

MEDICAL PHOTOGRAPHER
QUALIFICATION STANDARD
GS-1060-4/12

AUTHORITY: 38 U.S.C. 7402

PART I

DUTIES: Photographers in a Medical Center make still and motion pictures of subjects of medical interest in which size, form, texture, color, and motion must be rendered with great accuracy through the use of a variety of photographic techniques and media. Medical photographers must use technical knowledge of the techniques and processes of photography, and must also exercise artistic ability in the course of their work. Many photographers carry out the laboratory work connected with developing and printing photographs. Medical photographers must have a knowledge and understanding of the problems involved in photographing severely ill or handicapped patients, physically and mentally.

Those in the higher grades perform medical photography relating to the development of comprehensive, concise and realistic sources of photographic reference used in medical research. Duties include constant improvisation and implementation of new photographic techniques and methods where no precedent exists in medical photographic literature or reference. They do photomicrography of pathology in organs and tissues, complicated laboratory setups, tests, and techniques. Those in the higher grades may also require technical supervision of the activities indicated above and supervision of subordinate photographers and technicians.

EXPERIENCE REQUIREMENTS: Applicants for these positions must show general and specialized experience of the types below and in the amounts indicated in the table following:

General Grade	Specialized Experience (Years)	Total Experience (Years)	Experience (Years)
GS-4	2	None	
GS-5	3	0	3
GS-6	3	½	3 ½
GS-7	3	1	4
GS-8	3	1 ½	4 ½
GS-9	3	2	5
GS-10	3	2 ½	5 ½
GS-11	3	3	6
GS-12	3	3	6

GENERAL EXPERIENCE: This is experience which has provided the applicant with knowledge in operating cameras and related equipment, performing developing and printing processes and techniques or a combination of both as required by the position. Experience gained in operating microfilming equipment or other kinds of photoduplicating equipment may be qualifying (up to 1 year of such experience) provided it demonstrates that the applicant

has an understanding of the photographic processes involved. Photographic experience gained in prevailing wage kinds of positions is considered qualifying provided it demonstrates the applicants' understanding of the photographic processes.

SPECIALIZED EXPERIENCE: This is experience in medical photography that may have been gained by responsible activities in a still or motion-picture photographic laboratory, or by planning and completion of very difficult still or motion-picture photographic work of high quality. For grades GS-7 and above, this specialized experience must have included photomicrography or motion picture photography.

QUALITY OF EXPERIENCE: Possession of the length of experience required for a grade will not of itself be accepted as proof of possession of qualifications for that grade. The applicant's record of experience and training must show that he has the ability to perform the work of the position. At all grade levels at least 6 months of the qualifying experience must be of a level comparable to the next lower grade of the Federal service, or 1 year of experience must have been at a level comparable to that of the second lower grade. For positions that involve supervisory duties, the applicant must have had appropriate supervisory experience or have demonstrated the aptitudes required to perform satisfactorily the duties of the position being filled.

SUBSTITUTION OF EDUCATION FOR EXPERIENCE: A successfully completed residence course in basic photography (either in high school or in the Armed Forces) consisting of at least 200 hours of instruction or supervised laboratory work may be substituted for 3 months of the required general experience in any grade.

Advanced photographic training in residence at a technical institute or trade school above high school level may be substituted year for year up to a maximum of 2 years for the required general experience in any grade.

BASIS OF RATING: No written test is required. Applicants will be rated on a scale of 100 on the extent and quality of their experience and training relevant to the duties of the position. The rating of experience will be based upon the applicants' statements in their application, upon the quality of samples submitted, if required, and upon any additional evidence secured by Federal civil service examiners.

PHYSICAL REQUIREMENTS: Applicants must be physically and mentally able to efficiently perform the essential functions of the position without hazard to themselves or others. Depending on the essential duties of a specific position, usable vision, color vision, hearing, or speech may be required. However, in most cases, a specific physical condition or impairment will not automatically disqualify an applicant for appointment. The loss or impairment of a specific function may be compensated for by the satisfactory use of a prosthesis or mechanical aid. Reasonable accommodation may also be considered in determining an applicant's ability to perform the duties of a position. Reasonable accommodation may include, but is not limited to: the use of assistive devices, job modification or restructuring, provision of readers and interpreters, or adjusted work schedules.

PART II

EVALUATING EXPERIENCE AND TRAINING: In rating applications, experience and training must be evaluated in terms of being progressively responsible from the lower to the higher grades.

Training courses for photography are very limited in number and scope. Some courses are given in vocational schools, technical institutes and in the Armed Forces. These courses may be substituted for the general experience only. Specialized experience or training will be gained in most of all cases on the job. For credit toward the specialized requirements the training or experience must have been gained in responsible medical photography activities.

For grades GS-7 and above, the specialized experience must have included photomicrography or motion-picture photography.

ARTISTIC ABILITY: Most medical photographer positions, and especially grades GS-7 and above, require a degree of artistic ability in the taking and developing of pictures. This artistic ability can best be judged through evaluating samples of the applicant's work. If samples are required to properly evaluate the applicant's work, the evaluation of the samples should be done by a panel of technically qualified individuals, on the basis of a uniform set of standards. If samples are not used to evaluate artistic ability, then vouchers should be used to obtain information about the applicant's artistic ability from supervisors, clients, and teachers.

HOBBY EXPERIENCE: Hobby experience in photography is extremely common. At the same time it may be difficult to equate hobby experience for credit toward the required general experience required in the Qualification Standard. A hobbyist can submit samples showing kinds of photographic work done or may submit photographic awards or prizes as evidence of the applicant's achievement. When such samples or awards are evaluated by professional standards and clearly represent a level of achievement usually attained as a result of full-time photographic experience, appropriate credit may be granted for general experience. Hobby experience also may be used to evaluate the quality of the applicant's work even though it may not be feasible to consider it in meeting the time requirements.

SUGGESTED RATING FACTORS

1. Knowledge of equipment and processes.
2. Use of specialized camera and/or processing equipment.
3. Use of medical photographic equipment and processes.
4. Subject matter knowledge of medical photography including ability to deal with hospitalized patients.
5. Artistic ability.
6. Ability to operate independently.

RESPONSIBLE OFFICE: Human Resources and Administration/Operations, Security and Preparedness (HRA/OSP) (006), Office of the Chief Human Capital Officer (OCHCO) (05), Recruitment and Placement Policy Service (059)