

### Side by Side Comparison of Inspection/Verification Work Performed in FSIS

The Food Inspector, Consumer Safety Inspector & Consumer Safety Officer all perform their jobs with the goal of ensuring safe, wholesome, accurately labeled meat, poultry and egg products.

|   | <b>Technical</b>   |  | <b>Professional</b>   |
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| <b>Occupation</b>                                 | <b>Food Inspector (FI); GS-1863</b><br>FSIS now employs about 3,000 Food Inspectors, who are represented by the National Joint Council of Food Inspection Locals (NJC).  | <b>Consumer Safety Inspector (CSI); GS-1862</b><br>FSIS now employs about 2,500 Consumer Safety Inspectors, who are represented by the National Joint Council of Food Inspection Locals (NJC).             | <b>Consumer Safety Officer (CSO); GS-696</b><br>FSIS now employs about 100 Consumer Safety Officers in the field.   |
| <b>Entry level and Qualification requirements</b> | <b>GS-5:</b> 1 year specialized experience<br><b>OR</b> Bachelor's degree with 12 semester hours in biological, physical, agricultural or mathematical science. (College education is not required but can be substituted for experience at this level.)<br><b>AND</b> must pass written test.<br><br><b>GS-7:</b> 1 year specialized experience equivalent to GS-5 level <b>AND</b> must pass written test if entering at this grade level. | <b>GS-8:</b> 1 year specialized experience equivalent to the next lower level.<br><br>Note: The CSI occupation does not have educational requirements. Applicant pool for GS-8's is Food Inspectors, GS-7. | <b>GS-7:</b> Bachelor's degree in related field with Superior Academic Achievement<br><b>OR</b> 1 year of graduate level education in a related field of study<br><b>AND</b> successful completion of 1-month CSO training program.<br><br><b>GS-9:</b> Bachelor's degree with 30 semester hours of related coursework<br><b>OR</b> 30 semester hours of applicable science courses + 1 year of specialized experience at the next lower level<br><b>OR</b> Master's degree or 2 full years of graduate education in related field<br><b>AND</b> successful completion of 1-month CSO training program. |
| <b>Full performance level</b>                     | GS-7 (slaughter inspector)<br>GS-8 (egg products inspector)<br>GS-9 (egg products & import inspector)  | GS-8, GS-9, or GS-10, depending on the number and complexity of HACCP processes applicable to the CSI's assignment.  | GS-11   |
| <b>Duty station</b>                               | 1 or more meat or poultry slaughter plant,<br>OR 1 egg processing plant,<br>OR 1 or more import inspection facility.   | 1 or more HIMP slaughter plant (meat, poultry)<br>OR 1 or more processing plant.   | 1 District. Travels from plant to plant as needed (up to 50% time on travel).   |
| <b>Supervisor</b>                                 | Inspector-in-charge (IIC) (slaughter inspection)<br>Circuit Supervisor (egg products inspection)<br>Circuit Supervisor (import inspection)   | Circuit Supervisor (Processing) or SVMO/IIC (large slaughter plants)   | Deputy District Manager or Inspection Coordinator in District Office  |
| <b>Major responsibility</b>                       | The FI conducts ante-mortem (AM) and post-mortem (PM) inspection (slaughter inspection)<br>OR conducts inspection tasks in egg processing (egg products inspection)<br>OR reinspects imported meat, poultry, egg products (import inspection).<br>The FI's work is <b>task-oriented</b> .  | The CSI verifies that the plant has required food safety systems (e.g., SSOP, HACCP) and is executing them as written. The CSI's work is <b>procedure-oriented</b> .                                       | The CSO verifies that plants have validated food safety systems and that the interactions of these systems are adequate to meet regulatory requirements and produce safe food. The CSO's work is <b>systems-oriented</b> .  |

|                                  | <b>Technical</b>  |  | <b>Professional</b>   |
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|                                  | <b>Food Inspector GS-1863</b>   | <b>Consumer Safety Inspector GS-1862</b>   | <b>Consumer Safety Officer GS-696</b>   |
| <b>Key Duties</b>                | <p><b>(Slaughter inspection)</b></p> <ul style="list-style-type: none"> <li>• Performs ante-mortem visual examinations of meat and poultry animals to determine by appearance and behavior that nothing is abnormal.</li> <li>• Makes post-mortem inspection of heads(livestock), viscera, carcass, and edible offal for pathological conditions.</li> </ul> <p><b>(Egg products inspection)</b></p> <ul style="list-style-type: none"> <li>• Performs organoleptic examination of egg products (liquid, frozen, dried) throughout processing and production of egg products.</li> <li>• Verifies and monitors that plant is meeting all regulatory requirements for processing, sanitation, facility, equipment, <i>Salmonella</i> sampling, labeling and records.</li> </ul> <p><b>(Import inspection)</b></p> <ul style="list-style-type: none"> <li>• Reinspects imported meat and poultry shipments and performs assignments to determine the acceptability of the product.</li> </ul> <p><b>(All Food Inspectors)</b></p> <ul style="list-style-type: none"> <li>• As assigned, takes samples, surveys, and tests.</li> </ul> | <ul style="list-style-type: none"> <li>• Performs offline oversight and verification activities of the plant’s slaughter operations</li> <li>• (Processing) Reviews the plant’s HACCP, SSOP, and other plans and the plant’s execution of those plans, including its records, sampling, pre-shipment review, monitoring activities to ensure that plant is meeting regulatory requirements.</li> <li>• Verifies that monitoring, verification, and corrective action records are being maintained, and appear to be true, correct, and unaltered.</li> <li>• Verifies that plant meets critical limits and/or is recording deviations and corrective actions.</li> <li>• Determines if corrective action is adequate to resolve problem.</li> <li>• As assigned, takes samples, surveys, tests.</li> </ul> | <ul style="list-style-type: none"> <li>• Works with small &amp; very small plants to meet the Agency’s obligation related to the Small Business Regulatory Enforcement Fairness Act.</li> <li>• Assesses and verifies the design of plant HACCP plans, Sanitation Standard Operating Procedures, and <i>E. coli</i> monitoring plans.</li> <li>• Participates in in-depth verification reviews, investigations, and other Agency reviews to assess the effectiveness of plant food safety control systems.</li> <li>• Defines strategies to verify corrective actions implemented by establishments.</li> <li>• Conducts data analysis and trend assessment of Agency information and regulatory data.</li> </ul> |
| <b>Work planning, scheduling</b> | <p>The <b>slaughter inspector</b> is stationed at fixed point on slaughter line, so no scheduling applies.</p> <p>The <b>egg product inspector’s</b> tasks are set forth by a standardized format (PY-203/PY-159) for the type of egg product (liquid/frozen/dried) being produced. Scheduling not yet automated.</p> <p>The <b>import inspector’s</b> tasks are assigned by an automated system (AII3)</p>   | <p>The CSI’s work is scheduled by an automated system (PBIS 5.0). The CSI may override the schedule.</p>   | <p>The CSO schedules his/her own work in consultation with the supervisor or District Manager.</p>  |

|                              | <b>Technical</b>   |   | <b>Professional</b>  |
|------------------------------|--|---|--|
|                              | <b>Food Inspector GS-1863</b>  | <b>Consumer Safety Inspector GS-1862</b>  | <b>Consumer Safety Officer GS-696</b>  |
| <b>Enforcement authority</b> | <p><b>(Slaughter inspector)</b></p> <ul style="list-style-type: none"> <li>• AM: Rejects and condemns poultry with apparent unsafe or unwholesome conditions. Holds red meat suspect animals for VMO.</li> <li>• PM: Holds suspect carcasses for VMO's disposition. Retains adulterated product. May stop line while plant resolves production control problems. May temporarily withhold use of mark of inspection.</li> <li>• Documents NR for pre-op sanitation noncompliance (as assigned to perform).</li> </ul> <p><b>(Egg products inspector)</b></p> <ul style="list-style-type: none"> <li>• Retains/Rejects product and/or equipment when found to be in non-compliance with the regulations. Retains adulterated product. May stop production while plant resolves production control problems. May temporarily withhold the use of the mark of inspection.</li> <li>• Documents deficiencies and non-compliance issues on approved forms.</li> </ul> <p><b>(Import inspector)</b></p> <ul style="list-style-type: none"> <li>• Refuses entry to products that do not meet FSIS standards.</li> </ul> | <ul style="list-style-type: none"> <li>• Prepares Noncompliance Record (NR) to document plant noncompliance with regulatory requirements.</li> <li>• May temporarily withhold use of mark of inspection.</li> <li>• Investigates apparent discrepancies to determine if a Compliance Officer should be called in</li> </ul> | <p>As appropriate, may</p> <ul style="list-style-type: none"> <li>• issue a 30-day reassessment letter if there are scientific questions about design of plant food safety systems;</li> <li>• temporarily withhold use of mark of inspection;</li> <li>• prepare draft Notification of Intended Enforcement Action for issuance to establishment by the District Office;</li> <li>• investigate discrepancies to determine if a Compliance Officer should be called in; AND aid the plant in identifying technical resources to achieve compliance; AND develop an action plan to be used by in-plant inspection personnel to verify establishment compliance.</li> </ul> |