



# Naval Medical Force Development Center (NMFDC)

## Monthly Newsletter

July 2021 | Volume 2, Number 7

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## The Surgeon General's All Hands

During the **24 JUN 21** Surgeon General All Hands, RADM Gillingham covered a few readiness related topics. See below for a summary of the major **readiness takeaways**:



Rear Adm. Bruce L. Gillingham  
Photo Source: DVIDS

- Highlighted that during COVID-19, facilities were unable to receive Corpsmen, which prompted a pilot to determine recommendations for Corpsman criteria
- Congratulated significant improvement in Corpsmen training
- Emphasized "performance" as part of the third pillar (continuous process improvement) of a High Reliability Organization (HRO) and emphasized creating a culture of accountability through the future leadership Knowledge, Skills, and Abilities (KSA)

★ **Encouraged leadership to keep lines of communication open for new ideas and identify and implement actionable solutions**

**Leaders, are you looking for HRO resources?** Please review the attached High Reliability Huddle document

## Naval Knowledge Skills, and Abilities (NKSA) Champion Network (CN) Leaders Update

On 29 JUN 2021, the NMFDC met with the NKSA CN Leaders to explore the role of NMRC in readiness reporting and discuss the importance of capturing OJT requirements.



### Key Takeaways:

- ❑ Highlighted **inconsistencies in tracking and reporting of OJT** across numerous regions and commands
- ❑ Aligned on a **goal to standardize an enterprise-wide process for capturing OJT**
- ❑ Focused on current efforts to track and report Active and Reserve Nurse Corps (NC) **OJT** and highlighted a difference in the credential tracking process
- ❑ Discussed the **need for one authoritative data system that would feed accurate and timely readiness data** into the NKSA Proficiency Dashboard.

## What's to Come



NKSA Champion Network (CN) Leader Forum



Naval Medical Forces Atlantic (NMFL) Naval Medical Forces Pacific (NMFP) Touchpoints



Stakeholder sessions with Corps Chiefs and Specialty Leaders regarding On-the-Job (OJT) Training

## Naval Medical Readiness Criteria (NMRC) Development Update

NMRC development continues to progress through stakeholder feedback and revalidation efforts. Please see below for the latest status update:

### NMRC Revalidation Updates:



Revalidation of 39 (of 40) NMRC within the signed **Phase I NMRC package**

### NMRC Development Updates:



The **Phase III NMRC Package** is being drafted for DON Tracker coordination and enterprise-wide review. The package will be available via the NMFDC site on [Max.gov](https://www.max.gov)\* in the coming months

## 31 (of 32) Phase III NMRC Developed

4

Hospital Corps Specialties

7

Medical Corps Specialties

4

Nurse Corps Specialties

16

Medical Service Corps Specialties

\*For guidance on how to access the NMRC online, refer to the process guide (attached).

Leadership

Office of Primary Responsibility  
Mr. John Zarkowsky

Clinical Coordination  
CAPT Emori Moore

Clinical Coordination  
CAPT William Todd



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### Meet CAPT Charles Cather

*During the NMFDC's site visit to Norfolk, VA, the team had the privilege of meeting with CAPT Cather aboard the USNS Comfort where he provided the team with a tour of the ship. This month, he spoke with the NMFDC on the importance of tracking NMRC for the Nurse Corps and how Navy Medicine can improve readiness of Naval medical personnel deploying to expeditionary environments.*



CAPT Cather is the Director of Nursing Services aboard the USNS Comfort (T-AH-20)

#### **If you had unlimited resources, what one thing would you do to increase readiness/KSA attainment for Nurse Corps?**

I would provide more training opportunities. We practice healthcare daily, but the application of basic healthcare principles in the operational setting or environment can be surprisingly challenging. Even a basic primary and secondary assessment onboard a ship with significant machinery noise and in consolidated spaces can be difficult and sometimes overwhelming for the inexperienced. Being able to create an accurate operational environment to train in and having the manpower afforded the opportunity, away from the brick-and-mortar facility, is valuable in achieving the NKSAs and building confidence in the personnel.

#### **As the Director of Nursing Services on the USNS Comfort, what would you say is the biggest impact that Naval Medical Readiness Criteria (NMRC) can have in helping Naval medical personnel prepare for an expeditionary environment?**

Establishing a benchmark for operational readiness preparation. NMRCs will provide Naval medical personnel with a road map on operational readiness. Knowing what KSAs and other training are required for the operational setting and/or future deployment, will allow both the Sailor and parent NMRTC/U to establish goals and timelines for completion. This will allow the Sailor to execute the medical mission when tasked. NMRCs will also allow

both the NMRTC/Us and the COMFORT to gauge the preparedness of the assigned medical force personnel.

#### **What are a few examples of just-in-time trainings/requirements that are critical to mission success on the USNS Comfort, but are not currently being captured in the NMRC?**

Ship and Authorized Medical/ Dental Allowance List (AMAL/ADAL) medical equipment and consumable familiarization specific interests. Each operational platform has idiosyncrasies that will require just-in-time training to occur that are not currently captured in NMRCs. Shipboard orientation, Safety of Life at Sea, Life Raft Commander, Decontamination Team, and medical equipment familiarization specific to the platform will need to be provided to identified personnel. During initial workups for deployment, once the ship's manning is solidified, team training will need to occur to allow improved familiarity and workflow development. Having consistent returning personnel to the ship for deployment following training exercises will yield higher proficiency at NKSAs and overall mission success.

#### **In your experience with the COVID-19 federal response, how can Navy Medicine and / or the Military Health System better prepare for potential future pandemic and infectious disease (P&ID) scenarios?**

NKSA attainment and personal readiness. Navy Medicine and the Military Health System can better prepare for future Pandemic & Infectious Disease (P&ID) scenarios by ensuring the NKSAs developed for each billet type are attained and current by each individual medical person. Having obtained the NKSAs once in the past without application or refresher training may not serve the individual or operational platform when called upon for the next P&ID scenario. Also, the personal readiness (mind, body, spirit, finances, family, legal documents, etc.) of the individual is vital as the deployment duration, type and volume of patients, redeployment potential, and the other unknowns can lead to unanticipated stress. The more prepared an individual is in their NKSAs and personal responsibilities, the greater their resilience in combating the unknowns of a mission.

**Have a question for the NMFDC? Let us know by emailing us!**

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