

**Effective Date: October 12, 1997**

**STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATION**

**HEALTH PHYSICIST  
CLASSIFICATION SERIES**

**I. INTRODUCTION**

**A. Purpose of This Classification Specification**

This classification specification is the basic authority under ER 2.04, Wis. Adm. Code for making classification decisions relative to present and future Professional Science Bargaining Unit positions located primarily at the University of Wisconsin and at the Department of Health and Family Services. Positions allocated to this series identify and evaluate radiological health and safety hazards, plan and conduct surveys of radiation installations, and provide radiation protection consultation and control to prohibit and prevent exposure to radiation in amounts detrimental to human health. Positions may also be involved in related research and teaching activities. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather, it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the "best fit" of the duties within the existing classification structure. The "best fit" is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definitions of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

**B. Inclusions**

This series encompasses positions in the Professional Science Bargaining Unit found in either the University of Wisconsin's Safety Department(s) (both at the University of Wisconsin-Madison and outlying campuses) or in the Department of Health and Family Services. Positions have responsibility for radiation protection and control, requiring extensive knowledge in the fields of radiation protection and safety, radiation physics, radiological principles and design, medical health physics, mathematics, electronic circuitry, risk assessment, and Federal and other regulations (e.g., those of the Nuclear Regulatory Commission, the Department of Energy, and the Environmental Protection Agency). Positions serve as primary resources for complex radiation safety hazards and health physics matters requiring innovative and difficult evaluation and solutions. Positions may provide these services for one or more UW System campuses, or may plan and conduct surveys of radiation installations, e.g., those in dental, medical, and/or industrial settings. Working titles for this series include: Health Physicist, Medical Health Physicist, Radiation Safety Consultant, and Assistant Radiation Safety Officer.

**C. Exclusions**

Excluded from this classification series are the following types of positions:

1. Positions which meet the statutory definition of supervisor or management as defined in Wis. Stats. 111.81(19) and (13) as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions spending a majority of their time performing waste abatement and control for non- radioactive solid and/or hazardous waste, or hydrogeologist duties
3. Positions spending a majority of their time performing air monitoring and duties related to the assessment and quality of air.
4. All other positions which are more appropriately identified by other classification specifications.

D. Entrance Into and Progression Through This Series

Employees typically enter this classification series by competitive examination. Progression to the senior level will occur by reclassification. Movement to the advanced level will typically occur through some form of competitive examination.

## II. DEFINITIONS

### HEALTH PHYSICIST

Positions work under close progressing to limited supervision. Principles and practices have been learned prior to entrance into this classification series. The emphasis is in developing skills in working with and/or understanding the program, state systems, user group(s) and the mechanics of the program; and developing an understanding and applying the statutes, rules, regulations, administrative code and standards required in the program area. Initial work assignments are well defined and short term in duration. Over time the work assignments become long term or short term with the employee expected to exercise independent judgment in determining specifics and priorities, as the objectives are progressively less clear. The positions may be in contact with outside entities and may have assignments which cross program lines depending on where the individual employee's performance level is determined. The supervisor reviews the work to determine the completeness or accuracy and adherence to policy.

### HEALTH PHYSICIST - SENIOR

Senior level positions function as the lead Radiation Safety staff consultant for the University's Safety Department or a bureau or outlying district; independently perform more complex tests and analyses; and have more professional latitude in prioritizing work assignments, deciding appropriate tests to be performed, analyzing test results, and making recommendations. At this level, positions are generally involved in some combination of the following activities: performing complex analytical tests in both routine and non-routine and complex situations involving ionizing radiation, analyzing; planning and conducting surveys of the most complex radiation installations; assisting lower-level Health Physicists in the selection and performance of tests and procedures; directing the abatement of a particular radiation health or safety hazard or problem; providing assistance to other scientists in the same program area; assisting the supervisor in the maintenance of supplies, equipment and instruments, and in the "day-to-day" function of the particular program; providing peer review of test results for accuracy and completeness; and functioning as a liaison with other governmental agencies, the private sector, and the public. These positions may also conduct special projects or research; and may be involved in training students, lower level Health Physicists, and/or technical staff. Positions function independently under general supervision.

### HEALTH PHYSICIST - ADVANCED

Positions allocated to this level function as the top level Health Physicist staff position in one or more specialized area(s) of a statewide radiation health and safety program, or as a principal staff radiation safety expert on the UW-Madison campus. Positions are responsible for independently performing and interpreting the results of complex analyses conducting field investigations and research related to radiation health and safety, environmental protection, or public health programs; and functioning as the Department's scientific expert and/or principal Health Physicist regarding all professional matters related to radiation health and safety. Work also includes teaching or instructing lower level professional or non-professional staff or students; directing special projects, analyses, or independent research; representing the Department or technical or advisory health and safety committees; and/or traveling to make field checks of other facilities or workplaces. Positions often function in a public relations capacity, i.e., as liaisons with other state or federal agencies, or industry, and/or representing the department or laboratory at professional functions including symposia and colloquia. Positions function very independently, under very general supervision, and are expected to guide and review the work of other professional and technical staff.

### **III. QUALIFICATIONS**

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

### **IV. ADMINISTRATIVE INFORMATION**

This classification series was created effective October 12, 1997, and announced in Bulletin CC/SC-74 to describe positions which perform health physicist work at the Department of Health and Family Services, and the University of Wisconsin. The creation of this classification series resulted from the Governor's Human Resource Commission recommendation to simplify the classification system. This action resulted in the abolishment of the Health Physicist classification series (class codes 27701 through 27704).

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