

# General Medical and Healthcare Series, 0601

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

Bachelor's degree: major study in an academic field related to the medical field, health sciences or allied sciences appropriate to the work of the position. This degree must be from an educational program from an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

#### Evaluation of Experience for Grants Administration Positions:

For positions at grades GS-12 and above involved in professional work in grants administration, qualifying experience is considered to be experience in grants administration in areas of science, medical and healthcare fields similar or related to the work of the position. Such experience must have involved professional judgment of a kind and level of difficulty and responsibility essential to successful performance in the position to be filled.

# Physician Series, 0602

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

*Degree:* Doctor of Medicine or Doctor of Osteopathy from a school in the United States or Canada. This degree must have been accredited by the [Council on Medical Education of the American Medical Association](#); [Association of American Medical Colleges](#); [Liaison Committee on Medical Education](#); [Commission on Osteopathic College Accreditation of the American Osteopathic Association](#), or an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

*Degree from Foreign Medical School:* A Doctor of Medicine or equivalent degree from a foreign medical school must provide education and medical knowledge substantially equivalent to accredited schools in the United States. Evidence of equivalency to accredited schools in the United States is demonstrated by permanent certification by the [Educational Commission for Foreign Medical Graduates](#), a fifth pathway certificate for Americans who completed premedical education in the United States and graduate education in a foreign country, or successful completion of the U.S. Medical Licensing Examination.

### Licensure

At the time of appointment, applicant must have a current, full, and unrestricted license as a physician from a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

### Graduate Training

Subsequent to obtaining a Doctor of Medicine or Doctor of Osteopathy degree, a candidate must have had at least 1 year of supervised experience providing direct service in a clinical setting, i.e., a 1-year internship or the first year of a residency program in a hospital or an institution accredited for such training. For purposes of this standard, graduate training programs include only those internship, residency, and fellowship programs that are approved by accrediting bodies recognized within the United States or Canada. Descriptions of such programs are described below.

*An internship program* involves broadly based clinical practice in which physicians acquire experience in treating a variety of medical problems under supervision (e.g., internal medicine, surgery, general practice, obstetrics-gynecology, and pediatrics). Such programs are in hospitals or other institutions accredited for internship training by a recognized body of the [American Osteopathic Association](#) (AOA).

*A residency program* involves training in a specialized field of medicine in a hospital or an institution accredited for training in the specialty by a recognized body of the [American Medical Association](#) or AOA.

*A fellowship program* involves advanced training (beyond residency training) in a given medical specialty in either a clinical or research setting in a hospital or an institution accredited in the United States for such training.

Applicants who meet the above Basic Requirements qualify for GS-11 (or equivalent) positions.

### **Additional Requirements for Grades GS-12 and Above**

The requirements below are grouped according to types of programs - clinical and training, aviation medical, occupational health, disability evaluation, maternal and child health, and research.

- ***Clinical and Training Programs:*** within Federal clinical and training programs, a distinction is made between general practice and specialist positions. General practitioners must be skilled in recognizing various medical pathologies that require referral to specialists for diagnostic and treatment procedures. Graduate training and experience must, therefore, be well rounded. Specialist positions require graduate training and experience related to the specialty and subspecialty of the position to be filled. Experience may not be substituted for training essential for performing specialized duties. The length and content of residency programs depends upon the specialization and requirements of recognized accrediting American medical specialty boards. These boards are authorized to conduct examinations to determine the competence of physicians in the specialty, to issue certificates of qualification, to participate in evaluating the quality of residency programs, and to determine the requirements for certification.

### **General Practice positions**

*For GS-12 --* 2 years of graduate training or equivalent experience and training.

*For GS-13 --* 3 years of graduate training or equivalent experience and training.

*For GS-14 and above --* In addition to the requirements for GS-13, 1 year of appropriate experience equivalent to at least the next lower grade level.

**Specialist positions**

*For GS-13 -- 3 years of residency training in the specialty of the position to be filled or equivalent experience and training.*

*For GS-14 -- 4 years of residency training in the specialty of the position to be filled or equivalent experience and training.*

*For GS-15 -- 5 years of residency training in the specialty of the position to be filled or equivalent experience and training.*

- ***Disability Evaluation Programs*** -- The knowledge, skills and abilities required for most disability evaluation positions may have been obtained in the primary care field. However, when positions involve evaluating specialized medical cases or developing specialized guides and require training and experience in a specific area of medicine (e.g., general surgery, psychiatry, neurology), the requirements shown above for Specialist positions should be applied.

*For GS-12 -- 2 years of graduate training or equivalent training and experience that provided knowledge, skills, and abilities for the work of the position to be filled.*

*For GS-13 and above -- 3 years of graduate training or equivalent training and experience that included at least 1 year of experience in a disability evaluation program in government or industry equivalent to at least the next lower grade level.*

- ***Aviation Medical Programs*** -- In addition to a residency in aerospace medicine, knowledge, skills, and abilities for work in this program area may have been acquired in fields such as internal medicine, pulmonary disease, cardiovascular disease, family practice, preventive medicine, occupational health, or public health

*For GS-12 -- 2 years of residency training or equivalent training, education, and experience that provided the skills and knowledge required to perform the work of the position to be filled.*

*For GS-13 -- 3 years of residency training in aerospace medicine or equivalent training, education, and/or experience that included at least 1 year of experience in aviation medical programs.*

*For GS-14 -- 1 year of appropriate graduate training or experience in aviation or aerospace medical programs equivalent to at least the GS-13 level.*

*For GS-15 -- 1 year of work experience equivalent to at least the GS-14 level in aviation or aerospace medical programs.*

- ***Occupational Health Programs*** -- In addition to a residency program in occupational medicine, knowledge, skills, and abilities for work in this program area may have been acquired in family practice, internal medicine, surgery, pathology, dermatology, radiology, physical medicine and rehabilitation, public health, aerospace medicine, and general preventive medicine.

*For GS-12 -- 2 years of residency training or equivalent training, education, and experience that provided the skills and knowledge required to perform the work of the position to be filled.*

*For GS-13 -- 3 years of residency training in occupational medicine or equivalent training, education, and experience that included at least 1 year of experience in an occupational health program in an industrial or office-type establishment.*

*For GS-14 and above -- 1 year of appropriate graduate training or experience in occupational health programs equivalent to at least the next lower grade level.*

- ***Maternal and Child Health Programs*** -- Medical fields that provide the basic knowledge, skills, and abilities for maternal and child health work include pediatrics, obstetrics-gynecology, family practice, and subspecialties of preventive medicine.

*For GS-12 -- 2 years of graduate training, education, or appropriate experience that provided the skills and knowledge required to perform the work of the position to be filled.*

*For GS-13 -- 3 years of graduate training, or equivalent training, education, and experience in an appropriate field of medicine.*

*For GS-14 and above -- 1 year of appropriate experience in maternal and child health programs equivalent to at least the next lower grade level.*

- ***Research Programs*** -- If medical officers in this program area conduct research *and* have patient care responsibility, they must meet the licensure requirement and the experience and training requirements described in the applicable program area above.

*For GS-11 -- In addition to meeting the minimum educational requirement, applicants must show demonstrated interest in and aptitude for medical research work, e.g., activities in medical school, residency, training and fellowships that provided opportunities to demonstrate interest in research.*

*For GS-12* -- 1 year of medical research experience; or 1 year of graduate training in which the applicant demonstrated interest in and aptitude for medical research; or 1 year of graduate study in an accredited college or university in a field of science (e.g., pathology, pharmacology, physiology, microbiology, biochemistry, zoology) closely related to the work of the position to be filled.

*For GS-13* -- An earned doctorate, e.g., Ph.D. or Sc.D. (in addition to the Doctor of Medicine or Doctor of Osteopathy degree) from an accredited college or university in a field of science directly related to medicine and closely aligned to the position to be filled; or, in addition to meeting the requirements for GS-12, 2 years of graduate training or medical research experience that demonstrated ability to do independent major medical research.

*For GS-14 and above* -- One year of experience equivalent to at least the next lower grade level that demonstrated ability to do significant medical research in a particular medical field.

## EVALUATION OF CANDIDATES

1. *Interviews:* Applicants may be interviewed to assure that they possess the degree of skill in interpersonal relationships required for satisfactory performance of the duties of the position to be filled.
2. *Substitution of Experience for Residency Training:* Experience may not be substituted for residency training that is essential for the performance of specialized duties. For example, specialists such as psychiatrists and surgeons must complete the number of years of accredited residency training required in their respective specialties. An exception may be made when a peer panel of physicians (subject-matter experts) determines and documents that the knowledge, skills, and abilities acquired in professional medical practice are equivalent to those acquired during the same period of time in a graduate training program.
3. *Teaching Experience:* Graduate teaching experience as a member of the faculty in a school of medicine or school of public health may be credited for training positions or as appropriate for specialist positions. (Teaching undertaken as a part of a residency or fellowship training does not satisfy this requirement.)
4. *Grade Credit for Creative Research Contributions:* For positions involving substantial clinical investigations or basic or applied research, extra grade credit may be given for positive evidence or personally performed highly creative or outstanding research leading to major advances in a specific area of research, e.g., development of a basic principle, concept, method, approach, technique, or body of basic information that opened the way for major advancements, breakthroughs, or new applications. In such cases, candidates who meet the requirements for GS-13 or GS-14 may be rated eligible for the next higher grade.

# Physician's Assistant Series, 0603

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

All applicants must meet the following basic requirements for all grade levels:

- Graduation from a physician assistant educational program, accredited by the [Accreditation Review Committee on Education for the Physician Assistant](#) (ARC-PA) or its predecessors, at a college, university, or educational institution that is accredited by an accrediting body or organization recognized by the [U.S. Department of Education](#) at the time the degree was obtained.
- Successful completion of the [National Commission on Certification of Physician Assistants](#) (NCCPA) examination; must maintain status as a certified physician assistant, including completion of all requirements for [Continuing Medical Education](#) (CME) and re-certification.

### Licensure

For all grade levels and positions, applicants must possess a current, active, full, and unrestricted license or registration as a Physician Assistant from a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

### Basic Requirements for the GS-7 (or equivalent) Grade Level.

Applicants must meet at least one of the following requirements:

- Completion of an accredited physician assistant educational program (certificate of completion, associate degree, or bachelor's degree); or
- Completion of a bachelor's degree in a related health care or health related science **and** graduation from an accredited physician assistant educational program.

### Basic Requirements for the GS-9 (or equivalent) Grade Level.

In addition to the requirements for the GS-7 (or equivalent) level, applicants must meet one of the following requirements:

- Completion of the Master of Physician Assistant Studies; or
- Completion of a master's degree in a related health care or health related science **and** completion of an accredited physician assistant educational program. Examples of related master's degree programs include, but are not limited to, Master of Medical Sciences, Master of Public Health, Master of Biomedical Sciences, or other related major fields of study; or
- A minimum of one full year of work experience as a certified physician assistant equivalent to the GS-7 grade level **and** graduation from an accredited physician assistant educational program as described above.

### **Basic Requirements for the GS-11 (or equivalent) Grade Level.**

In addition to the requirements for the GS-9 (or equivalent) level, applicants must meet one of the following requirements:

- Completion of a PhD or equivalent doctoral degree in a related health field **and** completion of an accredited physician assistant educational program. Examples of related doctoral degree programs include, but are not limited to, public health; allied health field; public health education; or other related health science programs; or
- A minimum of one full year of work experience as a certified physician assistant equivalent to the GS-9 grade level **and** completion of an accredited physician assistant educational program as described above.

### **Basic Requirements for the GS-12 (or equivalent) and above Grade Level.**

A minimum of one full year of work experience as a certified physician assistant equivalent to the next lower grade level **and** completion of an accredited physician assistant educational program is required.



# Nursing Series, 0610

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

A bachelor's degree, associate degree, or diploma from an accredited professional nursing educational program is required. This education must have been accredited by the [Commission on Collegiate Nursing Education](#), [Council on Accreditation of Nurse Anesthesia Educational Programs](#), [Accreditation Commission for Midwifery Education](#), or an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

**Degree from Foreign Nursing School:** Official certification from the [Commission on Graduates of Foreign Nursing Schools](#) is required for individuals who graduated from foreign nursing schools.

**Nurse Practitioner Positions:** For Nurse Practitioner (NP) positions, applicants must possess a master's degree in nursing from an accredited educational program in the area of expertise or specialty indicated by the position.

Areas of specialties for NP positions include, but are not limited to, Acute Care, Community Health, Family, Geriatric, Home Health, Neonatal, Oncology, Pediatric, Psychiatric, Allergy and Immunology, Women's Health, Cardiovascular, Dermatology, Occupational Health, Orthopedic, Respiratory, or other specialties identified for the position.

#### Licensure

For all grade levels and positions, applicants must have passed the [National Council Licensure Examination](#). In addition, they must possess a current, active, full, and unrestricted license or registration as a professional nurse from a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

**Additional License Requirements for Nurse Practitioner Positions:** Applicants for Nurse Practitioner positions must be licensed or registered by a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States in the medical specialty required by the position at the time of appointment.

## **Experience**

The work experience must have equipped the applicant with the particular knowledge, skills, and abilities to successfully perform the duties of the position. At the GS-9 and above grade level, many positions may require experience in a specialty area of nursing.

### **Basic Requirements for the GS-5 (or equivalent) Grade Level.**

To qualify at the GS-5 (or equivalent) grade level, applicants must meet one of the following qualification requirements:

- Possession of a Bachelor of Science degree in Nursing with no experience; or
- Possession of a diploma or associate degree in professional nursing and one full year of nursing experience.

### **Basic Requirements for the GS-7 (or equivalent) Grade Level.**

In addition to the above Basic Requirements, applicants must meet one of the following requirements:

- Possession of a Bachelor of Science degree in Nursing and eligibility under the [Superior Academic Achievement](#) provision;
- Possession of a Bachelor of Science degree in Nursing and at least one full year of professional nursing experience (equivalent to the GS-5 grade level);
- Possession of a diploma or associate degree in professional nursing and two full years of nursing experience; or
- Completion of at least one full year of graduate education in a professional nursing educational program.

### **Basic Requirements for the GS-9 (or equivalent) Grade Level.**

In addition to the above requirements, applicants must meet one of the following requirements:

- Possession of a master's degree in professional nursing; or
- At least one full year of professional nursing experience (equivalent to the GS-7 grade level or above) and possession of a diploma, associate degree, or Bachelor of Science degree in Nursing from a professional nursing program.

### **Basic Requirements for the GS-11 (or equivalent) Grade Level.**

In addition to the above requirements, applicants must meet one of the following requirements:

- Successful completion of a PhD or equivalent doctoral degree from a professional nursing educational program or related medical science field; or
- At least one full year of professional nursing experience (equivalent to the GS-9 grade level) and possession of a diploma, bachelor's degree, or master's degree from a professional nursing educational program.

**Basic Requirements for the GS-12 (or equivalent) Grade Level.**

In addition to the mandatory license and education described above under Basic Requirements applicants must have at least one or more full years of professional nursing experience that is equivalent to the next lower grade level.

# Dietetics and Nutritionist Series, 0630

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

Applicants must meet one of the following requirements for all grade levels;

- Bachelor's degree in the fields of dietetics, food, nutrition, food service management, institution management, or related science. The educational program must have been accredited by the [Accreditation Council for Education in Nutrition and Dietetics](#) (ACEND), or an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained. For dietitian positions, the curriculum must have been in accordance with the qualifying requirements established by the [American Dietetic Association](#) (ADA) in effect at the time of graduation.
- Completion of a coordinated undergraduate program, internship, or other clinical component approved by ADA for dietitians or nutritionists.
- Professional registration as a Registered Dietitian (RD).

**Note:** Applicants who have completed a coordinated undergraduate program, internship, or other clinical component approved by ADA for dietitians or nutritionists; or applicants who possess professional registration as a Registered Dietitian meet the requirement for GS-7.

# Occupational Therapy Series, 0631

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

A bachelor's or graduate degree that included:

- An occupational therapy curriculum approved by the [Accreditation Council for Occupational Therapy Education](#) (ACOTE) or a professional accrediting organization recognized by the [U.S. Department of Education](#) at the time the curriculum was completed; and
- Completion of the clinical requirements prescribed by the school.

**Note:** Applicants who have completed an approved curriculum at either the baccalaureate or post-baccalaureate certificate level and who subsequently completed a substantial program of clinical practice designed to assure professional competence to practice in the occupation meet the requirements for GS-7.

#### Certification

For all grade levels applicants must have passed the national examination administered by the [National Board for Certification in Occupational Therapy](#) (NBCOT).

# Physical Therapy Series, 0633

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

A bachelor's or graduate degree that included:

- A physical therapy curriculum approved by the [Commission on Accreditation of Allied Health Education Programs](#) (CAAHEP) or a professional accrediting organization recognized by the [U.S. Department of Education](#) at the time the degree was completed; and
- Completion of the clinical requirements prescribed by the school.

#### Licensure

At time of appointment, applicants must have a current, full, and unrestricted license from a State, the District of Columbia, the Commonwealth of Puerto Rico or a territory of the United States; and they must have passed the National Physical Therapy Examination administered by the [Federation of State Boards of Physical Therapy](#) (FSBPT).

**Note:** Applicants who have completed an approved curriculum at either the baccalaureate or post-baccalaureate certificate level and who subsequently completed a substantial program of clinical practice designed to assure professional competence to practice in the occupation meet the requirements for GS-7.

# Kinesiotherapy Series, 0635

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

All applicants must meet the following education and certification requirements:

#### Education

Bachelor's or graduate degree in kinesiotherapy, physical education, exercise science or sports medicine. This education must have been accredited by the [Commission on Accreditation of Allied Health Education Programs](#) (CAAHEP) or a professional accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

#### Certification

Applicants must have passed the standard certification examination administered by the [Board of Certification for Athletic Trainer](#) (BOC) or a separate state exam.

#### Evaluation of Clinical Practice:

Clinical practice should consist of experience in a Department of Veterans Affairs clinical training program or in an equivalent training program in a clinical setting under a supervising physician.

**Note:** Applicants who meet the above education, certification, and clinical practice meet the requirements for GS-7.

# Recreation/Creative Arts Therapy Series, 0638

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

Applicants must meet one of the following educational requirements:

Bachelor's degree in therapeutic recreation, art therapy, drama therapy, dance therapy, or music therapy; or

Bachelor's degree in a related field involving therapeutic emphasis or concentration that included at least 36 semester hours in therapeutic courses as described below:

- (a) 18 semester hours of upper level therapeutic recreation courses; and
- (b) 18 semester hours that include a combination of abnormal psychology, physiology, human anatomy and development, disabilities and general recreation

Education must have been obtained from an accredited program recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

**Note:** Applicants who meet the basic requirements meet the requirements for GS-07.



# Clinical Laboratory Science Series, 0644

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

Applicants who meet the basic requirements qualify for GS-5 grade level.

### Education

- A. A bachelor's or graduate degree in medical technology, chemistry, or biology approved by the [National Accrediting Agency for Clinical Laboratory Sciences](#) (NAACLS) or an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

This education must have included:

- 16 semester hours of biological science of which one course was in microbiology and one course was in immunology. (*NOTE: If there is no mention of immunology or immunobiology in the course title, the requirement for a course in immunology may be met by any course that covers the following topic areas: (1) definition and relationships of antigens and antibodies; (2) host-antigen interactions; (3) bursal and thymic influences on lymphoid cells; and (4) humoral and cellular response mechanisms*). The remaining biology courses must have been in general biology, zoology, or any of the areas listed below under "Evaluation of Education and Experience";
- 16 semester hours of chemistry of which one course was in organic or biochemistry. The remaining chemistry courses must have been in general chemistry, qualitative analysis, qualitative chemistry, quantitative chemistry, physical chemistry, analytical chemistry, or any of the areas listed below under "Evaluation of Education and Experience"; and
- 3 semester hours of college mathematics.

OR

- B. A full 4-year course of study that included 12 months in a college or hospital-based medical technology program or medical technology school approved by a

recognized accrediting organization. The professional medical technology curriculum may have consisted of a 1-year post-baccalaureate certificate program or the last 1 or 2 years of a 4-year program of study culminating in a bachelor's in medical technology.

OR

**C. A combination of** (1) at least 35 semester hours of biological science, chemistry, and mathematics as described in paragraph A above and (2) additional appropriate education and/or experience totaling 4 years. This combination of education and experience must have provided knowledge of the theories, principles, and practices of medical technology equivalent to that provided by the full 4-year course of study described in A or B above. All science and mathematics courses must have been acceptable for credit toward meeting the requirements for a science major at an accredited college or university. Acceptable experience is responsible professional or technician experience in a hospital laboratory, health agency, industrial medical laboratory, or pharmaceutical house; or teaching, test development, or medical research program experience that provided an understanding of the methods and techniques applied in performing professional clinical laboratory work. Certification/licensure as a medical technologist (generalist) obtained through written examination by a nationally recognized credentialing agency or State licensing body is a good indication that the quality of experience is acceptable.

Candidates for positions involving highly technical research, development, or similarly complex scientific functions must have completed the full 4-year course of study described in A or B above.

**Evaluation of Education and Experience:** The four major areas of clinical laboratory science are microbiology, clinical chemistry, hematology, and immunohematology (blood banking). Qualifying course work in these areas includes bacteriology, mycology, mycobacteriology, tissue culture, virology, parasitology, endocrinology, enzymology, toxicology, urinalysis, coagulation, hemostasis, cell morphology, immunology, serology, immunoserology, immuno-deficiency, hemolysis, histocompatibility, cytotechnology, and similar disciplines or areas of laboratory practice.

Related fields include physiology, anatomy, molecular biology, cell biology, embryology, pathology, genetics, pharmacology, histology, cytology, nuclear medicine, epidemiology, biostatistics, infection control, physics, statistics, and similar areas of science *where the work is directly related to the position to be filled.*

**For positions GS-7 through GS-15 (or equivalent),** experience or graduate education must have been in (1) the general field of medical technology; (2) one of the disciplines or specialized areas of medical technology; or (3) a field directly related and applicable to medical technology or the position to be filled.

Clinical laboratory intern (student medical technologist) experience in an education program accredited by the [Commission on Accreditation of Allied Health Education Programs](#) (CAAHEP) education program may be credited on a month-for-month basis toward meeting the GS-7 specialized experience requirement.

**NOTE:** A typical program comprises 12 consecutive months of professional study, including didactic and practical instruction. Approximately 6 to 7 months are devoted to lectures, laboratory study, demonstrations, and seminars covering theory and technique in clinical laboratory science. The other 5 to 6 months are devoted to clinical laboratory rotations. It is the latter, i.e., the period(s) of supervised work experience in a service laboratory that may be credited as work study experience.

# Pharmacy Series, 0660

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

A bachelor's degree in Pharmacy that is recognized by the [Accreditation Council for Pharmacy Education](#) (ACPE) or an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

#### Licensure

All applicants must have passed the [North American Pharmacist Licensure Examination](#) (NAPLEX) and the [Multistate Pharmacy Jurisprudence Examination](#) (MPJE). Applicants also must be licensed to practice pharmacy in a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

#### Experience

Applicant's qualifications background must demonstrate the knowledge, skills, abilities, and competencies necessary to perform the work of the position. Pharmacy work requires knowledge of the use, clinical effects, and composition of medications, including their chemical, biological, and physical properties. Qualifying professional pharmacy experience may involve, but is not limited to:

- Dispensing medications prescribed by physicians and other health practitioners and providing information to health practitioners and patients about proper usage of medications and side effects;
- Evaluating medication use patterns and outcomes for patients in hospitals or managed care organizations;
- Performing administrative, consultative, or staff advisory work for a medical facility's pharmacy program;
- Planning, monitoring and evaluating medication programs or regimens;

- Establishing medication-handling procedures for the storage and preservation of medications;
- Researching medical literature and/or clinical medication information to provide accurate responses to inquiries; and/or
- Maintaining all medication records required by law.

**Basic Requirements for the GS-7 (or equivalent) Grade Level.**

1 year of graduate-level education *or* superior academic achievement.

**Basic Requirements for the GS-9 (or equivalent) Grade Level.**

In addition to the requirements for the GS-7 (or equivalent) level, applicants must meet the following requirements:

2 years of progressively higher level graduate education leading to a master's degree *or* master's or equivalent graduate degree.

**Basic Requirements for the GS-11 (or equivalent) Grade Level.**

In addition to the requirements for the GS-9 (or equivalent) level, applicants must meet the following requirements:

3 years of progressively higher level graduate education leading to a Ph.D. degree *or* Ph.D. or equivalent doctoral degree.

**Note:** Research positions require at least a master's or equivalent degree in the field of pharmacy or a related medical science.

**Basic Requirements for the GS-12 (or equivalent) Grade Level.**

In addition to the requirements for the GS-11 (or equivalent) level, applicants must have a minimum of one year of professional pharmacy experience.

**Note:** Research positions require a Ph.D. or equivalent degree in the field of pharmacy or a related medical science.

**Basic Requirements for the GS-13 and above Grade Levels.**

In addition to the licensure and educational requirements described above, a minimum of one year of professional pharmacy experience that is equivalent to at least the next lower grade level.

## **Medical Requirements**

Applicants must be able to distinguish basic colors.

# Optometry Series, 0662

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

Applicants must have a Doctor of Optometry degree from an educational program that is accredited by the [Accreditation Council on Optometric Education](#) (ACOE) at the time the degree was obtained.

#### Licensure

Applicants must have received a passing score on the [National Board of Examiners in Optometry](#) (NBEO) examinations and possess a current, full, and unrestricted license to practice optometry in a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Applicants who meet the above basic requirements qualify for GS-9 grade level.

### Basic Requirements for the GS-11 (or equivalent) Grade Level.

In addition to the requirements for the GS-9 (or equivalent) level, applicants must have one year of professional experience as an optometrist that is equivalent to at least the GS-9 grade level.

**Note:** For research positions, completion of all the requirements for a master's or equivalent degree in optometry or a related medical science is required.

### Basic Requirements for GS-12 (or equivalent) Grade Level.

In addition to the requirements for the GS-11 (or equivalent) level, applicants must meet one of the following requirements:

- One year completion of a residency program in an institution accredited for such training; or

- One year of professional experience as an optometrist that is equivalent to at least the GS-11 grade level.

**Note:** For research positions, completion of all the requirements for a Ph.D. or equivalent degree in optometry or a related medical science field is required.

**Basic Requirements for GS-13 and above Grade Levels.**

In addition to the requirements for the GS-12 (or equivalent) level one year of professional optometrist experience equivalent to at least the next lower grade level.



# Speech/Language Pathology and Audiology Series, 0665

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

The mandatory education program described below must have been approved, recognized, or accredited by the [Council on Academic Accreditation in Audiology and Speech-Language Pathology](#) (CAA) of the [American Speech-Language-Hearing Association](#) (ASHA) at the time the degree was obtained.

**Degree:** For **speech pathologist** positions, a master's degree that included 18 semester hours in the field of speech pathology with approved clinical practice. For **audiologist** positions, a master's degree that included 18 semester hours in the field of audiology with approved clinical practice. Applicants for positions with both **speech pathologist and audiologist** duties must have successfully completed all the requirements for a master's degree with 18 semester hours in one of the fields with approved clinical practice and, in addition, must have either completed a minor in the other field or must have had at least 1 year of professional experience in the other field.

Applicants who meet the basic requirements qualify for GS-9 grade level.

**Evaluation of Experience:** Experience must have demonstrated breadth and level of knowledge of the principles and theories of speech pathology and/or audiology; skill in analyzing and interpreting test results in the evaluation of communicative disorders; ability to plan and conduct a program of therapy independently; ability to communicate effectively, orally and in writing; and ability to establish and maintain effective relationships with individuals and groups in evaluating and resolving problems in hearing, voice, language, or speech. Applicants for the speech pathologist/audiologist combined positions must have had sufficient professional experience in both speech pathology and audiology to demonstrate their competence to perform the duties involved. The following are examples of qualifying professional experience that may have been obtained in a hospital, special treatment center for the disabled, university or community clinic, or industrial or educational institution:

- Investigating and studying the underlying causes, precipitating factors, symptomatic behavior, and the emotional and practical effect upon the patient of a particular impaired speech pattern; resolving speech impairments; and counseling patients and/or families in the adjustment to the speech impairment (for speech pathologist positions).
- Assessing, evaluating, analyzing, and treating communicative handicaps resulting from hearing impairments (for audiologist positions).
- Investigating methods to improve the clinical management of communicative disorders and to increase the basic scientific understanding of communicative processes and other factors causing their disruption.
- Providing instruction in the principles and bases of communication including clinical techniques and methods of assessment, evaluation, and treatment to audiologists, speech pathologists, and specialists in related fields (such as medical residents in otolaryngology).
- Teaching audiology or speech pathology at the graduate level.

## **Licensure**

In addition, a full, current, and unrestricted license to practice Speech/Language Pathology and Audiology in a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

# Podiatry Series, 0668

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

Applicants must have a Doctor of Podiatric Medicine (DPM) degree from a school of podiatric medicine accredited by the [American Podiatric Medical Association's Council on Podiatric Medical Education](#) (APMA) at the time the degree was obtained.

#### Licensure

Applicants must have passed the [National Board of Podiatric Medical Examiners](#) (NBPME) or the [American Podiatric Medical Licensing Examination](#) (APMLE). In addition, a full, current, and unrestricted license to practice podiatric medicine in a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Applicants who meet the basic requirements qualify for GS-11 grade level.

#### Experience

In addition to meeting the above education and licensure requirements, applicants must have 1 or more full years of experience, equivalent to at least the next lower grade level, in the practice of podiatry in an office, clinic, or hospital. Qualifying experience may include:

- Diagnosis and treatment of foot, ankle, and lower leg problems;
- Setting fractures, prescribing physical therapy or drugs, or performing surgery on feet, ankles, or legs;
- Treatment of Achilles tendinitis, ganglia of the feet, diabetic neuropathy, foot ulcers, gout, rheumatoid arthritis; stress fractures, or bacterial, viral, and fungal infections; and/or
- Other experience necessary to perform the duties of the position.

### Additional Requirements for the GS-12 (or equivalent) Grade Level.

In addition to the Basic Requirement for the GS-11 (or equivalent) level, applicants must complete one full year of professional podiatry experience that is equivalent to the GS-11 grade level.

**Additional Requirement for the GS-13 (or equivalent) Grade Level.**

In addition to the Basic Requirements for the GS-12 (or equivalent) level, applicants must complete a residency program in podiatry experience that is equivalent to the next lower grade level.

**Additional Requirements for the GS-14 and above Grade Levels.**

In addition to the Basic Requirements for the GS-13 (or equivalent) level, applicants must complete one full year of professional podiatry experience that is equivalent to the next lower grade level.

# Dentistry Series, 0680

## Associated Group Standard

There is no Group Coverage Qualification Standard for this series. Use the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements

#### Education

Applicants must have a Doctor of Dental Medicine (DMD) or Doctor of Dental Surgery (DDS) degree from a school approved by the [American Dental Association](#) (ADA) and the [Commission on Dental Accreditation](#) (CODA) or an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained.

#### Licensure

Applicants must have passed the [National Board Dental Examinations](#) (NBDE) which are developed and administered by the [Joint Commission on National Dental Examinations](#) (JCNDE) and possess a current, full, and unrestricted license to practice dentistry in a State, the District of Columbia, the Commonwealth of Puerto Rico, or a territory of the United States.

Applicants who meet the above basic requirements qualify for the GS-11 grade level.

#### Experience

In addition to meeting the above education and licensure requirements, applicants must have one or more full years of experience, equivalent to at least the next lower grade level, performing professional dentistry work.

Qualifying experience involves the evaluation, prevention, diagnosis, and treatment of diseases, injuries, and disorders of the oral cavity and maxillofacial area. Examples of dentistry experience may include the removal of decay; filling cavities; straightening, extracting, and repairing teeth; treating gum diseases; performing corrective surgery; making measurements/models for dentures to replace missing teeth, administering anesthetics, writing prescriptions; and performing other requirements of the position.

Some dentists specialize in an area, such as the following:

- Orthodontics and Dentofacial Orthopedics
- Oral and Maxillofacial Surgery
- Pediatric Dentistry
- Periodontics
- Prosthodontics
- Endodontics
- Oral and Maxillofacial Pathology
- Oral and Maxillofacial Radiology
- Dental Public Health

For the above specialty areas, experience, education, board certification, and/or training must clearly establish the applicant's status as a specialist. Agencies should review the applicant's experience to determine the types and difficulty of the cases dealt with, the level of knowledge and understanding of the specialization regularly required, the extent of diagnostic skills and treatment planning ability involved, and the pertinent graduate study acquired.

#### **Additional Requirements for the GS-12 (or equivalent) Grade Level.**

In addition to the above Basic Requirements for the GS-11 (or equivalent) level, applicants must complete a 2-year residency program in dentistry, oral health, craniofacial sciences, or a related medical science.

#### **Additional Requirements for the GS-13 (or equivalent) Grade Level.**

In addition to the above Basic Requirements for the GS-12 (or equivalent) level, applicants must complete a 3-year residency program in dentistry, oral health, craniofacial sciences, or a related medical science.

#### **Additional Requirements for the GS-14 (or equivalent) Grade Level.**

In addition to the above Basic Requirements for the GS-13 (or equivalent) level, applicants must complete one year of full-time experience in professional dentistry work that is equivalent to the next lower grade level.

#### **Additional Requirements for the GS-15 (or equivalent) Grade Level.**

In addition to the above Basic Requirements for the GS-14 (or equivalent) level, applicants must complete one year of professional dentistry work that is equivalent to the next lower grade level.

### **Medical Requirements**

Applicants must be able to distinguish shades of color.

# Industrial Hygiene Series, 0690

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements for the GS-5 (or equivalent) Grade Level.

The education must be accredited by an accrediting body recognized by the [U.S. Department of Education](#) at the time the degree was obtained. Applicants must meet one of the following requirements:

- A bachelor's degree in industrial hygiene, occupational health sciences, occupational and environmental health, toxicology, safety sciences, or related science; or
- A bachelor's degree in a branch of engineering, physical science, or life science that included 12 semester hours in \*chemistry, including organic chemistry, and 18 additional semester hours of courses in any combination of chemistry, physics, engineering, health physics, environmental health, biostatistics, biology, physiology, toxicology, epidemiology, or industrial hygiene; or
- Certification from the [American Board of Industrial Hygiene](#) (ABIH).

Courses in the history or teaching of chemistry are not acceptable.

### Evaluation of Education

All science or engineering courses offered in fulfillment of the above requirements must be acceptable for credit toward the completion of a standard 4-year professional curriculum leading to a bachelor's degree in science or engineering at an accredited college or university.

### Evaluation of Experience

Qualifying experience involves the recognition, evaluation, corrective actions, and elimination of environmental conditions in the workplace which causes sickness, impaired health, or illness. This experience must demonstrate a professional knowledge of the theory and application of the principles of industrial hygiene and closely related sciences such as physics and engineering controls.



Such work must have involved experience in all of the following areas: the acquisition of quantitative and qualitative data, and the measurement of exposures for a variety of chemical, physical, and biological stresses; the analysis of the data acquired and the prediction of probable effects of exposures on the health and well-being of workers; and the selection and recommendation of appropriate controls, including management, medical, engineering, education or training, and personal protective equipment.

# Consumer Safety Series, 0696

## Associated Group Standard

Use the [Group Coverage Qualification Standard for Professional and Scientific Positions](#) for this series in conjunction with the Individual Occupational Requirements described below.

## Individual Occupational Requirements

### Basic Requirements for the GS-5 (or equivalent) Grade Level.

The education must have been obtained at a college, university, or an accrediting body recognized by the Secretary, [U.S. Department of Education](#) at the time the degree was obtained.

Applicants must meet one of the following requirements.

- A. A bachelor's degree in quality assurance or a related degree that included at least 30 semester hours in one or a combination of the following: consumer laws, biological sciences, food science, chemistry, pharmacy, physical sciences, food technology, nutrition, medical science, engineering, epidemiology, veterinary medical science, legal investigations, law enforcement, or related scientific fields that provided knowledge directly related to consumer safety officer work.

The 30 semester hours may include up to 8 semester hours in statistics, or course work that included the principles, theory, or practical application of computers or computer programming.

OR

- B. Combination of education and experience--courses consisting of at least 30 semester hours in the fields of study described in paragraph A above, plus appropriate experience or additional education.

### Experience

To meet specialized experience requirements, the applicants' work experience must have demonstrated the knowledge, skills, abilities, and competencies necessary to perform at the grade level of the position. Qualifying experience involves enforcing laws and regulations to protect consumers from foods, drugs, cosmetics, fabrics, toys, equipment, and household products that are defective, dangerous, impure, unwholesome, ineffective, or improperly or deceptively labeled or packaged.