



Naval Medical Force Development Center (NMFDC)

Monthly Newsletter

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What's to Come



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Naval Medical Forces Atlantic (NMFL) and Naval Medical Forces Pacific (NMFDP) Monthly Syncs with the NMFDC



Reserve Policy and Integration (M10) & Reserve Component (RC) Monthly Sync with the NMFDC

Frequently Asked Questions

What is the NMFDC?

Navy Medicine established the NMFDC to monitor and oversee the attainment and sustainment of clinical currency, readiness currency, and readiness proficiency/Joint interoperability of medical personnel via Naval Medical Readiness Criteria (NMRC). The NMFDC provides oversight and integration related to NMRC development, revalidation, and completion.



What are NMRC?

NMRC are specialty-specific requirements that ensure Naval medical personnel attain and sustain clinical and operational skills necessary to perform the duties of their expeditionary scope of practice. Latest NMRC can be found on the [NMFDC Max.gov page](https://www.nmfdc.max.gov).

What is the NKSA Proficiency Dashboard?

A tool that will enable the viewing of key readiness metrics (i.e., NMRC completion) at various reporting levels. The NKSA Proficiency Dashboard presents specialty- & billet-specific readiness data with views that can drill down to the individual and unit-level to provide Navy Medicine with asset visibility.

How can I learn more?

*Have more questions about the NMFDC, NMRC, and NKSA Proficiency Dashboard? Reach out about a **Virtual Site Visit!***

Looking Forward: Fiscal Year 2022 Goals



Measure What Matters

Review and streamline NMRC to capture the requirements and data that matter most.

- ☐ **Revalidate requirements**, standardize language, clarify policy of origin, and determine redline criteria
- ☐ **Optimize the NMRC data-sharing process** to get the right data to the right people at the right time
- ☐ **Analyze requirements** to determine which are the best predictors of readiness



Apply Lessons Learned

Be better, smarter, and more cost-effective by applying lessons learned to adapt and improve our readiness reporting processes to generate better outcomes.

- ☐ **Align and integrate the NMRC process** into existing readiness reporting processes
- ☐ **Coordinate with other Services** to leverage best practices for skills sustainment / readiness reporting
- ☐ **Establish a governance structure** that convenes key players to oversee the NMRC process and make or elevate decisions around areas of critical functional importance (e.g., partnerships, Enlisted readiness, data governance)



Lead by Example

Navy Medicine should lead by example in generating and monitoring expeditionary readiness proficiency.

- ☐ **Develop new policy** to evolve the NMRC process to include the Naval medical enterprise via an ALNAV Message, followed by an OPNAV Instruction, and Marine Corps Order
- ☐ **Integrate Reserve Component and Fleet / Marine Forces** into the NMRC process to generate a more comprehensive picture of readiness and better inform decision-making

Virtual Site Visits

The NMFDC is offering virtual site visits to showcase the NMRC process and provide a demonstration of the NKSA Proficiency Dashboard. **If interested in scheduling a virtual visit, please reach out to the [NMFDC inbox](#).**





Meet CDR Pete Bradford

CDR Bradford spoke with the NMFDC team to discuss potential improvements and current challenges surrounding platform readiness.



CDR Bradford serves as the Executive Officer at Expeditionary Medical Facility (EMF)-M and the Director for Expeditionary Medicine and a Perioperative Nurse at Navy Medicine Readiness and Training Command (NMRTC) Jacksonville.

1. What are three (3) things that Naval medical personnel and platform leadership are doing / plan to do to increase their Commands' readiness?

1. NMRTC Jacksonville and EMF-M leadership are changing the culture around readiness. Directors, Department Heads, and Senior Enlisted Leaders (SELs) emphasize readiness compliance when reviewing opportunities for leave, special liberty, temporary assignments, and special programs. Readiness is priority one and it is permeating the fabric of the command when Sailors check-in with Plans, Operations and Medical Intelligence (POMI), at Command Orientation, and when enrolled in the resuscitative medicine courses sponsored by Staff Education and Training.
2. Readiness themed topics and platform metrics are briefed every Tuesday at the Combined Executive Board by subject matter experts (SMEs). Leadership has taken a strong stance on the Directors owning readiness and being made aware of victories and shortfalls that can be emphasized by regular briefings.
3. The EMF-M triad, Directors, and SELs meet frequently to discuss the status of the platform. They are empowered to prioritize readiness within the four walls of the hospital and to explore training possibilities with established community partners. During a recent executive off-site, strategic SMART goals and objectives were established to reinforce wartime Knowledge, Skills, and Abilities (KSAs) and strengthen teamwork.

2. What is the biggest challenge that the EMF faces related to tracking and reporting readiness?

Readiness reporting systems are not intuitive or familiar to most of the leaders that are put into roles on the EMF.

Our exposure to these systems is enhanced as time goes by, and success leading to competence is predicated on diligence to the current guidance and communication with identified SMEs. I also feel that our Sailors are challenged with the duality of reporting their own readiness to leadership. All staff on the EMF have leadership elements in the clinical arena they collaborate with for the healthcare delivery mission. Those leaders may not be part of the EMF and individual Sailor readiness compromises could occur due to unfamiliarity with the flow of information through the appropriate chain of command.

3. What is NMRTC Jacksonville doing to improve the readiness status of specialties that have Naval Medical Readiness Criteria (NMRC)?

With the establishment of the NMRTC Directors and the emphasis on Regional Lines of Effort to improve KSAs, NMRTC Jacksonville has established regular data examination of training compliance. Our team collaborates with NMRTC transition leads on KSA data quality processes and challenges faced with the lack of standardized tracking methods. Once a more reliable tracking method exists, the NMRC will likely gain more traction and become standard practice within the approved skillsets and those supervisory elements that provide guidance to these Sailors.

4. How do you see platform readiness attainment linking into the Quadruple Aim Proficiency Plan (QPP) and Readiness Performance Plan (RPP) processes?

The RPP and QPP process has gone through a few iterations over the last few years. The constant theme is the desire for accuracy in reporting how we meet the readiness mission of the platform. Identifying readiness demand is challenging and requires critical examination of how our time is spent fulfilling healthcare delivery and readiness. Standardized frameworks and scrutiny from outside entities has produced countless process improvement initiatives that make our Navy Medicine team stronger, but I am not sure if it can truly calculate readiness commitment levels of time accurately until all involved follow DMHRSi time keeping methods with regularity. My impression is that some Sailors find it challenging to see how healthcare delivery and readiness are separate, therefore accounting for it accurately could become a challenge of value.

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

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