



Naval Medical Force Development Center (NMFDC)

Monthly Newsletter

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(Feature)

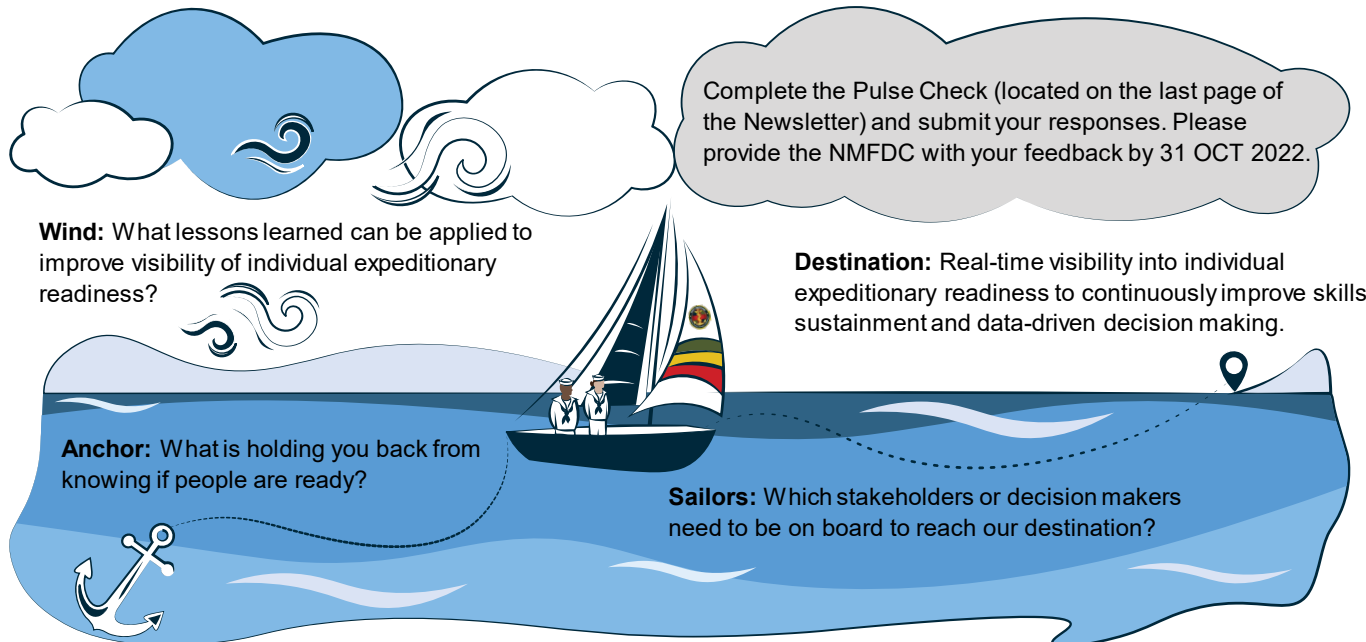
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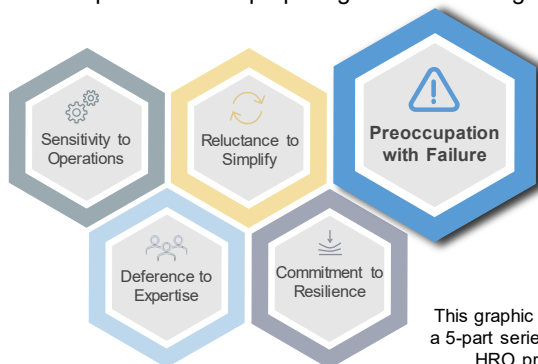
FEATURE: NMFDC PULSE CHECK



GRAPHIC OF THE MONTH: PREOCCUPATION WITH FAILURE

The NMFDC leverages the High Reliability Organization (HRO) principle of "Preoccupation with Failure" by applying lessons learned to:

- Advance the Naval Knowledge, Skills, and Abilities program
- Raise the standard of readiness to ensure that Naval medical personnel are preparing for the future fight



This graphic is the first of
a 5-part series highlighting
HRO principles

NMRTC FORT BELVOIR SITE VISIT



The NMFDC conducted an in-person site visit at Navy Medicine Readiness and Training Command (NMRTC) Fort Belvoir* on 24 August 2022. During this visit, participants:

- Discussed points of integration to support the attainment and sustainment of Naval Knowledge, Skills, and Abilities
- Gathered actionable feedback to improve Medical Force readiness and inform readiness decisions
- Identified next steps for further coordination between the NMFDC and NMRTC Fort Belvoir

*Check out the back page for a Q&A with CAPT Melissa Austin, Commanding Officer of NMRTC Fort Belvoir.



LEADERSHIP

Office of Primary Responsibility
N5 (Mr. John Zarkowsky)

Clinical Coordination SME
N3 (CAPT Emori Moore)

Training & Education SME
N7 (Mr. Keith Staples)





INTERVIEW WITH CAPT MELISSA AUSTIN

Meet CAPT Melissa Austin



CAPT Austin is currently the Commanding Officer of Navy Medicine Readiness and Training Command (NMRTC), Fort Belvoir. A Surface Warfare Officer turned Pathologist, she has served in the Office of the Chief of the Medical Corps as the Plans and Policy Officer, the Executive Officer of NMRTC, Portsmouth, and

the Commanding Officer of Expeditionary Medical Facility Juliet, supporting multiple Continental United States and Outside Continental United States operations as a Tier 1 platform.

1. What are three things NMRTC Fort Belvoir is doing/planning to do to increase the command's readiness proficiency?

We started with a "brilliant on the basics" approach, holding an ongoing series of readiness rodeos in which we verify a small number of readiness parameters for each sailor in order to break up a lengthy list into manageable pieces. We have also increased our focus on achieving and maintaining currency on key courses like Tactical Combat Casualty Care, Trauma Nursing Care Course, and Advanced Trauma Life Support, engaging with the hospital Directorate for Education, Training and Research to proactively schedule Navy personnel. Finally, we have defined outcomes for what readiness looks like for our first term population and are working to craft a skills development and sustainment program that builds on the Hospital Corpsman Personal Qualification Standards foundation to set them up for success in their follow-on assignments.

2. What challenges or risks is NMRTC Fort Belvoir currently experiencing regarding tracking and reporting readiness? What additional capabilities or readiness performance metrics would you like to see included on the Naval Knowledge, Skills, and Abilities (NKSA) Proficiency Dashboard to improve the tracking and reporting of readiness?

NMRTC Fort Belvoir has very few platform-aligned billets, so we are a source of manpower for Individual Augmentation assignments and backfills and must take a "jack of all trades" approach to readiness. It can be difficult to know what specific role any one person will fill, so the best preparation we can offer is to ensure that our personnel are busy providing care to the right volume and mix of patients. Additionally, we have more than 150 first term Corpsmen right out of A school who need to be prepared for future assignments with the Fleet and Marine forces. This must be done in a thoughtful and systematic way, and we have invested a lot of time in identifying requirements and developing a rotation plan that allows these individuals to gain and maintain the right skills. Where applicable, the NKSA Proficiency Dashboard is helpful to track readiness, but it needs further refinement to account for non-traditional populations such as ours.

3. In what ways could readiness-related policy codification or implementation be improved?

Being able to tie a request for training to a requirement is crucial, so defining requirements in a policy document would be very helpful in level-setting expectations in our joint environment. The Army already has well-codified Military Occupational Specialty-specific Individual Critical Task Lists for their personnel that define required skills and specify sustainment periodicity. We are working to codify this at the local level, but having a similar document at the enterprise level should be considered in the long term.

4. Given the joint organization and structure for Fort Belvoir Community Hospital and the National Capital Region market, how do you approach coordination and organizational alignment with the other Services?

Relationships, relationships, relationships. While I have command and control (C2) of the people, I don't have C2 of the training platform (i.e., the military treatment facility), so much of what we do involves negotiation with leadership from all three services as well as the hospital. Having an established rapport and making the effort to understand how each group does business is vital to success. I consider myself truly fortunate that this group of leaders is committed to supporting each other through joint training events, and as a result, we have been able to offer some really unique and valuable experiences to our sailors.





Naval Knowledge, Skills, and Abilities (NKSA) Pulse Check

Please complete the following pulse check to provide information to the Naval Medical Force Development Center (NMFDC) by 31 October 2022. **The questionnaire should take only 5-10 minutes to complete.**

Once you have completed the form, click the "Submit" button and send the auto-populated email to the NMFDC mailbox at usn.ncr.bumedfchva.mbx.nmfdc---navy-ksa@health.mil. Please reach out with any questions.

Please answer the following questions on your experience with Naval Medical Readiness Criteria (NMRC) and the NKSA Dashboard:

1) *I understand the requirements included in my NMRC*

Yes No N/A

2) *I know where to locate my NMRC*

Yes No N/A

3) *I know where to locate the NKSA Proficiency Dashboard*

Yes No N/A

4) *I feel confident that my NMRC accurately capture the skills necessary for me to accomplish my expeditionary scope of practice*


Agree Somewhat Agree Somewhat Disagree Disagree


5) *I feel confident in my ability to fulfill my NMRC*

Agree Somewhat Agree Somewhat Disagree Disagree

Using the space provided, please answer the following questions regarding NMRC development and revalidation and the NKSA Proficiency Dashboard:

 What lessons learned can be applied to improve visibility of individual expeditionary readiness?

 What is holding you back from knowing if people are ready?

 Which stakeholders or decision makers need to be on board to reach our destination?



If you were not able to successfully use the submit button, please save this form to your computer and email it to the [NMFDC mailbox](#).