



# Federal Veterinarian

## REMINDERS:

**Members,  
Our new website has  
tons of information  
for you on:**

- Upcoming CE
- Financial wellness
- Latest news
- Legislation tracking
- New Legal Service

**To make sure you're  
getting the most out of  
your membership,  
make sure that you  
have access to our  
member-only portal  
on our site. You'll be  
able to access the  
information listed  
above & more.**

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## The role of the National Association of Federal Veterinarians on Members' Morale

The Office of Personnel Management (OPM) Federal Employee Viewpoint Survey (FEVS) measures employee engagement and satisfaction with their workplaces, or in other words morale. The FEVS serves as a tool for employees to share their perceptions in many critical areas including their work experiences, their agency, and their leadership.

The U.S. Department of Agriculture's (USDA) Office of Human Resources Management (OHRM) and its Office of Employee Experience (OEX) use the results of FEVS to inform efforts and the initiatives currently underway with the "Best Places to Work in the Federal Government" ranking according to the Partnership for Public Service on employee satisfaction, engagement, and morale—all of which support and inform USDA's 2022-2026 Strategic Plan and the Secretary and Deputy Secretary's FY2022 priority to "Make USDA a Best Place to Work."

And this is where an association such as the National Association of Federal Veterinarians (NAFV) can come in.

Today's veterinarians are the only doctors educated to protect the health of both animals and people. These dedicated professionals apply their medical skills not in "private practice" but in "public practice" in the service of every American through the many programs administered by the federal government. Though federal veterinarians touch the lives of every American every day, many feel undercompensated, underappreciated, and overworked. These feelings can contribute to high employee turnover rates, which impact overall morale of the team, the health and wellness of Americans, and the agency's bottom line.

Many times, there are significant gaps between the perceptions of an agency's executive leadership and the realities of mid-level management. This can be even worse when including agencies rank and file grassroots employees.

### Key Points:

#### [PSLF Summary of Changes](#)

New Rules for Qualifying Payments

Which PSLF Requirements are Waived

How to Find Out if You Qualify for Additional Payments

Next Steps: How to See if You Qualify

Q&As

The majority of NAFV members (and most of the veterinarians employed by the federal government) work for the USDA. The results of FEVS indicated that morale is USDA is low, ranked 16 of 17 large federal agencies, only slightly better than the Department of Homeland Security (DHS). When you look at the sub-agency rankings our major membership comes from the Food Safety and Inspection Service (ranked 298 out of 411) and the Animal and Plant Health Inspection Service (ranked 294 out of 411).

For those working there, this may not come as a surprise. But, how can these agencies benefit from working with NAFV, as an association of managers and supervisors? There are finer points of job satisfaction that the FEVS cannot measure. The impact of mandatory deployments on people's job satisfaction, for example. When that deployment is seen as furthering the mission of the agency, it can be a positive motivating factor; however, if that mandatory deployment is seen as making up for an agencies failure to fill critical vacancies, it has just the opposite effect on morale. When deployments are viewed as employed

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The annual subscription rate is \$50.00 for United States and Canada and \$70.00 for foreign mailing, payable by January 1 each year. Subscriptions are not available to those eligible for membership.

Any veterinarian employed full time by the federal government may become an active member. Dues are \$260.00 annually, payable annually, semiannually, PayPal (annually or monthly), or by federal payroll deductions (eligibility for payroll deduction is limited to USDA veterinarians --of \$10.00 authorized by signing USDA Form AD 1054 (FSIS) or SF 1187 (APHIS)). Uniformed veterinarians dues are \$160.00 annually. Active duty uniformed veterinarians- please contact the NAFV office.

Associate membership is granted to active members when they retire from federal service. Associate members pay no dues. Associate members receive the NAFV newsletter by email.

The National Association of Federal Veterinarians is a non-profit corporation and the purposes for which it is formed are to promote the veterinary profession, to improve the professional efficiency and material interests of the members, to acquaint the public with the activities of veterinarians in the federal service, and to cooperate with the American Veterinary Medical Association, the United States Animal Health Association and other similar groups with common interests.

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where certain individuals seem to be exempt from deployment, then it can destroy the sense of accomplishment. This level of detail can't be reached by the FEVS, but through consultations with our members and executive leadership these insights can be addressed. In many cases, just hearing a third party explain the situation can make all the difference in how the issue is perceived. In service of these public servants, the NAFV strives to serve both veterinarians and the agencies they work for by facilitating communication, making suggestions for improvements, and working collaboratively to address issues of concern. This advocacy includes emphasizing professionalism and expertise in federal service, but also promoting continuing education, teamwork and morale, and a standard of excellence. NAFV can work with you to improve it and your professional working environment. NAFV can approach senior leadership in the department with your concerns and possible solutions not as a union but as an organization that represent you medical / scientific professionals. Our goal is to enhance the productivity and impact of your work life, which instills a positive sense of accomplishment. When a veterinarian is lifted, that positively reflects the team, and that morale boost translates into increased productivity and pride in your work which makes all the difference.

### **Senator Gillibrand Introduces Groundbreaking One Health Bill**



NEW YORK, NY – October 21, 2022 U.S. Senator Kirsten Gillibrand announced her groundbreaking One Health Security Act to prevent, detect,

and respond to biological threats. The One Health bill would create a federal council charged with preventing, detecting and responding to biological threats that significantly impact our national health, economy, and national security. Support for the One Health Security Act legislation includes New York City Health + Hospitals, the Wildlife Conservation Society, the Cary Institute of Ecosystem Studies, Right to Health Action, the Center for Science in the Public Interest, and Entomological Society of America. Gillibrand stood at NYC Health + Hospitals/Bellevue with experts in health care, conservation, and nutrition to announce the whole-of-government approach to the bill.

“While the spread of COVID-19 is stabilizing in many parts of the world, the impact this pandemic has had on our communities and our economy presents a dire threat, not only to our global health, but also to our national security. While we can't predict the next global biological menace, we can streamline the local, city, and federal resources at our disposal so we are better prepared to respond to biological threats,” said U.S. Senator Kirsten Gillibrand. “My bill, the One Health Security Act, is the important step we need to facilitate a more coordinated threat assessment system and response. “One Health” is the simple concept that human health is intrinsically connected to the health of animals, plants, and our environment. A One Health approach allows us to effectively address complex, multidisciplinary health problems — like coronaviruses and Ebola, food and crop diseases, and antimicrobial-resistant pathogens. We must act now to strengthen our defenses and to facilitate a more coordinated response consistent with One Health principles so that the uncontrolled spread of life-threatening diseases will once and for all be a thing of the past.”

"Senator Gillibrand's One Health Security Act is a critical first step in taking a whole-of-government approach in the US to prevent pandemics at the source. We applaud this legislation which advances the One Health approach as it is a definitive and practical step needed by the US to prevent and manage future pandemics like we are experiencing with

COVID-19 said Dr. Chris Walzer,

“WCS has been pioneering One Health since 2004 and today we are working in the US and across the globe, through our Wild Health Net program, to train and help governments create the infrastructure and processes that ensure human, wildlife, livestock and environmental health experts are working together. Senator Gillibrand’s One Health Security Act will help ensure the US can better address biothreats and prevent and manage the future spillover of pathogens from animals to humans.”

“A recent headline in the magazine ‘Foreign Policy’ said it very clearly; ‘No Bread, No Peace.’ National security experts need to put food back on the table as a core issue,” said Dr. Charles Platkin, Executive Director of the Hunter College New York City Food Policy Center. “As a public health and food policy advocate, recognizing the ecological, holistic and collaborative, multisector approach to health is crucial and Senator Gillibrand’s One Health Security Act, realizing that a threat to food security is a threat to national security, brings a required and much-needed approach to combat any and all threats to human health.”

“The National Association of Federal Veterinarians considers the One Health Security Act the most significant piece of legislation among all the pandemic prevention and global health security bills that are out there,” said National Association of Federal Veterinarians Executive Vice President Joseph Anelli. “The significant advantage of this bill is that it provides a coordination mechanism that considers all the current and past related bills. The One Health Security Act establishes an all-of-government and ultimately, all-of-society approach to emerging and pandemic disease identification and response. Through this bill the intersection of human, animal, plant and environmental health or ‘One Health’ concept will finally be operationalized. Across this city NYC Health + Hospitals’ facilities are on the frontlines of existing or emerging infectious disease threats, which is why I’m proud to stand with the Senator today.

with the Senator today as she announces her One Health Security Act legislation,” said Mitchell Katz, MD, President and CEO of NYC Health + Hospitals. “The legislation will be critical to the health system’s pandemic preparedness work and for the efforts to treat patients who might come through our doors. Bellevue Hospital, where we stand today, has been addressing infectious diseases for over 200 years, and I’m grateful to the Senator for all her work so that we can do it for 200 more.”

The One Health Security Act will empower experts and leaders across the spectrum of health security to leverage a whole-of-government approach to preventing, detecting, and responding to biological threats.

1. One Health Security Council: In accordance with the Apollo program recommendation, a new Deputy National Security Advisor would lead a One Health Security Council within the Executive Office of the President responsible for coordinating whole-of-government One Health Security-related activities.

2. One Health Security Strategy: The One Health Security Council would develop a strategy that would advise the President with respect to the integration of domestic, foreign, and military policies relating to One Health Security to enable Federal agencies to cooperate more effectively.

3. Network: The network would support global efforts to develop prevention, early detection, and warning system for zoonotic and vectorborne disease. It would be managed by the Centers for Disease Control and Prevention’s One Health Office, in collaboration with the Secretary of Agriculture, the Secretary of Homeland Security, and the Secretary of the Interior.

4. One Health Security Activities: The One Health Security Council would recommend funding allocation for activities that would be critical to improving our biodefense and ability to defend against natural, human-generated and accidental biological events.

## Avian Influenza

### Avian influenza symptoms in humans and new rules to prevent UK outbreak explained

Avian influenza (AI) is caused by the influenza type A virus which can infect poultry (such as chickens, turkeys, pheasants, quail, domestic ducks, geese, and guinea fowl) and wild birds (especially waterfowl).

AI viruses are classified by a combination of two groups of proteins: hemagglutinin or “H” proteins, of which there are 16 (H1–H16), and neuraminidase or “N” proteins, of which there are 9 (N1–N9). AI viruses are further classified by their pathogenicity—the ability of a particular virus strain to produce disease in domestic chickens.

The Government has imposed a mandatory housing order for poultry and captive birds as country faces its ‘largest ever outbreak of bird flu’. The new measures come after the disease was detected at more than 70 premises since the beginning of October, as well as multiple reports in wild birds.

As the country faces the “largest ever outbreak of bird flu”, the Government is imposing a national housing order for all poultry and captive birds to try and stem the spread of the virus. From 7 November, mandatory housing measures will be in place requiring all bird keepers to keep their birds indoors, and to follow stringent biosecurity measures to help protect their flocks from the disease, regardless of type or size. Christine Middlemiss, the UK’s chief veterinary officer, said: “We are now facing this year, the largest ever outbreak of bird flu and are seeing rapid escalation in the number of cases on commercial farms and in backyard birds across England.

“The risk of kept birds being exposed to disease has reached a point where it is now necessary for all birds to be housed until further notice.” It takes a look at what impact this could have on human health, and what the new Government rules entail.

### Can Human Gets Bird Flu?

Bird or avian flu is an infectious type of influenza that spreads among birds and, in rare cases, can affect humans. There are many different strains of the bird flu virus, and most do not infect humans. However, according to the NHS, there have been four strains that have caused concern in recent years: H5N1 (since 1997), H7N9 (since 2013), H5N6 (since 2014), and H5N8 (since 2016). The NHS states that although H5N1, H7N9, and H5N6 do not infect people easily, and are not usually spread from human to human, there have been cases around the world leading to a number of deaths. The mandatory housing order comes after Avian Influenza Prevention Zones were already imposed in some parts of the country (Photo: Joe Giddens/PA). It can be spread by close contact with an infected bird (dead or alive) either by touching it, its droppings, or bedding, or by killing or preparing infected poultry for cooking.

Markets, where live birds are sold, can also be a source of bird flu. But the NHS states you cannot catch bird flu by eating fully cooked poultry or eggs, even in areas with an outbreak of bird flu. Prevention measures for those in outbreak areas include: washing hands often with warm water and soap, especially before and after handling food such as raw poultry; using different utensils for cooked and raw meat; making sure meat is cooked until steaming hot, and avoiding contact with live birds and poultry. In February 2021, H5N8 was found to have infected a small number of people for the first time in Russia.

The first human case of bird flu in the UK was the 79-year-old duck keeper Alan Gosling, from Devon, who tested positive in January this year.

The UK Health Security Agency (UKHSA) has said avian influenza is primarily a disease of birds and the risk to the general public's health is very low. But regional UKHSA health protection teams are working closely with the Department for Environment, Food and Rural Affairs to monitor the situation and will be providing health advice to persons at infected premises as a precaution.

### What are the symptoms of avian flu in humans?

The main symptoms of bird flu can appear very quickly and include: a very high temperature or feeling hot or shivery, aching muscles, headache, and a cough or shortness of breath. Other early symptoms may include: diarrhea, sickness, stomach pain, chest pain, bleeding from the nose and gums, and conjunctivitis.

It usually takes three to five days for the first symptoms to appear after infection. And within days of them appearing, it is possible to develop more severe complications such as pneumonia and acute respiratory distress syndrome.

A test can be carried out to confirm whether a person has been infected. If the test is positive, getting treatment quickly using antiviral medicine can help prevent complications and reduce the risk of developing severe illness.

### What new rules are being introduced by the Government?

Mandatory housing measures for all poultry and captive birds are to be introduced to all areas of England from 00:01 on Monday 7 November.

It means all bird keepers are legally required to keep their birds indoors and follow stringent biosecurity measures to help protect their flocks from the disease, regardless of type or size.

The introduction of the measures comes after the disease was detected at more than 70 premises since the beginning of October, as well as multiple reports in wild birds. Ms Middlemiss said: "Scrupulous biosecurity and separating flocks in all way, from wild birds remain the best form of defence.

"Whether you keep just a few birds or thousands, from Monday 7 November onwards you must keep your indoors. This decision has not been taken lightly but is the best way to protect your birds from this highly infectious disease. The mandatory housing is in addition to the biosecurity measures brought in as part of the Avian Influenza Prevention Zones earlier this month.

It means all bird keepers across England must:

- House or net all poultry and captive birds
- Cleanse and disinfect clothing, footwear, equipment, and vehicles before and after contact with poultry and captive birds
- Reduce the movement of people, vehicles, or equipment to and from areas where poultry and captive birds are kept
- Keep records of mortality, movement of poultry and poultry products, and any changes in production
- Cleanse and disinfect housing on a continuous basis
- Minimize direct and indirect contact between poultry and captive birds and wild birds, including making sure all feed and water are not accessible to wild birds
- Prevent access by poultry to ponds and watercourses and ensure that birds are kept in fenced or enclosed areas.

Source: [inews.co.uk](http://inews.co.uk)

### HHS Expands Pool of Providers Who Can Administer Monkeypox Vaccine

HHS Secretary Xavier Becerra has amended the Public Readiness and Emergency Preparedness Act declaration, expanding the pool of providers authorized to administer vaccines against smallpox and monkeypox.

Among the providers who, with training and supervision, are now authorized to administer these vaccines include:

- physicians;
- physician assistants;
- nurses, advanced practice registered nurses, registered nurses and licensed practical nurses;



- paramedics;
- pharmacists,
- advanced or intermediate emergency medical technicians;
- dentists;
- licensed or certified professional midwives;
- optometrists;
- pharmacists, pharmacy interns and pharmacy technicians;
- podiatrists;
- respiratory therapists;
- veterinarians; and
- recently retired health care professionals and students of the professions above.

Dawn O'Connell, HHS assistant secretary for preparedness and response, said in a press release that thanks to increased Jynneos (Bavarian Nordic) vaccine supply, demand is now being exceeded in all states. This comes 2 months after Becerra declared monkeypox a public health emergency.

“By expanding the pool of providers who can administer monkeypox vaccines, we can increase equitable access for people at high risk for monkeypox infections who have not yet had an opportunity to get vaccinated,” O’Connell said.

Of the approximately 1.1 million vials of the Jynneos vaccine that HHS has allocated to prevent monkeypox, 836,753 have been shipped to jurisdictions across the U.S., according to the press release. Per the CDC, 803,596 total doses have been administered.

In addition to expanding authorized vaccine administrators, the amendment also specifies that the declaration applies to public health threats from smallpox, monkeypox, and other orthopoxviruses; extends the effective time period of the declaration to Dec. 31, 2032; and allows coverage of vaccine administration by several means, such as by subcutaneous, intradermal and intramuscular injections.

The U.S. Department of Health and Human Services (HHS) Secretary Xavier Becerra today amended the

Public Readiness and Emergency Preparedness Act (PREP Act) declaration for smallpox medical countermeasures to expand the categories of providers authorized to administer vaccines and therapeutics against smallpox, monkeypox virus, and other orthopoxviruses in a declared emergency.

Subject to certain limitations, a covered person is immune from suit and liability under federal and state law with respect to all claims for loss resulting from the administration or use of a covered countermeasure if a declaration under the PREP Act has been issued with respect to such countermeasure.

All authorized providers must administer all countermeasures in accordance with all relevant requirements and recommendations of CDC, and consistent with the scope of the U.S. Food and Drug Administration's (FDA's) approval, authorization, and any applicable expanded access requirements of FDA's protocol.

The amended declaration can be found in the Federal Register and answers to frequently asked questions about the monkeypox Prep Act can be found on ASPR's website.

Jurisdictions across the country have ordered approximately 835,700 vials of the approximately 1.1 million vials of JYNNEOS vaccine HHS had allocated to prevent monkeypox.

Also at the request from jurisdictions, ASPR has distributed approximately 38,000 patient courses of the drug TPOXX to treat patients infected with monkeypox, particularly those with severe disease, or at risk for severe disease, such as immunocompromised, and pediatric cases. TPOXX is approved to treat smallpox and is only available under an expanded access investigational new drug protocol to treat monkeypox infections.

## Jynneos Vaccine Allocation

HHS is allocating JYNNEOS vaccine to meet the needs of at-risk individuals and prioritize the hardest-hit jurisdictions, which have high case burden and transmission rates for monkeypox.

On August 22, 2022, an additional 360,000 vials of JYNNEOS vaccine were allocated to jurisdictions under phase 4 of the National Monkeypox Vaccine Strategy. Allocations for phase 4 are based on a revised strategy using cases reported (50% weight) to the Centers for Disease Control and Prevention (CDC) as of August 18, 2022, and the estimated size of the underlying population in the jurisdiction that might benefit from expanded vaccination at this point in the outbreak (50% weight). This underlying population currently includes gay, bisexual, and other men who have sex with men, people with HIV or who are eligible for HIV pre-exposure prophylaxis (HIV PrEP).

Distribution of vials will occur between August 22 and September 30, in three tranches, with each tranche comprised of one-third of the jurisdiction's phase 4 allocation. Jurisdiction may request access to tranches one, two, and three with an attestation to having utilized at least 85% of vials received to date.

Sources:

<https://www.healio.com/news/primary-care/20221004/hhs-expands-pool-of-providers-who-can-administer-monkeypox-vaccine>

<https://aspr.hhs.gov/newsroom/Pages/PREP-Act-monkeypox-3Oct2022.aspx>

<https://aspr.hhs.gov/SNS/Pages/JYNNEOS-Distribution.aspx>



# National Security Memorandum on Strengthening the Security and Resilience of United States Food and Agriculture

**November 9, 2022** - NAFV was invited to participate in a Roundtable on Strengthening the Security and Resilience of United States Food and Agriculture, We were informed that a new National Security Memorandum was to be released today, Thursday, November 10, 2022. The last document on this topic was released 18 years ago. Click on the image to the right to be taken to the full document.

The food and agriculture sector is extensive, interconnected, diverse, and complex. Designated as critical infrastructure and primarily owned and operated by the private sector and non-Federal entities, food and agriculture systems and supply chains are vulnerable to disruption and damage from domestic and global threats. Chemical, biological, radiological, and nuclear (CBRN) threats that may result in high-consequence and catastrophic incidents affecting the food and agriculture sector include but are not limited to: hazardous contaminants such as poisonous agents including toxic industrial compounds and materials, toxins, and chemical agents and precursors; natural or genetically engineered pests and pathogens of livestock, poultry, fish, shellfish, wildlife, plants, and insects; and physical effects of nuclear detonations or dispersion of radioactive materials. Other threats that may result in high-consequence and catastrophic incidents include pandemics impacting the sector's critical infrastructure and essential workforce, consequences of climate change, and threats in the cyber domain, such as disruption to systems as a result of increasing information technology and operational technology convergence and intellectual property theft. The evolving threat environment requires the sector and its essential workforce to better prepare for and respond to incidents with broad impacts on our national and economic security.

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National Association of  
Federal Veterinarians

# Federal Veterinarians - Are You Prepared?



As you know, Federal Veterinarians are critical in ensuring the nation's food safety and animal/livestock health with innumerable food safety initiatives, guidelines through FSIS, APHIS, DHS, CDC, and FDA, and various animal health programs. Many federal veterinarians also have the dual role of a manager, supervisor or officer within their respective agency. **This leaves you extremely susceptible to allegations, complaints, or potential lawsuits- just for doing your job.** Are you emotionally, financially and legally prepared to become the subject of an adverse administrative action, disciplinary proceeding, or civil lawsuit?

*The following is based off a real claims scenario from a federal veterinarian in which attorney fees totaled nearly \$115,000.*

Picture this: You are the subject of an Internal Controls Staff investigation of employee accountability for the unsanitary conditions found at one of the meat processing plants you supervise, which had its operations suspended and resulted in the agency recalling over 50,000 lbs. of meat. The findings of the investigation lead the agency to propose your removal from federal service based on a charge of neglect of duty, alleging that you failed to perform your regulatory and supervisory duties at the meat processing plant. While you argue that your actions were consistent with sanitation guidelines, the agency maintains its position and issues a final decision to sustain that charge. You are forced to appeal and litigate your removal before the Merit Systems Protection Board, or risk losing your livelihood.

<p><b>Without FEDS Protection:</b> You spend months paying out hourly fees to expensive federal employment attorneys in an attempt to defend yourself against the charges. The stress of the unknown begins to take a toll on your personal life, and as your savings begin to dwindle, you are forced to make the difficult decision to resign from federal employment in the best interest of your family's needs and finances and must begin looking for a new career.</p> <p><b>Total out-of-pocket costs: \$112,702.04</b></p>	<p><b>With FEDS Protection:</b> You are assigned your own personal attorney specializing in federal employment law and MSPB appeals, paid for entirely by your PLI policy. Although it still takes months, your attorney handles all of the stressful paperwork and procedures, and succeeds in winning the appeal. You continue to be gainfully employed by your federal agency without loss in pay or grade.</p> <p><b>Total out-of-pocket costs: \$280</b></p>
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The bottom line is, allegations are unsettling. If one is made against you - whether it comes from plant workers, special interest groups, politicians, members of the public, co-workers, subordinates or managers – the challenge is having the necessary finances and expertise to defend yourself successfully. FEDS Professional Liability Insurance provides you with both legal defense and indemnity protection against allegations arising from your federal position, so you can do your job with peace

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# Federal Veterinarians Protect and Improve Public and Animal Health and Welfare

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## Welcome New Members

## Welcome New Affiliates

## Welcome New Student Affiliates

## Active Members We Have Lost Touch With

We have lost touch with the following list of members. If you know them, please prompt them to reach out to us at 202-223-4878.

- Kenneth Byrd
- Roy Burns
- Paul Cole
- Ata Chaudhry
- Brian Donohue
- Jose Z. Lacson
- Rosemary Rich
- Gary Sherman
- Karl F Sublett
- Larry Davis
- Tracy Thompson
- Mitchell Lewis
- Kristie Hall
- Stephen R Goff
- Kevin Gillespie
- Stephen Mahken
- Leonard Eldridge
- Terrance McCoy
- Sidney McDaniel
- Katelyn Miller
- David G Norman
- Donald Randall
- Mahmood Ahmad
- Paul A Allen
- Nancy K Atkins
- Amanda Bayles