

**MEMORANDUM OF AGREEMENT**

between

**THE GOVERNMENT OF THE PROVINCE OF BRITISH COLUMBIA**

represented by the

**BC PUBLIC SERVICE AGENCY**

and the

**THE PROFESSIONAL EMPLOYEES ASSOCIATION**

**Re: Veterinarians**

The parties agree to revised grade descriptors to modernize the Veterinarian classification series. The revised grade descriptors are outlined in Attachment A. The revised grade descriptors will be applied as follows:

<b>New Classification</b>	<b>Grid Level</b>	<b>Access to Step 7</b>
Veterinarian	5B	Yes
Veterinarian Specialist	6A	No
Veterinarian Leader	6B	Yes

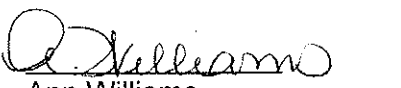
- Effective September 15, 2008
- Individuals will be converted on a step to step basis
- Individuals who have been at the top step of their current grid for one or more years will move to the top of the revised grid level


The parties agree on the implementation of a Qualification Differential to recognize the added value to government of obtaining post-Doctor of Veterinary Medicine qualifications. Veterinarians will be provided with an annual qualification differential as outlined in Attachment B. The qualification differential will be applied as follows:

- Effective September 15, 2008
- Annual amount is pro-rated for part-time employees
- Payments are pensionable
- Payments provided on a bi-weekly basis
- Is not part of base-pay
- Auxiliary employees are not eligible for the qualification differential
- Relevance of post-DVM qualifications is determined by the employer

Date Signed: Dec 9, 2008

  
Jodi Jensen  
Executive Director, PEA

  
Ann Williams  
Compensation Analyst, PSA

  
Todd Riddell  
Compensation Analyst, PSA

## Attachment A – Revised Veterinarian Grade Descriptors

<u>Classification and Level</u>	Bargaining Unit:	2
VETERINARIAN 5B	Component:	30
	Group:	3
	Classification Code:	146

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### Class Definition

Positions at this level perform a full range of professional veterinary work requiring graduation from a university of recognized standing with a Doctor of Veterinary Medicine degree or equivalent and licensure by the British Columbia Veterinary Medical Association.

### Typical Duties

Include investigating and providing programs of prevention and control of diseases of various livestock, poultry, fish/shellfish, and wildlife; advising and assisting other agencies, as required, regarding animal health and husbandry; maintaining a current knowledge of veterinary practice and all applicable Acts and Regulations; developing and maintaining co-operative working relationships with practicing veterinarians, producers, stakeholders and other governmental agencies; engaging in special projects requiring professional expertise; and performing other related duties as required.

## Attachment A – Revised Veterinarian Grade Descriptors (cont)

<u>Classification and Level</u>	Bargaining Unit:	2
VETERINARY SPECIALIST 6A	Component:	30
	Group:	3
	Classification Code:	147

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### Class Definition

Positions at this level perform specialist veterinary work requiring graduation from a university of recognized standing with a Doctor of Veterinary Medicine degree and post-graduate training to the diploma, Master, PhD or Board Certification level. Must be licensed to practice by the British Columbia Veterinary Medical Association.

### Typical Duties

Include performing specialized duties in the areas of veterinary pathology, bacteriology, virology, toxicology, or other specialties such as epidemiology; providing expert advice and recommendations regarding the health and welfare of BC livestock, poultry, wildlife, or fish/shellfish; providing accurate diagnostic services; compiling reports and interpreting results; recommending preventative programs; carrying out special investigations or research projects, including writing articles for publication or presentation to veterinary practitioners, the scientific community, other agencies, producers or the public; and performing other related duties as required.

## Attachment A – Revised Veterinarian Grade Descriptors (cont)

<u>Classification and Level</u>	Bargaining Unit:	2
VETERINARY LEADER 6B	Component:	30
	Group:	3
	Classification Code:	148

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### Class Definition

Positions at this level supervise or manage other Veterinarians or Veterinary Specialists; requires graduation from a university of recognized standing with a Doctor of Veterinary Medicine degree or equivalent and be licensed by the British Columbia Veterinary Medical Association.

### Typical Duties

Include managing a work unit and providing technical, administrative and policy direction and supervision to other veterinarians; training and assisting in the selection of staff; attending various meetings and conferences; maintaining current knowledge of applicable procedures by reviewing literature, courses of study and discussions with suppliers and others in the veterinary field; performing a variety of veterinary duties as described under the Veterinarian or the Veterinary Specialist descriptors.

## Attachment B – Veterinarian Qualification Differential

The Qualification Differential is a pensionable allowance paid to Veterinarians with relevant post graduate education or training (as determined by the employer) beyond the Doctor of Veterinary Medicine level. The allowance is not cumulative; employees are paid for the highest level of relevant training or education they possess.

### Level 1:

<b>Annual Allowance</b>  \$2,000.00	<b>Criteria:</b>  Post graduate (DVM) education or training to the diploma or Master level.
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### Level 2:

<b>Annual Allowance</b>  \$5,000.00	<b>Criteria:</b>  Post graduate (DVM) education or training to the PhD or Board Certification level.
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