DISTRIBUTION: AFSC 83% PACAF 17%

DAFSC DISTRIBUTION: 90871 (67%), 90891 (33%)

AVERAGE GRADE: 6.7

EXPRESSED JOB INTEREST: 83 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 100 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 100 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 83

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	27
C EVALUATING	24
A ORGANIZING AND PLANNING	20
D TRAINING	11

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
C124 EVALUATE WORK SCHEDULES	100
B74 DRAFT CORRESPONDENCE	100
C109 EVALUATE MAINTENANCE AND USE OF WORKSPACE, EQUIPMENT OR SUPPLIES	100
A4 COORDINATE WORK ORDER REQUESTS WITH CIVIL ENGINEERING PERSONNEL	83
I466 PREPARE REQUEST FOR LOCAL PURCHASE OF DRUGS, MEDICAL SUPPLIES, OR EQUIPMENT	67

GROUP ID NUMBER AND TITLE: GRP111, SEAFOOD CLASS 3 (ORIGIN) SUBSISTENCE
INSPECTION SPECIALIST

PERCENT OF SAMPLE: 1.3

MAJOR COMMAND DISTRIBUTION: TAC 86% ATC 14%

DAFSC DISTRIBUTION: 90850 (86%), 90870 (14%)

AVERAGE GRADE: 3.4

EXPRESSED JOB INTEREST: 86 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 86 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 71 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 21

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE PERCENT TIME SPENT BY ALL MEMBERS</u>
E PERFORMING SUBSISTENCE INSPECTIONS	76
F INSPECTING FOOD SERVICE FACILITIES	10
B DIRECTING AND IMPLEMENTING	7

FIVE REPRESENTATIVE TASKS:

<u>TASK</u>	<u>PERCENT MEMBERS PERFORMING</u>
E184 INSPECT PACKAGING OR PACKING METHODS	100
E193 MAINTAIN DAILY VETERINARY INSPECTION RECORDS-ORIGIN INSPECTION FORMS (AF FORM 1149)	100
E187 INSPECT SEAFOOD PROCESSING AND SANITATION	100
E213 PERFORM CLASS 3 INSPECTIONS OF WATER FOODS	100
E197 MONITOR TARE WEIGHT INFORMATION PROVIDED BY VENDORS	86

INSTRUCTORS

GROUP ID NUMBER AND TITLE: GRP094, INSTRUCTOR

PERCENT OF SAMPLE: 1.0

MAJOR COMMAND DISTRIBUTION: ATC 80%, PACAF 20%

DAFSC DISTRIBUTION: 90850 (60%), 90870 (40%)

AVERAGE GRADE: 5.2

EXPRESSED JOB INTEREST: 80 PERCENT FOUND JOB FAIRLY INTERESTING TO
EXTREMELY INTERESTING

PERCEIVED UTILIZATION OF TALENTS: 80 PERCENT FAIRLY WELL TO PERFECTLY

PERCEIVED UTILIZATION OF TRAINING: 80 PERCENT FAIRLY WELL TO PERFECTLY

AVERAGE NUMBER OF TASKS PERFORMED: 15

TIME SPENT ON DUTIES:

DUTY

AVERAGE PERCENT TIME
SPENT BY ALL MEMBERS

D TRAINING

91

FIVE REPRESENTATIVE TASKS:

TASK

PERCENT MEMBERS
PERFORMING

D144 CONDUCT FORMAL CLASSROOM INSTRUCTIONS
D140 ADMINISTER OR SCORE TESTS
D167 WRITE TEST QUESTIONS
D147 CONDUCT RESIDENT COURSE CLASSROOM TRAINING
D157 EVALUATE PROGRESS OF RESIDENT COURSE STUDENTS

100
100
100
80
80