



# NAVY MEDICINE HIGH RELIABILITY HUDDLE Presented by the Office of the Chief Medical Officer (OCMO)

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## High Reliability Organization (HRO) Updates

### “GET REAL, GET BETTER” (GRGB) THEME OF THE MONTH: BUILDING LEARNING TEAMS

The Chief of Naval Operations’ GRGB Training Topic for April centers around “Building Learning Teams”, which is an ideology to enable leadership to own their missions and empower their people. The successful implementation of GRGB relies on Building Learning Teams and its two foundational elements: a cultural shift towards **continuous process improvement** and a profound “respect for people.” Fostering a “respect for people” involves demonstrating care for team members’ wellbeing, regularly taking input, and cultivating accountability. Creating a trusting team environment which upholds a “respect for people” enables its members to collectively drive to outcomes, achieve the Navy’s core value of commitment to continuous process improvement and create a Navy of problem solvers. Ultimately, Building Learning Teams demonstrates a **commitment to resilience** in the operational setting by ensuring teams have a culture conducive to effectively and collaboratively overcoming challenges and achieving their operational missions.

#### Questions to Consider When Building Learning Teams

- How can I empower my people?
- Do I successfully communicate and emphasize our mission?
- What methods can I employ to build my team’s competence in problem solving?
- Where can I provide clarity on my team’s goals and expectations?
- What could prevent me from adequately supporting my people and how do I overcome those barriers?

For more information on the April GRGB Theme, please view the link [here](#).

## SECRETARY OF THE NAVY (SECNAV) ESTABLISHES INTEGRATED RESILIENCE AND MENTAL HEALTH FORUM

SECNAV Carlos Del Toro conducted the Department of the Navy’s (DON) inaugural Integrated Resilience and Mental Health Forum on 15 MAR. The forum’s purpose was to encourage a meaningful dialogue among DON stakeholders, increase the visibility of ongoing and new mental health initiatives by the Navy and Marine Corps, and create a space for discussion focused on mental health and resilience practices. Secretary Del Toro emphasized the importance of caring for the mental, physical, and spiritual wellbeing of Sailors and Marines, especially from a force readiness perspective. In the creation of the forum, Secretary Del Toro aimed to evaluate the current state of resilience and mental health programs within the DON, identify gaps, and establish processes to enhance collaboration on critical topics. In practicing **deference to expertise**, the forum plans to hear from external partners, such as other military services, government agencies, academia, and the nonprofit sector, to create systems, policies, and resources that will positively affect the wellbeing of Sailors and Marines. The forum’s dedication to mental health, as well as its commitment to translating discussion into tangible change, demonstrates the SECNAV’s **commitment to the resilience** and operational readiness of Sailors and Marines.



SECNAV, Mr. Carlos Del Toro speaks to 20+ DON senior leaders at the Integrated Resilience & Mental Health Forum.

For more information on SECNAV’s Integrated Resilience and Mental Health Forum, please view the link [here](#).

The **Disease Reporting System Internet (DRSi)** has reported several preliminary outbreaks of group A **Streptococcus** following high-risk training in austere environments. Those engaging in such training should be especially cautious in stagnant forest water environments, especially if open cuts or scrapes are present. Symptoms, such as chills, cough, fever, and arthralgia, can directly inhibit physical capability and require hospitalization or even surgical debridement. Please be exceptionally cautious when training in such locations.



### EXPEDITIONARY MEDICAL UNIT (EMU-10) CONDUCTS GLOBAL HEALTH ENGAGEMENT (GHE) IN HONDURAS MISSION

EMU-10 conducted a GHE in San Pedro Sula, Honduras from 17 FEB – 2 MAR. Led by U.S. Navy CAPT Jamie Fitch, the team provided trauma care at Hospital Nacional Mario Catarino Rivas, collaborating with Sailors from Expeditionary Medical Facility (EMF) Kilo and Navy Medicine Readiness and Training Command (NMRTC) Camp Lejeune. The mission allowed the team to enhance their capabilities and experience unique trauma care



CAPT Bradley Deafenbaugh and Mr. Michael Ortega apply a cast to a patient's hand.

scenarios due to resource limitations. The engagement aimed to strengthen cooperation between the U.S and Honduras while benefiting local medical workers and patients. Dr. Guillermo Saenz, a medical officer and foreign service national with Joint Task Force Bravo, stated, "A lot of times these hospitals don't have all the medications or supplies that they need. These types of activities greatly benefit the patients. If Sailors can come more often or try to have a semi-permanent presence, there would be a great benefit to both parties." The collaboration between U.S. Navy personnel and local medical professionals underscores a **deference to expertise**, recognizing the expertise of both parties to enhance their collective knowledge and skills, ultimately improving the quality of care delivered to patients in San Pedro Sula and enhancing the readiness of Navy Medicine personnel.

For more information on EMU-10's Honduras Mission, please view the link [here](#).

### CHIEF OF NAVAL AIR TRAINING (CNATRA) LAUNCHES HEAD AND BACK INJURY TRAINING (HABIT) PROGRAM

The CNATRA has launched the HABIT program to address the physical strain experienced by Naval Aviators throughout their careers. Collaborating closely with aeromedical safety officers (AMSO) and drawing upon insights from physiologists and physical therapists (PT), CNATRA developed the HABIT program to proactively mitigate the risk of long-term injuries and enhance overall mission performance. One of the program's key objectives is to reduce the prevalence of neck and back pain, which are common issues faced by pilots exposed to prolonged periods of physical stress during high-performance maneuvers and extended flight durations. By focusing on strengthening key muscle groups, improving flexibility, and promoting proper posture, the program aims to equip aviators with the resilience needed to withstand the unique rigors of flight operations. By collaborating with Navy Medicine physiologists and PTs, CNATRA demonstrates its **sensitivity to operations** by acknowledging and proactively addressing common medical issues to strengthen pilots' bodies to withstand the physical stressors of flying in order to promote long-term health support for Naval Aviators, reduce the risk of injuries, and enhance overall mission readiness.



LTJG Milo Sawczyn enters the cockpit of a T-45C Goshawk.

For more information on the CNATRA HABIT program, please view the link [here](#).

#### Winners of the Captain Cheryl R. Ringer Memorial Award for Process Improvement

Naval Medical Forces Pacific (NMFP) recently announced the winners of the prestigious [Captain Cheryl R. Ringer Memorial Award](#), recognizing outstanding achievements in process improvement within healthcare services. LT Megan Copfer of Navy Medicine Readiness and Training Command (NMRTC) Lemoore won first place for her successful streamlined patient intake and pharmacy operations initiatives. LT Cameron Dutt from NMRTC Oak Harbor was named Runner-Up for his efforts in enhancing dental care delivery. LT Ara Gutierrez of NMRTC Yokosuka received Honorable Mention for her notable contributions in successfully reducing laboratory testing times. Congratulations to LT Copfer, LT Dutt, and LT Gutierrez!



# HIGH RELIABILITY HUDDLE

## Operational Clinical Community Highlights

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Each **Navy Medicine Operational Clinical Community (NMOCC)** consists of Sub-Communities (SCs) and Working Groups (WGs). This section highlights recent updates from each NMOCC.

NMOCC	Highlights
<p><b>Female Force Readiness</b> BUMED Manager: <i>CDR Schulz</i> Community Chair: <i>LCDR Eubanks</i></p>	<p>The Mental Health SC has developed three resources to recognize the challenges surrounding deployment and reintegration. The <a href="#">Reintegration Resource for Service Members</a> was created to support a successful reintegration into home life, providing information and resources on settling into new family dynamics and routines, and decompressing from deployment. The <a href="#">Reintegration Resource for Command Leadership</a> was created to provide command leadership tools to support their female Sailors and Marines returning from deployment. The <a href="#">Supporting Service Women After Deployment Resource Pocket Guide</a> was created to provide a list of resources that may be helpful to Service Members during and/or after deployment.</p>
<p><b>Neuromusculoskeletal</b> BUMED Manager: <i>LCDR Brown</i> Community Chair: <i>CAPT Hammond</i></p>	<p>The Foot and Ankle SC (FASC) developed an infographic highlighting data on ankle sprains, with a goal of assisting with and informing service members of their own care options when recovering from an ankle sprain. FASC has received approval from the Public Affairs Office (PAO) for publication. The newly-formed the Athletic Trainer (AT) Credentialing WG conducted their first meeting on 27 MAR to begin developing recommendations to allow ATs to practice under the operational setting as Type 2 privileged providers.</p>
<p><b>Operational Medicine</b> BUMED Manager: <i>CAPT Moore</i> Community Chairs: <i>CDR Keleher &amp; CDR Buckland-Coffey</i></p>	<p>The Operational Medicine NMOCC presented the Operational Medical Officer (OMO) Body Composition Program (BCP) Best Practice Guidelines (BPG) at the 18 MAR NMWRQ Cell for review by leadership. This work product was developed to guide providers on performing proper body composition evaluations, specifically in the Marine community. To promote access to care for Marines, the Warrior Wellness Network (WWN) is developing a playbook for each of the functional care chains (Primary Care, Musculoskeletal, Sexual and Reproductive Health, and Mental Wellness).</p>
<p><b>Oral Health</b> BUMED Managers: <i>CDR Cheng &amp; LCDR Norris</i> Community Chairs: <i>CDR Beck &amp; CDR Lam</i></p>	<p>The Sterile Processing Department (SPD) Personnel Qualification Standard (PQS) Training Module is currently being finalized by WG leadership. The SPD PQS WG will bring the finalized product to the APR 24 Oral Health Leadership meeting for review from Oral Health NMOCC membership.</p>
<p><b>Psychological Health</b> BUMED Manager: <i>CDR Magel</i> Community Chairs: <i>CDR Duff &amp; CDR Segovia</i></p>	<p>The Unit Safety Watches (USW) WG presented the USW Best Practice Guidelines at the 18 MAR NMWRQ Cell and is collecting, reviewing, and adjudicating feedback on the work product. The USW Best Practice Guidelines provide guidance for 1:1 watch of suicidal service members for non-medical personnel in deployed settings where there is no immediate access to medical care or medical evacuation.</p>
<p><b>Trauma</b> BUMED Manager: <i>LCDR Kaiser</i> Community Chairs: <i>CAPT Fitch &amp; CDR Yelon</i></p>	<p>The Austere Resuscitative and Surgical Care (ARSC) SC presented the Expeditionary Resuscitative and Surgical System (ERSS) Support Recommendations at the 27 FEB Trauma NMOCC meeting. The work product is intended for the utilization of ERSS Team logistics, field sterilization, and medical privileging. Following feedback from Trauma NMOCC members, the ERSS Support Recommendations will be brought to a future iteration of the NMWRQ Cell for additional feedback and next steps.</p>

NMOCC work products that have been approved by the Navy Medicine Wellness, Readiness, and Quality (NMWRQ) Cell can be found [here](#). An up-to-date list of NMOCC Leadership and active SCs/WGs can be found [here](#). Want to get involved in the NMOCCs? Reach out to the [NMOCC Support Team!](#)



# HIGH RELIABILITY HUDDLE

## Links and HRO Resources

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LOOKING AHEAD | 2024 HIGH RELIABILITY UPDATES

**Navy Medicine Quality and Safety Leadership Academy (NMQSLA) Cohort 12 Kick-Off: 25-27 JUN**

**Navy Medicine HRO Maturity Assessment Results and Next Steps**

### HRO Resources

**Navy Medicine High Reliability Network SharePoint**

<https://esportal.med.navy.mil/bumed/rh/m5/NavyMedicineHighReliabilityNetwork/Pages/default.aspx>

**Navy Medicine Scientific Panel**

<https://esportal.med.navy.mil/bumed/rh/m2/NavyMedicineScientificPanel/SiteAssets/Scientific%20Panel%20Home%20Page.aspx>

**Navy Medicine Lessons Learned Portal**

<https://esportal.med.navy.mil/sites/navmedkm/LL/SitePages/Lessons%20Learned.aspx>

**Ready Reliable Care (RRC) Communications Toolkit**

<https://info.health.mil/sites/hro/PublicationsLibrary/Ready%20Reliable%20Care%20Communications%20Toolkit.pdf>

**Navy Surgeon General Executive Rudder**

<https://esportal.med.navy.mil/bumed/documents/rudder.pdf>

**Get Real, Get Better Home Page**

<https://grgb.navy.mil/>

### HRO Spotlight (Page 1)

**GRGB Theme of the Month: Building Learning Teams**

<https://grgb.navy.mil/Training/Training-Calendar/>

**Secretary of the Navy (SECNAV) Establishes Integrated Resilience and Mental Health Forum**

<https://www.navy.mil/Press-Office/Press-Releases/display-pressreleases/Article/3708850/secretary-del-toro-establishes-integrated-resilience-and-mental-health-forum/>

**Quality Assurance Tip of the Month: Joint Patient Safety Reporting (JPSR) System**

<https://www.health.mil/Military-Health-Topics/Access-Cost-Quality-and-Safety/Quality-And-Safety-of-Healthcare/Patient-Safety/Joint-Patient-Safety-Reporting>

### HRO Spotlight and Updates (Page 2)

**EMU Conducts GHE in Honduras Mission**

<https://www.med.navy.mil/Media/News/Article/3700519/expeditionary-medical-units-honduras-mission-leads-to-stronger-medical-partners/>

**CNATRA Launches HABIT Program**

<https://www.med.navy.mil/Media/News/Article/3691895/making-injury-prevention-a-habit-virtual-cnatra-app-first-of-its-kind-to-aid-in/>

**Captain Cheryl R. Ringer Memorial Award for Process Improvement Winners**

<https://www.med.navy.mil/Media/News/Article/3686369/naval-medical-forces-pacific-announces-winners-of-the-captain-cheryl-r-ringer-m/>

### OCMO & NMWRQ Cell Updates (Page 3)

**Reintegration Resource for Service Members**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health%20Promotion%20and%20Wellness/Women's%20Health/Documents/Mental\\_Health/Reintegration\\_of\\_Service\\_Women\\_After\\_Deployment\\_Resource\\_for\\_Service%20Members\\_DRAFT\\_v2.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health%20Promotion%20and%20Wellness/Women's%20Health/Documents/Mental_Health/Reintegration_of_Service_Women_After_Deployment_Resource_for_Service%20Members_DRAFT_v2.pdf)

**Reintegration Resource for Command Leadership**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health%20Promotion%20and%20Wellness/Women's%20Health/Documents/Mental\\_Health/Reintegration\\_of\\_Service\\_Women\\_After\\_Deployment\\_Resource\\_for\\_Command\\_Leadership\\_vF.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health%20Promotion%20and%20Wellness/Women's%20Health/Documents/Mental_Health/Reintegration_of_Service_Women_After_Deployment_Resource_for_Command_Leadership_vF.pdf)

**Supporting Service Women After Deployment Resource Pocket Guide**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health%20Promotion%20and%20Wellness/Women's%20Health/Documents/Mental\\_Health/Reintegration\\_Resource\\_Pocket\\_Guide\\_vF.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health%20Promotion%20and%20Wellness/Women's%20Health/Documents/Mental_Health/Reintegration_Resource_Pocket_Guide_vF.pdf)

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