



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

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## High Reliability Organization (HRO) Updates

### NAVY MEDICINE OPERATIONAL CLINICAL COMMUNITY (NMOCC) GOVERNANCE REFRESH

In conjunction with the publication of the Navy Medicine Enterprise (NME) charter and the Fiscal Year (FY) 2025 Campaign Order, OCMO collaborated with NMOCC leadership to refresh the daily and strategic operations of the NMOCCs to more effectively develop work products/initiatives that support the delivery of quality care in the operational environment.



#### What was changed as a result of the NMOCC Governance Refresh?

NMOCC Work Product/Initiative Rubric				
WORK PRODUCT/INITIATIVE NAME & LEAD	DATE			
WORK PRODUCT/INITIATIVE DESCRIPTION				
SCORING SCALE				
Operational NMOCC Alignment	80-100			
Minimal NMOCC Alignment	40-79			
Low or Marginal NMOCC Alignment	0-39			
CRITERIA				
CRITERIA	POSSIBLE SCORE	INITIAL SCORE	FINAL SCORE	
<b>ALIGNMENT TO NAVY MEDICINE PRIORITIES</b>				
The product/initiative operational practice and/or improves operational capacity within the Fleet and Fleet Marine Force (FMF). The product is supported by evidence-based research.	30			
<b>EFFECTIVENESS</b>				
The product demonstrates a clear understanding of the problem it aims to address and provides a solution that effectively addresses the problem. The product is supported by evidence-based research.	25			
The product is user-friendly and easy to navigate. It is designed in a way that is intuitive for the intended users, and provides clear instructions for usage.	15			
<b>SCALABILITY</b>				
The product is scalable for use in the intended cases and does not pose any risks to the health or safety. The product complies with all applicable regulations and standards.	10			
The product has a clearly defined target audience for use in.	10			
<b>COMMUNICATION STRATEGY</b>				
The product has a clearly defined communication method.	10			
The product has the potential to be scaled up and used by a larger population. It is designed in a way that can be easily replicated and disseminated by other operational settings.	5			
<b>IMPLEMENTATION</b>				
The product has a clearly defined implementation plan.	5			
<b>TOTAL SCORE</b>				
	100			

[NMOCC Work Product/  
Initiative Scoring Rubric](#)

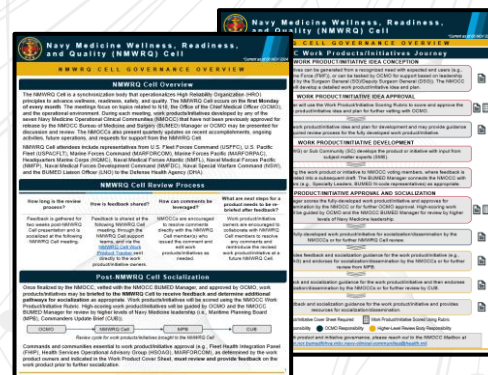
The NMOCC Governance Refresh consisted of two Strategy Sessions, during which OCMO, NMOCC Bureau of Medicine and Surgery (BUMED) Managers, and NMOCC Chairs worked to identify pain points and develop improvements to current governance processes. The first Strategy Session focused on updating NMOCC leadership roles, while the second session revolved around improving the work product/initiative development, routing, and review processes to promote more successful dissemination throughout Navy Medicine. As a result, work products/initiatives will now be scored using a newly developed NMOCC Work Product/Initiative Rubric based on criteria such as alignment to Navy Medicine priorities, effectiveness, and scalability. High-scoring work product/initiatives will be guided by OCMO and the NMOCC BUMED Manager for review by higher levels of Navy Medicine leadership (i.e., Navy Medicine Wellness, Readiness, and Quality (NMWRQ) Cell, Maritime Planning Board (MPB), Commanders Update Brief (CUB)) and to external bodies (e.g., Fleet Health Integration Panel (FHIP) and Health Services Operational Advisory Group (HSOAG)), as appropriate.



Review process for work products/initiatives brought to the NMWRQ Cell

#### What are the next steps following the NMOCC Governance Refresh?

Following the Strategy Sessions, relevant governance documents, including the NMWRQ Cell Governance Overview and HRO Operating Model, have been updated to reflect the changes made to the governance process. An HRO BUMED Instruction (INST) that codifies the updated OCMO and NMOCC roles and responsibilities and contains final versions of the Governance Overview and Operating Model will be published by 31 MAR 2025. As a result of the NMOCC Governance Refresh and the definition of HRO roles throughout Navy Medicine, OCMO and the NMOCCs will have more opportunities to receive operational input and senior leadership feedback on high-impact work products/initiatives that further Navy Medicine's HRO journey.



Draft NMWRQ Cell Governance Overview

For more information on the NMOCC Governance Refresh, please reach out to the [OCMO Support Team](#).



### ESTABLISHMENT OF THE NAVAL EXPEDITIONARY MEDICINE WARFIGHTER DEVELOPMENT CENTER (NEMWDC)

Navy Medicine has established the NEMWDC at Camp Pendleton, replacing the Naval Expeditionary Medical Training Institute (NEMTI). NEMWDC, now under Naval Medical Forces Pacific (NMFP), will serve as a center of excellence for unit-level training, focusing on advanced trauma care skills and certifying expeditionary medical platforms. The establishment of the new command marked a strategic transformation in Navy Medicine's approach to combat trauma readiness and operational medical support by shifting the focus of training and development to be more relevant to operational mission sets. NEMWDC's goal is to assist in the delivery of trained and certified medical units capable of supporting various forces in any environment by 2027. The



*NMFP Unit Deployment Cell and NEMWDC personnel at establishment of the new command at Camp Pendleton, California.*

comprehensive training programs NEMWDC offers cover a wide range of medical scenarios, from routine care to complex emergency responses, and are designed to simulate real-world conditions that medical teams may encounter. As it evolves, NEMWDC will train medical personnel to deliver Role 1 to Role 3 medical care, ensuring lifesaving support from the frontlines to advanced medical facilities. CAPT Kevin Bailey, the first commanding officer of NEMWDC, outlined his plans for the integration of innovative technologies like health informatics and virtual reality into the training pipeline to maintain medical readiness. The establishment of the NEMWDC underscores the Navy's **commitment to resilience** by reoptimizing the way it prepares Sailors for the unique constraints of expeditionary medical care delivery.

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

### 2024 SAN FRANCISCO FLEET WEEK MEDICAL EXCHANGE

The 14th Annual Peer-to-Peer Medical Exchange took place aboard the United States Ship (USS) Tripoli during the 2024 San Francisco Fleet Week. The goal of the Medical Exchange was to advance medical readiness, explore healthcare innovations, and improve healthcare delivery. The event brought together leaders in emergency medicine, disaster management, and artificial intelligence (AI), emphasizing the importance of collaboration between military and civilian medical professionals in improving healthcare delivery. The event highlighted Navy missions such as the Pacific Partnership, which integrates global health engagement and security cooperation with international partners to conduct humanitarian assistance and disaster relief in the Indo-Pacific. CAPT Jeffrey Feinberg, commander of the United States Naval Ship (USNS) Mercy during recent Pacific Partnership missions, spoke about the opportunity joint operations present to learn from the ingenuity of other countries who use adaptable skills and techniques to provide quality patient care with limited resources. Many event speakers also focused on the use of AI in conducting diagnostics and guiding decision-making in mass casualty situations and limited-resource environments, demonstrating applications of commercial technology in the Navy Medicine context. The 2024 San Francisco Fleet Week provided Navy Medicine an opportunity to **defer to the expertise** of professionals who have unique experiences and perspectives in various medical fields, promoting collaboration and knowledge sharing to achieve Navy Medicine's goal of providing high-quality patient care in the operational setting.



*USS Tripoli arrives for San Francisco Fleet Week 2024*

For more information on the 2024 San Francisco Fleet Week, please view the link [here](#).





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## Operational Clinical Community Highlights

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Each **NMOCC** consists of Sub-Communities (SC) and Working Groups (WG). NMOCC work products that have been endorsed by the NMWRQ Cell can be found [here](#).

### NMOCC Updates and Highlights

#### Pharmacy NMOCC's Fall Quarterly Knowledge Share

The Pharmacy NMOCC hosted the Fall Quarterly Knowledge Share on Burn Care the week of 14 OCT 2024. The hour-long training was offered across three sessions and was facilitated by LT Noel Angelito and LT Jacob King, who both recently completed clinical rotations focused on burn care. This quarter's Knowledge Share imparted valuable knowledge on the assessment and treatment options for minor and major burn injuries. The presentation allowed pharmacists and pharmacy technicians to gain a greater understanding of the current literature and Tactical Combat Casualty Care (TCCC) Guidelines, emphasizing the importance of burn care education and training in preparation for the future fight. To view a recording of this Knowledge Share on Burn Care, please visit the [Navy Pharmacy SharePoint Site](#). If you would like to be included in the next Quarterly Knowledge Share in early 2025, please reach out to the [Pharmacy NMOCC Support Team](#).

#### Female Force Readiness NMOCC's Expanded Provider Resources

The Female Force Readiness NMOCC has published several new materials to the [Women's Health Webpage](#) to expand provider resources and strengthen patient health literacy.

- [Contraceptive Information for Drill Instructors](#): This article was written in collaboration with leaders from Marine Corps Recruit Depot (MCRD) Parris Island to provide a comprehensive guide on contraceptive allowances and access for Drill Instructors' awareness.
- [Breast Cancer Early Detection and Screening Information](#): To promote breast cancer awareness, this infographic contains information and guidance on early detection and screening resources for breast cancer available to service members.
- [Strength Training "Myths and Truths" Resource](#): This resource provides service members with a comprehensive overview of the benefits of strength training.
- [Lifestyle and Performance Medicine Resource](#): This guide outlines approaches to preventing, treating, and even reversing diseases by replacing unhealthy behaviors with positive ones.

### NMOCC POCs

#### Female Force Readiness

BUMED Managers:  
[CDR Katie Schulz](#) & [LCDR Gretchen Kirk](#)  
Community Chair:  
[LCDR Allison Eubanks](#)

#### Neuromusculoskeletal

BUMED Manager:  
[CDR Lauren Brown](#)  
Community Chair:  
[CAPT James Hammond](#)

#### Operational Medicine

BUMED Manager:  
[CAPT Cormac O'Connor](#)  
Community Chair:  
[CDR Eamon Keleher](#)

#### Pharmacy

BUMED Manager:  
[CAPT Bridgette Faber](#)  
Community Chair:  
[CDR Carl Powell](#)

#### Oral Health

BUMED Managers:  
[CDR Kate Cheng](#) & [LCDR Jessica Norris](#)  
Community Chairs:  
[CDR Jared Beck](#) & [CDR Doris Lam](#)

#### Psychological Health

BUMED Manager:  
[CDR Larkin Magel](#)  
Community Chairs:  
[CDR Jason Duff](#) & [CDR Francine Segovia](#)

#### Trauma

BUMED Manager:  
[CDR Autumn Riddell](#)  
Community Chairs:  
[CAPT Jamie Fitch](#) & [CDR Jay Yelon](#)

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](#)!



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## Links and HRO Resources

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### 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)

**NMOCC Work Product/Initiative Scoring Rubric**

[https://esportal.med.navy.mil/bumed/rh/m5/NavyMedicineHighReliabilityNetwork/CMO%20CDO%20COA%20Materials/NMOCC%20Governance%20Resources/NMOCC%20Work%20Product%20Rubric\\_NOV2024.pdf?d=wc611645e487c46c2874e166df092626a](https://esportal.med.navy.mil/bumed/rh/m5/NavyMedicineHighReliabilityNetwork/CMO%20CDO%20COA%20Materials/NMOCC%20Governance%20Resources/NMOCC%20Work%20Product%20Rubric_NOV2024.pdf?d=wc611645e487c46c2874e166df092626a)

### HRO Spotlight and Updates (Page 2)

**Establishment of the NEMWDC**

<https://www.med.navy.mil/Media/News/Article/3929231/new-navy-medicine-command-to-enhance-expeditionary-medical-training-readiness/>

**2024 San Francisco Fleet Week Medical Exchange**

<https://www.med.navy.mil/Media/News/Article/3934676/2024-sf-fleet-week-medical-exchange-explores-civilian-military-medical-readiness/>

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

**Approved NMOCC Work Products/Initiatives**

<https://esportal.med.navy.mil/bumed/rh/m5/NavyMedicineHighReliabilityNetwork/CMO%20CDO%20COA%20Materials/NMWRQ%20Cell/00.%20Approved%20NMWRQ%20Cell%20Products>

**Navy Pharmacy SharePoint Site**

<https://esportal.med.navy.mil/bumed/N10C2/NavyPharmacy/Forms/AllItems.aspx?View=%7B9105CA43%2DD6ED%2D41E1%2DBB80%2D17BEFB1DAAFF%7D>

**Women's Health Webpage**

<https://www.med.navy.mil/Navy-and-Marine-Corps-Force-Health-Protection-Command/Womens-Health/default/>

**Contraceptive Information for Drill Instructors**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health\\_Promotion\\_and\\_Wellness/Women%27s\\_Health/Documents/Contraception/Contraceptive\\_Information\\_for\\_Drill\\_Instructors.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health_Promotion_and_Wellness/Women%27s_Health/Documents/Contraception/Contraceptive_Information_for_Drill_Instructors.pdf)

**Breast Cancer Early Detection and Screening Information**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health\\_Promotion\\_and\\_Wellness/Women%27s\\_Health/Documents/General\\_Women%27s\\_Health/Breast\\_Cancer\\_Screening\\_Edu\\_Resource\\_20SEP24.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health_Promotion_and_Wellness/Women%27s_Health/Documents/General_Women%27s_Health/Breast_Cancer_Screening_Edu_Resource_20SEP24.pdf)

**Strength Training "Myths and Truths" Resource**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health\\_Promotion\\_and\\_Wellness/Women%27s\\_Health/Documents/Musculoskeletal/Strength\\_Training\\_Myths\\_and\\_Truths\\_Final.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health_Promotion_and_Wellness/Women%27s_Health/Documents/Musculoskeletal/Strength_Training_Myths_and_Truths_Final.pdf)

**Lifestyle and Performance Medicine Resource**

[https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health\\_Promotion\\_and\\_Wellness/Women%27s\\_Health/Documents/Musculoskeletal/Strength\\_Training\\_Myths\\_and\\_Truths\\_Final.pdf](https://www.med.navy.mil/Portals/62/Documents/NMFA/NMCPHC/root/Health_Promotion_and_Wellness/Women%27s_Health/Documents/Musculoskeletal/Strength_Training_Myths_and_Truths_Final.pdf)

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