

MEDICAL RESEARCH DEPARTMENT



U. S. Submarine Base
New London

A COMMENT ON SUBMARINE PERSONNEL CLASSIFICATION

by

Staff, Medical Research Department

Bureau of Medicine and Surgery

Research Project No. X-596 (Sub. No. 128)

Report No. 3

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A COMMENT ON SUBMARINE PERSONNEL CLASSIFICATION

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Staff, Medical Research Department

Progress Report No. III

Bureau of Medicine and Surgery

Research Project No. X-596 (Sub. No. 128)

Analysis of Examinations of Personnel Received for
New Construction Submarines.

Medical Research Department
U. S. Submarine Base
New London, Connecticut

28 January 1946

DEPARTMENT CONFERENCE REPORT - Medical Research Dept. - 24 October 1945

- f. To identify and report any general training inadequacies or classification inadequacies.
- g. To set up a system that can be quickly and easily expanded in time of national emergency to
 - (1) facilitate quick advancement of properly trained men to key positions, and prevent incompetent men from being similarly advanced,
 - (2) so place men entering the service as to utilize civilian skills to the utmost.

4. The following suggestions on methods in classification were set forth:

- a. Undue complexities must be avoided; only straightforward practical procedures with a reasonable consistency in results should be utilized.
- b. The classification program should be an activity under ComSubslant.
- c. The Classification Officer should be a senior submarine officer; the significance of this function warrants such rank, and the proper exercise of his function requires it.
- d. Classification interviewers should be officers qualified in submarines. And inasmuch as at least two months indoctrination is prerequisite, these billets should not be rotated too frequently.
- e. Considerable care in the selection of interviewers must be exercised.
- f. At least one interviewer should be at New London at all times to interview men reporting for training, to interview for changes in rate and for advanced schooling, and to supervise central files.
- g. The shipboard service program (maintenance of classification records and education) could be handled by one interviewer coming aboard each submarine annually for approximately one week.
- h. Classification methods adaptable to mechanical accounting and filing techniques should be utilized insofar as possible.
- i. The classification activity should have some sort of a status under ComSubsPac, in order to continue the shipboard service program aboard submarines in the Pacific.

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5. It is estimated that three interviewers, one officer-in-charge, and perhaps two yeomen would be necessary to cover this function.

6. There was uncertainty about the next steps in initiating a program of this kind. The following suggestions are noted.

- a. A conference of personnel, training and selection representatives might be called for the purpose of determining the advisability of further pursuit of this idea for a submarine personnel classification program.
- b. If this conference recommends further pursuit of this idea, it might draft a request to the Commander Submarines, Atlantic Fleet, to appoint a panel of officers to assume the following responsibilities:
 - (1) Selection and training of personnel for classification duty.
 - (2) Establishing an adequate listing of enlisted submarine skills, this listing to be integrated with listings utilized by other Navy organizations, and to be adaptable to mechanical accounting and filing methods.
 - (3) Designing the categories for a comprehensive classification system which should be adaptable to mechanical accounting and filing methods.
 - (4) Supervising the work of the Classification organization until the latter is deemed capable of sustaining itself.
- c. The conference might consider drafting a request to the Commander Submarines, Atlantic Fleet, to suggest that the Bureau of Naval Personnel authorize and direct Comsubslant to appoint an additional officer to his staff; rank Captain, Line, if possible, to be designated as "Enlisted Personnel Classification, Record and Educational Officer."

A COMMENT ON SUBMARINE PERSONNEL CLASSIFICATION PROCEDURES

Explanation:

A part of the staff of the Medical Research Department has been engaged continuously for the greater part of the war in examinations of personnel received either for submarine training or for reassignment. Certain needs for better use of personnel have stood out as lessons of that experience; one of the most obvious lessons has been the need for a classification of skills and abilities in a system that can be utilized more generally. A memorandum prepared by the Enlisted Classification Section of the Bureau of Naval Personnel, entitled "Recommendation for an Enlisted Classification Program for the Post-War Navy" stimulated the New London group to set down some of their notions on an organization for improving submarine personnel classification.

This paper is a report of a discussion in October 1945 concerning such an organization. Participating were the officers of the Medical Research Department who were then engaged in this field. The participants were Captain C. W. Shilling, Commander H. H. Berman, Commander M. I. H. Young, Lt. Comdr. J. G. Bateman, Lt. I. A. Everley and Lt. (jg) N. R. Bartlett. The report is a resume of the discussion, with the indefinite suggestions for implementing objectives that must characterize ideas at this stage. It is submitted only as a comment that precipitated from experience in examinations of submarine enlisted personnel for reassignment.

DEPARTMENT CONFERENCE REPORT

Medical Research Department

24 October 1945.

Subject: Submarine personnel classification procedures after the emergency.

Attendance: Officers engaged in Submarine Examination.

1. Defects in the war-time classification system were summarized, and it was agreed that three major defects should be corrected in any revision of classification methods, as follows:

- a. Undue complexity.
- b. Misplaced emphases.
- c. Inadequate indoctrination of forces afloat in the use of classification data.

2. It was noted that the BuPers-sponsored enlisted classification program may be expected to decentralize, in view of the following facts:

- a. Lack of specialists trained in classification.
- b. Need for adaptation of classification to varying needs and problems of different organization of the Navy.

3. It was agreed that a classification program which would accomplish the following objectives would be a valuable adjunct to the submarine enlisted personnel system:

- a. To prepare individual records, for both service records and for mechanical files, showing (1) evaluation of ability, (2) listing of specific Submarine skills, and (3) special aptitudes and skills.
- b. To evaluate requests for changes in rate and for advanced schooling.
- c. To maintain an education and service program for each ship to ensure best use of classification data.
- d. To maintain an education program on methods and changes in personnel systems promulgated in directives from higher authority.
- e. To render assistance in refining and maintaining standards of examinations for qualification in submarines, and for advancement in rating.