

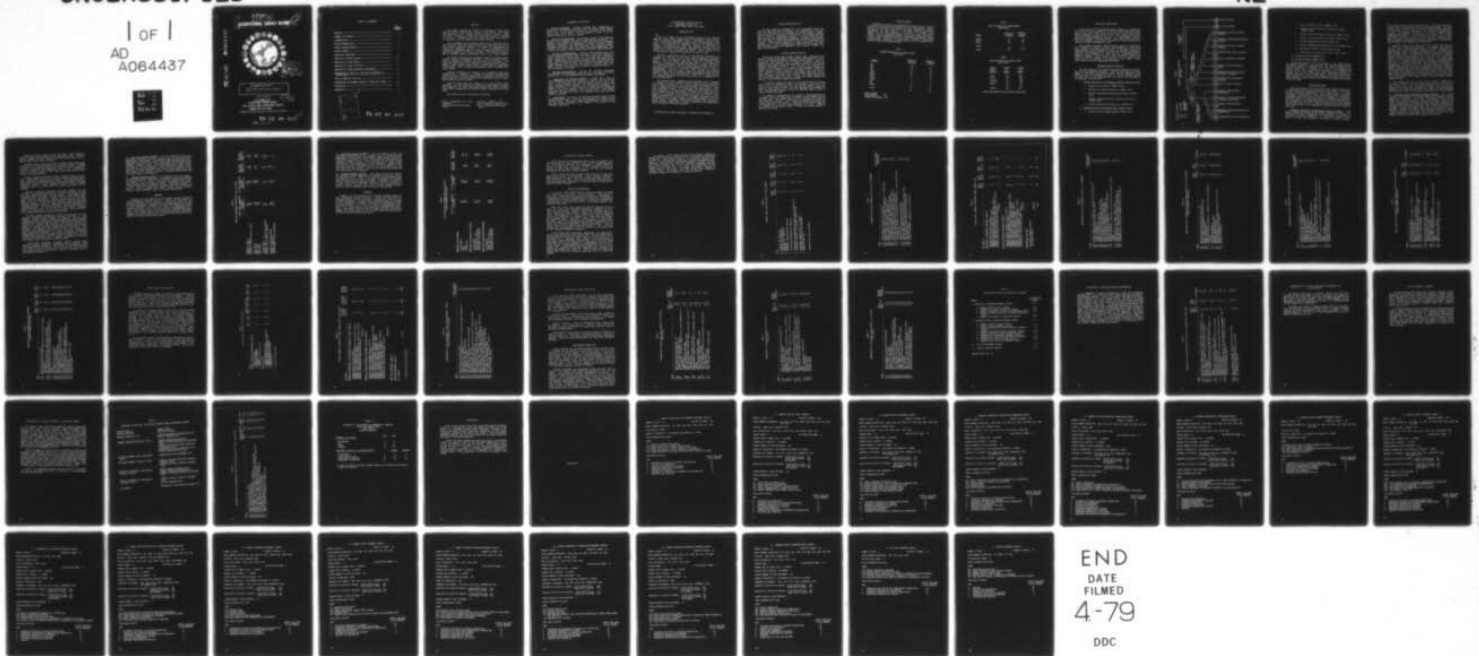
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⑥ **PHARMACY SPECIALTY**
AFSCs 90530, 90550, 90570, AND 90590

AFPT 90-905-364

⑪ **DECEMBER 1978**

⑫ 63p.

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Pharmacy Specialty (AFSC 905X0). The project was directed by USAF Program Technical Training, Volume 2, dated July 1976. Authority for conducting occupational surveys is contained in AFR 39-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The occupational survey program within the Air Force has been in existence since 1956 when initial research was undertaken by the Air Force Human Resources Laboratory to develop the methodology for conducting occupational surveys. By 1967, an operational survey program was established within Air Training Command and surveys were produced annually on 12 enlisted specialties. The program was expanded to annually produce occupational surveys on 51 career ladders.

The survey instrument was developed by Second Lieutenant Robert Landry, Inventory Development Specialist. First Lieutenant Linda A. Wiekhorst analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas, 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resource Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF
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SUMMARY OF RESULTS

1. SURVEY COVERAGE: Inventory booklets were administered to personnel in the Pharmacy specialty during the period of May through August 1978. Survey results are based on responses from 524 respondents holding DAFSC 905X0. This represents 67 percent of the 781 assigned personnel in this career ladder.

2. SPECIALTY STRUCTURE: The primary function of the Pharmacy Specialty is to prepare and dispense pharmaceutical medications. An analysis of the specialty structure revealed four major job groupings: Pharmacy Supervisory and Management personnel, Pharmacy Patient Dispensing personnel, Unit Dose personnel, and Training personnel. Generally, the career ladder was found to be fairly homogeneous, with a fairly high amount of task overlap found among the major job groups.

3. SPECIALTY PROGRESSION: Generally, jobs performed by 3- and 5-skill level personnel were technical in nature, with heavy emphasis on patient dispensing related tasks. At the 7-skill level, respondents spend slightly more than half their time performing management, supervisory, administrative and training functions, with the remaining time being spent on technical tasks. The 9-skill level incumbents were primarily managers with very little time spent on technical tasks. Very similar conclusions were noted in the analysis of experience levels (i.e., time in specialty and TAFMS).

4. SPECIALTY DOCUMENTS: The AFR 39-1 specialty descriptions and Specialty Training Standard generally give a thorough and accurate picture of 5-, 7-, and 9-skill level duties within the specialty.

5. COMPARISON TO PREVIOUS SURVEY: Overall, there were no major differences between the results of the current and the previous survey. The basic jobs have remained the same over the years, with some additional emphasis placed on unit dose procedures and a small group specializing in preparation of unit doses was identified. In addition, the current survey identified a Pharmaceutical Calculations group that was not identified in the previous survey. Both surveys adequately described the major job groupings and tasks performed within the specialty.

6. DISCUSSION: In general, the Pharmacy specialty consists of well defined jobs and tasks. The career field appears to be stable over the last four years. Job interest appears high and fairly consistent across the major groups identified in the analysis of the structure of the Pharmacy career field.

OCCUPATIONAL SURVEY REPORT
PHARMACY SPECIALTY
(AFSCs 90530, 90550, 90570, AND 90590)

INTRODUCTION

→ This is a report of an occupational survey of the Pharmacy Specialty (AFSC 905X0) completed by the Occupational Survey Branch, USAF Occupational Measurement Center. The primary mission of personnel in the 905X0 specialty revolves around the compounding, packaging, and dispensing of medications ordered by physicians for patients. Personnel usually enter the Pharmacy Specialty by first attending the J3ABR90530 Pharmacy Specialist Course at the School of Health Care Sciences, Sheppard AFB Texas. Upon completion of the 12-week course, graduates are awarded the 3-skill level. ←

Previous occupational surveys of the Pharmacy specialty were published in 1967 by the Air Force Human Resources Laboratory (AFHRL) and in December 1974 by the USAF Occupational Measurement Center. The 1974 survey instrument, USAF Job Inventory AFPT 90-905-161, consisted of 255 tasks grouped under 12 duty sections and a background information section of 84 history variables. The inventory was administered to 440 respondents holding a 905X0 DAFSC or approximately 64 percent of the total 905X0 manning at the time of administration. Since the 1974 survey, this specialty has remained relatively stable with an additional typing requirement being the only AFR 39-1 change which has occurred. There has also been greater field emphasis placed on the use of intravenous (I.V.) admixtures and unit dose medications.

The current project, completed during December 1978, is intended to reexamine the career ladder in terms of tasks and jobs performed by career ladder respondents. The current survey instrument was initiated to update the consolidated task inventory bank (CTIB). Major areas addressed include: (1) development and administration of the survey instrument; (2) the specialty structure found within the Pharmacy specialty and how this related to skill level and experience level groups; (3) comparisons of the specialty structure with current career ladder documents such as the AFR 39-1 Specialty Descriptions; and (4) comparison of the current findings of the 905X0 specialty to the 1974 survey results. In addition, the technical training center requested a survey to obtain useful data to evaluate compounding and prepackaging tasks performed by Pharmacy specialists.

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SURVEY METHODOLOGY

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-905-364. As a starting point, the tasks from the 1974 inventory were reviewed and revised through a comprehensive research of publications and directives, and through interviews with training and classification personnel. Personal interviews were conducted with six subject-matter specialists at Sheppard and Lackland Air Force bases to review the tentative task list for completeness and accuracy. This process resulted in a final inventory of 242 tasks grouped under 11 duty headings and a background section that included information about the respondents such as grade, TAFMS, duty title, and job interest.

SURVEY ADMINISTRATION

During the period May through August 1978, consolidated base personnel offices in operational units worldwide administered the inventory to job incumbents holding a Pharmacy DAFSC (905X0). These job incumbents were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources laboratory (AFHRL). Each individual who completed the inventory first completed an identification and *biographical information* section and then checked each task performed in their current job. After checking all tasks performed, each member then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very small amount time spent) through five (about average time spent) to nine (very large amount time spent).

To determine relative time spent for each task checked by a respondent, all of an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task responses and multiplied by 100. This procedure provides a basis for comparing tasks in terms of relative percent time spent.

In addition to completing the job inventory, selected personnel in the higher grades were also asked to complete a second booklet for task difficulty data. This booklet listed only the duty/task list section of the original job inventory. Each individual completing this booklet was asked to rate all of the tasks on a nine-point scale from extremely low to extremely high as to the relative difficulty of that task. Difficulty was defined as the length of time it requires an average member to learn to do the task.

SURVEY SAMPLE

Personnel are selected to participate in this survey so as to insure an accurate representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of June 1978. Also reflected is the distribution, by major command, of incumbents in the final survey sample. The 524 respondents making up the final sample represent 67 percent of the 781 members assigned to the pharmacy specialty. Tables 2 and 3 reflect distribution of the survey in terms of DAFSC and TAFMS groups. Generally, the survey sample provides adequate representation of all MAJCOMs and DAFSCs.

TABLE 1
COMMAND REPRESENTATION OF SURVEY SAMPLE
(AFSC 905X0)

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
SAC	20	19
TAC	17	15
MAC	14	14
ATC	13	16
AFSC	10	10
USAFE	9	10
AFLC	6	6
PACAF	4	4
ADCOM	2	3
AAC	2	2
AU	2	0
USAFA	<u>1</u>	<u>1</u>
TOTAL	100	100

TOTAL ASSIGNED - 781
 TOTAL SAMPLED - 524
 PERCENT OF ASSIGNED - 67%

TABLE 2

DAFSC DISTRIBUTION OF SURVEY SAMPLE
(AFSC 905X0)

<u>DAFSC</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
90530	17	14
90550	58	56
90570	22	27
90590	<u>3</u>	<u>3</u>
TOTAL	100	100

TABLE 3

TAFMS DISTRIBUTION OF SURVEY SAMPLE
(AFSC 905X0)

<u>MONTHS TIME IN SERVICE</u>	<u>NUMBER IN SAMPLE</u>	<u>PERCENT OF SAMPLE</u>
1-48	235	45%
49-96	117	23%
97-144	46	9%
145-192	54	10%
193-240	46	9%
241+	<u>22</u>	<u>4%</u>
TOTALS	520*	100%

* FOUR INDIVIDUALS DID NOT INDICATE THEIR TAFMS

SPECIALTY STRUCTURE

A key aspect of the occupational survey program is to examine the job structure of career ladders on the basis of what people are actually doing in the field, rather than on the basis of how official career ladder documents say they are structured. This analysis of actual job structure is made possible by the use of the Comprehensive Occupational Data Analysis Programs (CODAP). By using CODAP, job functions are identified on the basis of similarity in tasks performed and relative time spent performing the tasks.

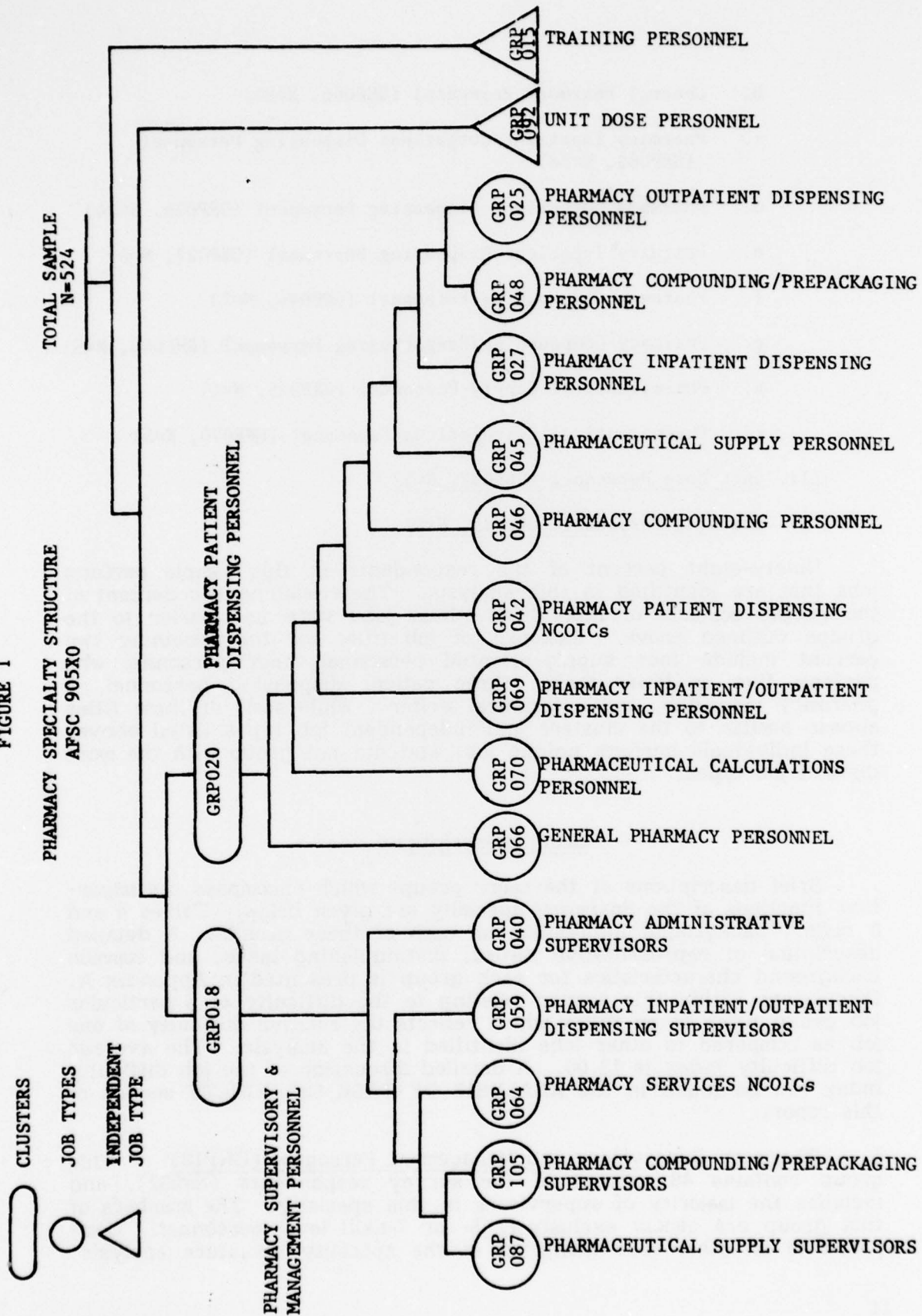
The specialty structure analysis process consists of determining the functional job structure of career field personnel in terms of job types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled independent job types.

Specialty Structure Overview

The job structure of the pharmacy specialty consists of two clusters and two independent job types. Based on task similarity and the amount of time spent performing the tasks, the jobs performed in the 905X0 specialty are illustrated in figure 1. The two clusters, related job types, and the two independent job types which were identified in this specialty are listed below.

- I. Pharmacy Supervisory and Management Personnel (GRP 018, N=252)
 - a. Pharmacy Services NCOICs (GRP064, N=124)
 - b. Pharmaceutical Supply Supervisors (GRP087, N=39)
 - c. Pharmacy Compounding/Prepackaging Supervisors (GRP105, N=51)
 - d. Pharmacy Inpatient/Outpatient Dispensing Supervisors (GRP059, N=13)
 - e. Pharmacy Administrative Supervisors (GRP040, N=7)
- II. Pharmacy Patient Dispensing Personnel (GRP020, N=246)
 - a. Pharmacy Patient Dispensing NCOICs (GRP042, N=17)

FIGURE 1



- b. General Pharmacy Personnel (GRP066, N=80)
- c. Pharmacy Inpatient/Outpatient Dispensing Personnel (GRP069, N=88)
- d. Pharmacy Outpatient Dispensing Personnel (GRP025, N=24)
- e. Pharmacy Inpatient Dispensing Personnel (GRP027, N=8)
- f. Pharmacy Compounding Personnel (GRP046, N=7)
- g. Pharmacy Compounding/Prepackaging Personnel (GRP048, N=5)
- h. Pharmaceutical Supply Personnel (GRP045, N=6)
- i. Pharmaceutical Calculations Personnel (GRP070, N=5)

III. Unit Dose Personnel (GRP092, N=5)

IV. Training Personnel (GRP015, N=8)

Ninety-eight percent of the respondents in this sample perform jobs that are identified in this analysis. The remaining two percent of the sample consists of individuals whose jobs were not similar to the groups outlined above. Examples of job titles for the remaining two percent include four supply-oriented personnel, four personnel who perform five or fewer tasks, three patient dispensing personnel, a pharmacy inspector, and a technical writer. While some of these titles appear similar to the clusters and independent job types listed above, these individuals perform unique jobs and did not group with the more distinct job types.

Group Descriptions

Brief descriptions of the major groups which encompass the important functions of the Pharmacy specialty are given below. Tables 4 and 5 reflect background information on each of these groups. A detailed description of representative duties, distinguishing tasks, and common background characteristics for each group is presented in Appendix A. Discussions within this section relating to the difficulty of a particular job group refer to an index which reflects the relative difficulty of one job as compared to other jobs identified in the analysis. The average job difficulty index is 13.00. A detailed discussion of the job difficulty index can be found in the ANALYSIS OF TASK DIFFICULTY section of this report.

I. Pharmacy Supervisory and Management Personnel (GRP18): This group contains 48 percent of the survey respondents (N=252), and includes the majority of supervisors in this specialty. The members of this group are almost exclusively 5- or 7-skill level personnel. Compared to all other jobs identified in the specialty structure analysis,

these personnel perform the most difficult jobs. They spend 48 percent of their time performing supervisory and managerial duties. An additional 35 percent of their time is spent performing technical tasks such as dispensing patient prescriptions and maintaining pharmaceutical supplies. The remaining 17 percent of their time is dispersed across compounding/prepacking, pharmaceutical calculations, and facilities maintenance functions. The job performed by these members encompasses directing and dispensing drugs or medications, inspecting facilities or supplies, developing work methods, determining work priorities, and resolving technical problems for subordinates.

Differences between job types within this cluster exist mainly in the work area supervised or managed. For example, the Pharmacy Services NCOICs group (GRP064) supervise personnel working in the administrative, supply, and patient dispensing areas. In addition, this group performs more tasks than any other group and has the highest job difficulty rating. Pharmaceutical Supply Supervisors (GRP087) manage personnel concentrated in medical supply areas, with fewer related tasks involving administrative, directing, and implementing functions. The Compounding/Prepackaging Supervisors (GRP105) spend more time in technical duties such as performing compounding/prepackaging functions and supervisory duties pertaining to directing and implementing. In addition, they also perform technical tasks related to supply, administrative, and patient dispensing functions. Inpatient/Outpatient Dispensing Supervisors (GRP059) have the highest job interest indicated by members of the supervisory cluster, with the entire group feeling their job utilizes their training fairly well to very well. This group is distinguished by spending most of their time in supervisory, management, and technical duties involving primarily patient dispensing tasks.

The smallest job type in this cluster, Pharmacy Administrative Supervisors (GRP046), has the highest average time in the service of any other job type. These NCOICs perform duties which center exclusively around supervisory, managerial, evaluative, and administrative functions. The type of duties and large number of tasks performed indicates these NCOICs are the upper level supervisors in this specialty.

II. Pharmacy Patient Dispensing Personnel (GRP020): This cluster consists of 246 members who primarily dispense prescriptions to hospital inpatients or outpatients. As a whole, this group averages 3.8 years AFMS, with 71 percent of them in their first enlistment. These 3- and 5-skill level personnel perform an average of 43 tasks, including such items as typing labels, checking orders for completeness and accuracy, rotating drug stocks, and numbering, filling, and issuing patient prescriptions. Overall difficulty of their job is below average for the specialty, although this varies among job groups within the cluster. Sixty-five percent of the members find their job interesting, with their talents perceived as being fairly well utilized by 75 percent of the members and 80 percent feel their training is well utilized.

Within this cluster, there are nine job types. These groups all perform general pharmaceutical patient dispensing tasks. However, they are distinct from one another in that each group forms around a specific work area(s) within a pharmacy.

Pharmacy Patient Dispensing NCOICs (GRP042) spend almost equal amounts of time performing technical and supervisory duties. Although 71 percent of the group supervise other personnel, they did not group with the supervisory and management cluster. This is probably a result of a higher amount of time spent performing technical tasks related to patient dispensing.

General Pharmacy Personnel (GRP66) perform several job functions. Most of their time is spent in duties relating to patient dispensing, compounding, packaging, and supply. The largest job type in this cluster is a group of Pharmacy Inpatient/Outpatient Dispensing Personnel (GRP069). These respondents perform primarily patient dispensing tasks of all kinds both for hospital inpatients and outpatients.

Pharmacy Outpatient Dispensing Personnel (GRP025) are also involved in dispensing pharmaceuticals but spend the majority of their time doing fewer tasks than any other group. Common tasks include recording refill prescriptions, cleaning facilities, and checking medication orders for completeness. Overall, this job type has an average grade of 3.0 and the lowest job difficulty rating compared to any other Pharmacy group. On the other hand, Pharmacy Inpatient Dispensing Personnel (GRP027) perform a combination of patient dispensing and prepackaging tasks. The patient dispensing tasks relate specifically to inpatient functions such as checking ward stock orders, inspecting wards, delivering orders to wards, typing inpatient prescription labels, and issuing pharmaceutical preparations to patients.

Pharmacy Inpatient dispensing personnel and one other job type, Pharmacy Compounding/Prepackaging Personnel (GRP048), are only assigned to facilities with a hospital bed capability. Pharmacy Compounding personnel (GRP046) and Compounding/Prepackaging Personnel (GRP048) both compound different kinds of pharmaceutical preparations, prepackage or package bulk compounds, and dispense patient medications. In addition, Pharmacy Compounding personnel clean pharmacy equipment and glassware and perform facility maintenance. Compounding/Prepackaging personnel, on the other hand, perform more tasks including prepackaging unit doses, maintaining compounding administrative forms and logs, and maintaining supply levels. Pharmaceutical Supply Personnel (GRP045) spend the majority of their time inspecting and identifying drugs or supplies, establishing and adjusting stock levels, taking inventories, and storing drugs.

Pharmaceutical Calculation Personnel (GRP070) perform duties relating to patient dispensing, compounding and prepackaging, along with pharmaceutical calculations. This group has the highest job difficulty rating of any job type in this cluster; tasks they perform include calculating preparation concentrations, dilutions, percentage solutions, and weights and measures.

III. Unit Dose Personnel (GRP092): The five members of this very specialized independent job type indicated their job centered around compounding, prepackaging, and performing pharmaceutical calculations. Performing an average of 22 tasks, these 5-skill level personnel are all assigned to Medical Centers. Tasks performed by the group include preparing intravenous admixtures, sterile preparations, sterile irrigating solutions, and prepackaging unit dose oral solids. Members of this group are generally interested in the job but 80 percent do not feel their talents are well utilized. However, the majority (80 percent) feel that their training is well utilized.

IV. Training Personnel (GRP015): The primary job of this independent job type involves instructing at the School of Health Care Sciences at Sheppard AFB TX. These 5- and 7-skill level personnel spend more time than any other job type on training. In addition, they perform related supervisory and management duties. Performing an average of 35 tasks, these eight respondents specifically rate the training progress of trainees, prepare lesson plans, conduct resident technical training, write or administer tests, and procure training aids.

Summary

Results of the data analysis for the Pharmacy specialty reflected a very homogeneous specialty structure. Overall, the jobs within the Pharmacy specialty can be described as interrelated in terms of tasks and duties performed. Upper-level NCOs grouped together on the basis of their performance of common supervisory and management duties. Pharmacy personnel tend to work in a variety of pharmaceutical functions, with a common focus in the dispensing of pharmaceutical preparations. Job interest levels for most job groups was high, indicating a specialty with interesting work and one where individuals perceive their talents and training as being well utilized.

TABLE 4

SELECTED BACKGROUND INFORMATION FOR JOB GROUPS

	SUPERVISORY, MANAGEMENT PERSONNEL (CLUSTER I)	PATIENT DISPENSING PERSONNEL (CLUSTER II)	UNIT DOSE PERSONNEL (GROUP III)	TRAINING PERSONNEL (GROUP IV)
NUMBER IN GROUP	252	246	5	8
PERCENT OF SAMPLE	48%	47%	1%	2%
PERCENT OF GROUP LOCATED IN CONUS	76%	89%	100%	100%
DAFSC 90530	2%	24%	-	-
DAFSC 90550	45%	68%	100%	50%
DAFSC 90570	47%	8%	-	50%
DAFSC 90590	6%	-	-	-
AVERAGE GRADE	5.2	3.5	3.6	5.4
AVERAGE TIME IN CAREER FIELD (MONTHS)	103	36	34	84
AVERAGE TIME IN SERVICE (MONTHS)	127	45	55	110
PERCENT IN FIRST ENLISTMENT	20%	71%	60%	-
PERCENT SUPERVISING	63%	12%	-	-
AVERAGE NUMBER OF TASKS PERFORMED	122	43	22	35

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TABLE 5

JOB SATISFACTION INFORMATION FOR JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	<u>SUPERVISORY, MANAGEMENT PERSONNEL</u>	<u>PATIENT DISPENSING PERSONNEL</u>	<u>UNIT DOSE PERSONNEL</u>	<u>TRAINING PERSONNEL</u>
<u>EXPRESSED JOB INTEREST:</u>				
NOT REPORTED	5%	2%	-	-
DULL	12%	13%	-	38%
SO-SO	8%	20%	40%	-
INTERESTING	75%	65%	60%	62%
<u>PERCEIVED UTILIZATION OF TALENTS:</u>				
NOT REPORTED	1%	-	-	-
LITTLE OR NOT AT ALL	18%	27%	80%	37%
FAIRLY WELL TO VERY WELL	67%	64%	20%	50%
EXCELLENTLY OR PERFECTLY	14%	9%	-	13%
<u>PERCEIVED UTILIZATION OF TRAINING:</u>				
NOT REPORTED	-	3%	-	-
LITTLE OR NOT AT ALL	15%	17%	20%	50%
FAIRLY WELL TO VERY WELL	66%	70%	80%	38%
EXCELLENTLY OR PERFECTLY	19%	10%	-	12%

ANALYSIS OF DAFSC GROUPS

Tasks performed and background data of Duty AF Specialty Code (DAFSC) groups are also examined as part of each occupational analysis. This analysis allows for the examination of general trends or patterns by skill level. This data by DAFSC groups is used in the analysis of career ladder documents, such as the AFR 39-1 Specialty Descriptions and Specialty Training Standards.

Table 6 shows the average relative time spent for all skill level groups on each duty in the inventory. There is clearly a differentiation between the 3- and 5-skill level technical specialists and the 7- and 9-skill level supervisors. As would be expected, those jobs requiring more supervision, management, or technical skill are performed by higher skill level personnel.

Skill Level Descriptions

As a group, DAFSC 90550 Pharmacy specialists perform an average of 71 tasks of the 242 tasks in the job inventory. Fifty percent of their time is spent dispensing patient prescriptions and compounding or prepackaging pharmaceutical preparations (See Table 6). In addition to a common core of patient dispensing tasks, 5-skill level personnel make ward deliveries, check ward stock orders, and dispense inpatient prescriptions (see Table 7).

While the 5-skill level respondents perform primarily technical tasks, the 7-skill level respondent performs an expanded role as a supervisor and manager. However, DAFSC 90570 personnel still function as technicians, and perform a common core of patient dispensing tasks. Distributional data in Table 8 reflects that a large percentage of 7-skill level respondents are members of the Supervisory and Management personnel cluster, and serve as shop, section, and shift chiefs. As shown in Table 9, supervisory tasks performed by DAFSC 90570 personnel revolve around developing work methods, implementing instructions, and directing dispensing of patient prescriptions. Table 10 clearly shows that the major difference between 5- and 7-skill level personnel is the performance of more supervisory and managerial tasks by the 7-skill level Pharmacy technicians.

At the 9-skill level, supervisory, management, and administrative duties involve 68 percent of the total job time. They are clearly differentiated from other skill level groups due to the concentration on the performance of a supervisory role. However, twenty-two percent of their time is spent performing technical tasks. All of the DAFSC 90590 respondents were in the Supervisory and Management Personnel group where they are assigned primarily as superintendents and branch or section chiefs. These members typically perform such tasks as establishing work standards or priorities, evaluating work schedules, and establishing policies (See Table 11). Table 12 depicts the differences between the 7-skill level technician supervisor and the 9-skill level manager.

In summary, DAFSC 905X0 personnel were found to perform a common core of technical tasks from the 3- to 9-skill level as illustrated in Table 13. The primary function of the Pharmacy specialist (AFS 90550) is the developing and dispensing of patient pharmaceutical prescriptions. The job of the 7-skill level respondent is broader, functioning in many technical ways like the 5-skill level respondents but also fulfilling a supervisory role. The 9-skill level respondents function almost wholly as supervisors or managers performing a minimum of technical tasks. In general, skill level groups show progressive increases in supervisory activities, as might be expected.

TABLE 6
PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTY	DAFSC 905X0 (N=524)	DAFSC 90530 (N=64)	DAFSC 90550 (N=290)	DAFSC 90570 (N=141)	DAFSC 90590 (N=116)
A PLANNING AND ORGANIZING	7	2	5	12	19
B DIRECTING AND IMPLEMENTING	11	4	9	18	22
C EVALUATING AND INSPECTING	3	1	3	6	10
D TRAINING	3	*	2	5	5
E PERFORMING ADMINISTRATIVE FUNCTIONS	9	3	8	12	12
F MAINTAINING PHARMACEUTICAL SUPPLIES	11	9	11	13	9
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	12	18	13	7	4
H DISPENSING INPATIENT OR OUTPATIENT PRESCRIPTIONS	33	48	37	20	15
I PERFORMING PHARMACEUTICAL CALCULATIONS	4	4	4	3	3
J MAINTAINING FACILITIES AND EQUIPMENT	6	10	7	3	1
K APPLYING FIRST AID	1	0	1	1	0

* INDICATES LESS THAN ONE PERCENT

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90550 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
J223 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	90
H198 EXPLAIN DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	84
H204 NUMBER PRESCRIPTIONS OR BULK MEDICATION ORDERS	78
H208 REPLACE SAFETY CAPS ON REFILL CONTAINERS	72
H209 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	71
H205 PICKUP MEDICATION ORDERS FROM OR DELIVER THEM TO WARD	68
H194 CHECK WARD STOCK ORDERS AGAINST APPROVED STOCK DRUG LIST	64
I212 CALCULATE CONCENTRATION OR DILUTION OF PREPARATIONS	62
G176 MAKE ENTRIES ON PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL RECORD FORMS (AF FORM 2382)	62
F140 DESTROY UNSERVICEABLE NON-CONTROLLED DRUGS	59
F155 SEPARATE BULK PHARMACEUTICALS FOR STORAGE	58
E121 MAINTAIN PRESCRIPTION FILES FOR REGULAR OR SCHEDULED DRUGS	57
G188 PRINT LABELS FOR STOCK PHARMACEUTICAL PREPARATIONS	56
G168 COMPOUND SOLUTIONS	56
G175 DILUTE OR CONCENTRATE PHARMACEUTICAL PREPARATIONS	56

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90570 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
H198 EXPLAIN DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	87
B64 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	86
B36 COUNSEL SUBORDINATES	86
B37 DEVELOP OR IMPROVE WORK METHODS	86
H204 NUMBER PRESCRIPTIONS OR BULK MEDICATION ORDERS	86
C82 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	85
B58 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	83
B40 DIRECT DISPENSING OF PHARMACEUTICAL PREPARATIONS	83
A14 ESTABLISH OR MONITOR STANDARDS OF PHARMACY CLEANLINESS	82
A8 DETERMINE WORK PRIORITIES	82
F145 IMPLEMENT INSTRUCTIONS CONTAINED IN AIR FORCE MEDICAL MATERIAL LETTERS (AFMML)	81
F142 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG	80
F156 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION	79
H194 CHECK WARD STOCK ORDERS AGAINST APPROVED STOCK DRUG LIST	76
D89 DEMONSTRATE HOW TO LOCATE OR INTERPRET TECHNICAL INFORMATION	73

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 90550 AND 90570 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 90550 (N=290)	DAFSC 90570 (N=141)	DIFFERENCE
B64 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	25	87	-62
C82 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	22	83	-61
A30 SCHEDULE LEAVES OR PASSES	14	71	-57
B36 COUNSEL SUBORDINATES	31	85	-54
A13 ESTABLISH OR MONITOR STANDARDS OF PERSONAL HYGIENE AND APPEARANCE OF STAFF	26	78	-52
A28 PLAN WORK ASSIGNMENTS	22	70	-48
A7 DETERMINE TRAINING REQUIREMENTS	16	63	-47
A8 DETERMINE WORK PRIORITIES	34	81	-47
B32 ASSIGN PERSONNEL TO DUTY POSITIONS OR ROTATE DUTY POSITIONS	21	67	-46
A4 DETERMINE EQUIPMENT REQUIREMENTS	19	64	-45
E118 MAINTAIN OJT RECORDS	20	65	-45

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90590 PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
A14 ESTABLISH OR MONITOR STANDARDS OF PHARMACY CLEANLINESS	100
B54 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	100
A7 DETERMINE TRAINING REQUIREMENTS	94
A8 DETERMINE WORK PRIORITIES	94
A4 DETERMINE EQUIPMENT REQUIREMENTS	94
C78 EVALUATE WORK SCHEDULES	94
B58 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	94
B36 COUNSEL SUBORDINATES	94
C82 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	94
A15 ESTABLISH ORGANIZATIONAL POLICIES, PHARMACY OPERATING INSTRUCTIONS OR PROCEDURES	94
A13 ESTABLISH OR MONITOR STANDARDS OF PERSONAL HYGIENE AND APPEARANCE OF STAFF	94
C79 INSPECT PERSONNEL	94
B37 DEVELOP OR IMPROVE WORK METHODS	94
B48 IMPLEMENT ACTIONS REQUIRED BY INSPECTION REPORTS	94
A6 DETERMINE REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	94

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 90570 AND 90590 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC	DAFSC	DIFFERENCE
	90570 (N=141)	90590 (N=16)	
C78 EVALUATE WORK SCHEDULES	51	94	-43
D92 EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	34	75	-41
A27 PLAN SECURITY PROGRAMS	28	69	-41
B34 CONDUCT OR PARTICIPATE IN STAFF MEETINGS	48	88	-40
A6 DETERMINE REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	55	94	-39
B48 IMPLEMENT ACTIONS REQUIRED BY INSPECTION REPORTS	55	94	-39
B63 SUPERVISE CIVILIAN PERSONNEL	11	50	-39
E126 MAINTAIN STOCK RECORD CARD (AF FORM 582) FILES	68	24	+44
E122 MAINTAIN REGISTER FOR CONTROL OF WARD ALCOHOLIC AND NARCOTIC REGISTER CARDS (AF FORM 579)	65	27	+38
J224 CLEAN PHARMACY FACILITIES	79	50	+29
J223 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	77	50	+27
F151 PREPARE LOCAL PURCHASE REQUISITIONS FOR STANDARD OR NON-STANDARD ITEMS	67	44	+23
G180 PREPACKAGE BULK COMPOUNDS	46	25	+21
J231 REMOVE AND DISPOSE OF TRASH OR WASTE MATERIALS	38	25	+13

TABLE 13

COMMON CORE TASKS PERFORMED BY 905X0 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 90590	DAFSC 905X0	DAFSC 90550	DAFSC 90570
H192 AFFIX MAIN OR AUXILIARY LABELS	94	92	93	92
H197 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	94	92	92	92
H210 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	94	91	92	90
H193 CHECK PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	94	90	91	93
H195 COMPARE MEDICATION WITH LABEL AND PRESCRIPTION OR MEDICATION ORDERS	94	90	91	91
H206 PLACE MEDICATION IN CONTAINERS	75	90	91	88
H207 RECORD REFILL PRESCRIPTIONS	94	90	90	89
H203 NUMBER OUTPATIENT PRESCRIPTIONS	94	89	89	92
H202 ISSUE PHARMACEUTICAL PREPARATIONS TO PATIENTS	94	87	91	89
H199 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	81	86	88	85
J224 CLEAN PHARMACY FACILITIES	50	86	89	79
F154 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	69	77	78	77
F156 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION	69	68	70	72
G159 COMPOUND CREAMS	75	62	63	65
G187 PRINT LABELS FOR PREPACKAGED DRUGS	56	62	63	57
G165 COMPOUND OINTMENTS	63	55	56	58

ANALYSIS OF AFMS GROUPS

Utilization patterns of survey respondents in various AFMS groups were reviewed to determine differences in jobs performed. Table 14 presents the average amount of time spent by members of different enlistment periods on tasks within each of the duty areas listed in the survey inventory. No major deviations from the expected utilization patterns were found. More senior personnel performed jobs which were more supervisory in nature. For individuals with less time in service, more time was spent on technically orientated duties.

In relation to the career ladder structure, the Pharmacy Patient Dispensing Cluster (GRP020) contains the highest percentage (74 percent) of first enlistment personnel. Most first enlistment personnel fall into two job types within the cluster, the General Pharmacy (GRP066) and Pharmacy Inpatient/Outpatient Dispensing (GRP069) personnel groups (See Table 15). Specific analysis of tasks performed by airmen in their first four years of experience revealed they perform an average of 60 of the 242 tasks in the job inventory. Only 38 tasks are performed by 50 percent or more of first term respondents. A representative sampling of these tasks are listed in Table 15. Equipment most commonly used by first enlistment airmen includes electric typewriters, tablet and capsule counting machines (pre-pack), numbering machines, and hospital automated prescription systems (Baker units).

As with DAFSC groups, AFMS groups are homogeneous in terms of tasks performed. There is some diversification of tasks performed as time in service increases, but on the average, a high degree of task commonality exists. The group performing the highest number of tasks is the 241+ months AFMS group. Of a possible 242 tasks, 156 tasks are performed by 50 percent or more of this group.

TABLE 14

PERCENT TIME SPENT PERFORMING DUTIES BY AFPS GROUPS

DUTIES	MONTHS TIME IN SERVICE						
	1-24 (N=117)	25-48 (N=118)	49-96 (N=117)	97-144 (N=46)	145-192 (N=54)	193-240 (N=46)	241+ (N=22)
<u>MANAGEMENT, SUPERVISORY, AND ADMINISTRATIVE FUNCTIONS</u>							
A PLANNING AND ORGANIZING	2	5	7	7	12	13	16
B DIRECTING AND IMPLEMENTING	4	8	13	15	16	19	20
C EVALUATING AND INSPECTING	1	2	4	4	7	7	8
D TRAINING	*	1	4	5	4	6	5
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	7	9	10	13	13	12
<u>TECHNICAL FUNCTIONS</u>							
F MAINTAINING PHARMACEUTICAL SUPPLIES	10	10	13	12	13	12	10
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	17	14	11	11	7	5	8
H DISPENSING INPATIENT OR OUTPATIENT PRESCRIPTIONS	46	40	31	26	21	19	18
I PERFORMING PHARMACEUTICAL CALCULATIONS	5	5	2	4	2	3	2
J MAINTAINING FACILITIES AND EQUIPMENT	9	7	5	4	4	2	2
K APPLYING FIRST AID	*	1	1	1	1	1	1

* INDICATES LESS THAN ONE PERCENT

TABLE 15
PERCENT MEMBERS PERFORMING CAREER LADDER JOBS BY AFMS GROUPS

JOB GROUP	1st ENLST. 1-48 MOS (N=235)	2nd ENLST. 49-96 MOS (N=117)	CAREER 97+ MOS (N=168)
<u>PHARMACY SUPERVISORY, AND MANAGEMENT PERSONNEL CLUSTER (GRP018)</u>			
PHARMACY SERVICES NCOICs (GRP064)	7	19	50
PHARMACEUTICAL COMPOUNDING/PREPACKAGING SUPERVISORS (GRP105)	6	14	12
PHARMACY SUPPLY SUPERVISORS (GRP087)	4	14	8
PHARMACY INPATIENT/OUTPATIENT DISPENSING SUPERVISORS (GRP059)	*	6	4
PHARMACY ADMINISTRATIVE SUPERVISORS (GRP040)	*	*	4
SUBTOTALS	17	53	78
<u>PHARMACY PATIENT DISPENSING PERSONNEL CLUSTER (GRP020)</u>			
PHARMACY PATIENT DISPENSING NCOICs (GRP042)	1	5	5
GENERAL PHARMACY PERSONNEL (GRP066)	29	7	2
PHARMACY INPATIENT/OUTPATIENT DISPENSING PERSONNEL (GRP069)	27	12	2
PHARMACY OUTPATIENT DISPENSING PERSONNEL (GRP025)	7	6	*
PHARMACY INPATIENT DISPENSING PERSONNEL (GRP027)	3	1	*
PHARMACY COMPOUNDING PERSONNEL (GRP046)	3	1	*
PHARMACY COMPOUNDING/PREPACKAGING PERSONNEL (GRP048)	1	1	1
PHARMACEUTICAL SUPPLY PERSONNEL (GRP045)	1	3	1
PHARMACEUTICAL CALCULATIONS PERSONNEL (GRP070)	2	1	*
SUBTOTALS	74	37	11
<u>UNIT DOSE PERSONNEL (GRP092)</u>			
	1	1	*
<u>TRAINING PERSONNEL (GRP015)</u>			
	*	3	1
NOT GROUPED	8	6	10
TOTAL	100%	100%	100%

* INDICATES LESS THAN ONE PERCENT

TABLE 16

REPRESENTATIVE TASKS PERFORMED BY DAFSC 905X0 PERSONNEL IN THEIR
FIRST ENLISTMENT (1-48 MOS AFMS)

TASKS	PERCENT MEMBERS PERFORMING
H192 AFFIX MAIN OR AUXILIARY LABELS	93
H197 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	92
H206 PLACE MEDICATION IN CONTAINERS	92
J223 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	92
J224 CLEAN PHARMACY FACILITIES	92
H210 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	91
H207 RECORD REFILL PRESCRIPTIONS	90
H195 COMPARE MEDICATION WITH LABEL AND PRESCRIPTION OR MEDICATION ORDER	89
H203 NUMBER OUTPATIENT PRESCRIPTIONS	87
H193 CHECK PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	87
H202 ISSUE PHARMACEUTICAL PREPARATIONS TO PATIENTS	85
H198 EXPLAIN DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	79
F154 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	77
H204 NUMBER PRESCRIPTIONS OR BULK MEDICATION ORDERS	74
H209 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	74
G187 PRINT LABELS FOR PREPACKAGED DRUGS	67
H201 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	61
I221 REDUCE OR ENLARGE FORMULAS	52

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for this job survey 80 members in the 7- and 9-skill levels from various commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average airman to learn to do the task. Interrater reliability (as assessed through components of variance of standard group means) for the 55 raters who returned booklets was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

A listing of representative tasks rated above average in difficulty is given in Table 17. Generally, the tasks rated most difficult are those relating to performing pharmaceutical calculations, or to training and supervisory functions, such as planning and organizing.

Table 18 provides a listing of representative tasks rated average in difficulty. Tasks rating average in difficulty center around compounding, checking prescriptions, and supervisory functions related to directing and implementing.

Representative tasks which rated below average in difficulty are shown in Table 19. These tasks are generally related to inpatient or outpatient dispensing. In addition, pharmacy administrative and supply functions, along with facility maintenance, also rated below average in difficulty.

Job Difficulty Index (JDI)

Having computed the task difficulty index for each inventory item, it is possible to also compute the Job Difficulty Index (JDI) for groups identified in the survey analysis. This index provides a relative measure of which jobs, when compared to other jobs identified, are more or less difficult. The JDI is based on an equation developed in the occupational records program of the Air Force Human Resources Laboratory which uses the number of tasks performed and the average difficulty per unit time spent. The indices are adjusted so that the average job difficulty index is 13.00. The JDI computed for job groups identified in the pharmacy specialty are shown in Table 20.

Overall, supervisory and management cluster jobs were rated as relatively more difficult than those jobs performed by any other job group. In particular the Pharmacy Administrative Supervisors, and Pharmacy Services NCOICs job types have JDI's of 20.4 and 19.6 respectively. These personnel generally perform tasks with high difficulty ratings, such as developing work methods, counseling subordinates, and directing administrative functions. Pharmacy Outpatient Dispensing and Pharmacy Compounding personnel on the other hand, had JDIs of only 4.0 and 4.1, respectively. These two groups generally perform tasks with low difficulty ratings such as typing and numbering labels, filling prescriptions, and facility maintenance.

TABLE 17

REPRESENTATIVE TASKS RATED ABOVE AVERAGE IN DIFFICULTY
(AFSC 905X0)

TASKS	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
D99	7.69	6
D100	7.53	6
D88	7.24	6
A1	7.15	38
G184	7.01	32
D101	6.98	13
A10	6.92	26
I222	6.88	14
G186	6.88	11
A19	6.75	7
D86	6.74	8
I213	6.71	17
I217	6.67	27
A20	6.56	19
B45	6.50	7

WRITE SPECIALTY KNOWLEDGE TESTS (SKT)
 WRITE STUDY GUIDES OR WORKBOOKS
 CONSTRUCT CAREER DEVELOPMENT COURSES
 ACT AS SPECIALIST ADVISOR ON PHARMACY POLICY, DRUG INFORMATION OR
 THERAPEUTICS
 PREPARE INTRAVENOUS ADMIXTURES
 WRITE TEST QUESTIONS OR CONSTRUCT TESTS
 DRAFT BUDGET ESTIMATES INCLUDING WORKLOAD PROJECTIONS, OR MONITOR
 PHARMACY FUNDS
 WRITE AND BALANCE CHEMICAL EQUATIONS
 PREPARE STERILE PREPARATIONS BY CHEMICAL OR MEMBRANE FILTRATION
 METHODS
 PLAN INSTRUCTOR TRAINING PROGRAMS
 CONDUCT RESIDENT TECHNICAL TRAINING COURSES
 CALCULATE NORMAL SOLUTIONS
 CALCULATE PERCENTAGE SOLUTIONS BY WEIGHT/WEIGHT, WEIGHT/VOLUME,
 OR VOLUME/VOLUME
 PLAN LAYOUT OF PHARMACY
 DIRECT RESIDENT TECHNICAL TRAINING COURSES

TABLE 18

REPRESENTATIVE TASKS RATED AVERAGE IN DIFFICULTY
(AFSC 905X0)

TASKS	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
G175	5.48	54
I211	5.35	49
A8	5.35	45
D89	5.34	44
I221	5.32	57
H197		
	5.31	92
B43	5.21	49
B39	5.09	44
H193	5.03	90
H195		
	4.95	90
B42	4.91	42
G170	4.89	40
G160	4.78	32
G163	4.58	46
G159	4.53	62

TABLE 19

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY
(AFSC 905X0)

TASKS	TASK DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
B33	3.35	22
J224	3.33	86
E112	3.30	28
H207	3.30	90
H205	3.28	62
H200	3.24	53
H206	3.20	90
J223	3.09	84
H204	3.08	78
H203	3.00	89
J228	2.87	17
J226	2.86	25
H208	2.84	74
J227	2.81	23
J231	2.63	46

ASSIGN SPONSOR FOR NEWLY ASSIGNED PERSONNEL
 CLEAN PHARMACY FACILITIES
 MAINTAIN BULLETIN BOARDS
 RECORD REFILL PRESCRIPTIONS
 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARD
 FILL IN DOCTOR'S SOCIAL SECURITY NUMBER ON PRESCRIPTIONS
 PLACE MEDICATION IN CONTAINERS
 CLEAN PHARMACY EQUIPMENT OR GLASSWARE
 NUMBER PRESCRIPTIONS OR BULK MEDICATION ORDERS
 NUMBER OUTPATIENT PRESCRIPTIONS
 PAINT PHARMACY
 MOP, WAX, OR POLISH FLOORS OR VACUUM RUGS OR CARPETS
 REPLACE SAFETY CAPS ON REFILL CONTAINERS
 MOW GRASS OR MAINTAIN MEDICAL FACILITY GROUNDS
 REMOVE AND DISPOSE OF TRASH OR WASTE MATERIALS

TABLE 20

JOB DIFFICULTY INDICES FOR SPECIALTY JOB GROUPS

<u>GROUPS</u>	<u>JOB DIFFICULTY INDEX*</u>
I. SUPERVISORY, MANAGEMENT PERSONNEL (GRP018)	17.4
A. PHARMACY SERVICES NCOICs (GRP064)	19.6
B. PHARMACEUTICAL SUPPLY SUPERVISORS (GRP087)	13.4
C. PHARMACY COMPOUNDING/PREPACKAGING SUPERVISORS (GRP105)	15.5
D. PHARMACY INPATIENT/OUTPATIENT DISPENSING SUPERVISORS (GRP059)	15.7
E. PHARMACY ADMINISTRATIVE SUPERVISORS (GRP040)	20.4
II. PHARMACY PATIENT DISPENSING PERSONNEL (GRP020)	4.3
A. PHARMACY PATIENT DISPENSING NCOICs	4.7
B. GENERAL PHARMACY PERSONNEL (GRP066)	4.3
C. PHARMACY INPATIENT/OUTPATIENT DISPENSING PERSONNEL (GRP069)	4.2
D. PHARMACY OUTPATIENT DISPENSING PERSONNEL (GRP025)	4.0
E. PHARMACY INPATIENT DISPENSING PERSONNEL (GRP027)	4.5
F. PHARMACEUTICAL COMPOUNDING PERSONNEL (GRP046)	4.1
G. PHARMACEUTICAL COMPOUNDING/PREPACKAGING PERSONNEL	4.3
H. PHARMACEUTICAL SUPPLY PERSONNEL (GRP045)	4.4
I. PHARMACEUTICAL CALCULATION PERSONNEL (GRP070)	4.7
III. UNIT DOSE PERSONNEL (GRP092)	11.5
IV. TRAINING PERSONNEL (GRP015)	13.9

*AVERAGE DIFFICULTY 13.0

ANALYSIS OF CONUS/OVERSEAS DIFFERENCES

A comparison of tasks performed by 5-skill level incumbents assigned within the CONUS and those assigned overseas was made for the pharmacy specialty. Table 21 shows those tasks which best differentiate between CONUS and overseas groups. Analysis of the 90550 groups disclosed that while CONUS and overseas groups performed nearly identical tasks, there were slight differences in the percent time spent on some of those tasks. The overseas group spent more time on the administrative procedures of maintaining approved stock drug listings, inventory records, and controlled drug issue receipts; identifying drugs; and preparing related pharmaceutical forms; and less time on tasks such as prepackaging unit dose or bulk compounds. Discussions with personnel in the field indicated that the differences in time spent could probably be attributed to the proportionally greater number of smaller facilities overseas. The CONUS group performed an average of 70 tasks while the overseas group performed an average of 79 tasks. The overseas group averaged 16 more months in the specialty and 21 more months TAFMS than the CONUS group.

TABLE 21

TASKS WHICH DISTINGUISH BETWEEN CONUS AND O/S PERSONNEL IN 90550 DAFSC

TASKS	DAFSC	DAFSC	DIFFERENCE
	90550 CONUS (N=237)	90550 O/S (N=53)	
G178 MAKE ENTRIES ON PHARMACY MASTER FORMULA FORMS (AF FORM 2381)	51	75	-24
F141 IDENTIFY DRUGS USING COMMERCIAL SOURCES SUCH AS BLUE BOOK OR RED BOOK	40	62	-22
K236 IDENTIFY TABLETS, CAPSULES, OR DRUGS FOR CHEMICAL CONTENT	42	64	-22
G165 COMPOUND OINTMENTS	52	74	-22
E111 MAINTAIN APPROVED STOCK DRUG LIST FOR WARDS OR CLINICS	30	51	-21
F147 INSPECT INCOMING SUPPLIES OR EQUIPMENT FOR IDENTITY, QUANTITY, OR DAMAGE	48	68	-20
F142 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG	46	66	-20
G176 MAKE ENTRIES ON PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL RECORD FORMS (AF FORM 2381)	58	77	-19
F139 COORDINATE THE DESTRUCTION OF UNSERVICEABLE CONTROLLED DRUGS WITH DESTRUCTION OFFICER	24	43	-19
F151 PREPARE LOCAL PURCHASE REQUISITIONS FOR STANDARD OR NON-STANDARD ITEMS	33	51	-18
J229 PERFORM DESIGNATED EXTRA DUTIES SUCH AS FIRE WARDEN, BUILDING CUSTODIAN, OR CUSTOMS INSPECTOR	16	34	-18
H205 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARD	71	53	+18
G183 PREPACKAGE UNIT DOSE ORAL SOLIDS	32	15	+17
J227 MOW GRASS OR MAINTAIN MEDICAL FACILITY GROUNDS	31	17	+14
A2 ACT AS TRAINING ADVISOR	28	17	+11

COMPARISON OF AFR 39-1 SPECIALTY DOCUMENTS TO
SURVEY DATA

The Specialty Descriptions in AFR 39-1, dated 1 June 1977, were compared to the survey data. AFR 39-1 descriptions are intended to give a broad overview of the major duties and tasks performed at each skill level in each career ladder. For the 905X0 specialty, the job descriptions in 39-1 are comprehensive for the 5-, 7-, and 9-skill levels and well supported by survey data.

A review of the specialty training standard (STS) was also made. The STS appeared to be comprehensive and to contain knowledges required for tasks performed by most major job groups. A more detailed analysis of the STS will be issued separately for use by the School of Health Care Sciences.

TYPE OF MEDICAL FACILITY

A comparison was made of the types of medical facilities in which personnel in the Pharmacy Specialty are assigned. Specialty respondents were assigned to five major types of facilities; clinics (19 percent), hospitals (44 percent), regional hospitals (15 percent), medical centers (16 percent) or the School of Health Care Sciences (29 percent). A majority of AF facilities are hospitals and clinics. Currently the AF has 9 regional hospitals, 6 medical centers, and 1 School of Health Care Sciences.

As expected the scope of job performed by incumbents varies from broad at small facilities (clinics) to more specific at larger facilities (medical centers). Tasks performed by incumbents assigned to different medical facilities vary within the compounding, prepackaging, administrative, and supply functions. Personnel assigned to clinics and hospitals tend to do more compounding of creams, liniments, lotions, ointments, and solutions, while personnel assigned to medical centers and regional hospitals performed more prepackaging of unit dose injectables, oral liquids and oral solids, preparing I.V. admixtures and sterile solutions.

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The results of this survey were compared to those of Occupational Survey Report (OSR) AFPT 90-905-161, dated 30 December 1974. Although the number of groups reported in these two studies varied somewhat (16 job types in the 1978 survey versus six in the 1974 survey), the major job groups discussed in this report are very similar to those reported earlier (see Table 22). Only one group in the current survey, performing pharmaceutical calculations could not be matched to a group in the previous survey. Conversations with personnel in the field revealed an increased emphasis on unit doses, which also increases the amount of pharmaceutical calculations required. The current survey also distinguished a larger and more specialized group of supervisory and management personnel.

Table 23 displays ten of the top tasks performed by DAFSC 905X0 personnel in the 1974 and 1978 surveys. As can be seen from the data displayed, there is little variance in either percent members performing or in the relative time spent on these tasks even though four years had elapsed between the two surveys. Both surveys revealed the expressed job interest to be fairly high, but the perceived utilization of talents and training appears to have declined since the 1974 survey. Other background data such as average paygrade, DAFSC, TAFMS, and average number of tasks performed were similar between surveys.

Overall, the comparison revealed that the mission and specialty structure of the pharmacy specialty has remained relatively unchanged over the last four years.

TABLE 22

COMPARISON OF FUNCTIONAL JOB STRUCTURE BETWEEN PREVIOUS AND CURRENT SURVEYS

PREVIOUS SURVEY
SPECIALTY STRUCTURE

CURRENT SURVEY
SPECIALTY STRUCTURE

PHARMACY SUPERVISOR (N=11)

PHARMACY ADMINISTRATIVE SUPERVISORS (N=7)
TRAINING PERSONNEL (N=8)

PHARMACY SUPERVISOR/TECHNICIAN (N=126)

PHARMACY SERVICES NCOICs (N=124)
PHARMACY COMPOUND/PREPACKAGING SUPERVISORS
(N=51)
PHARMACY INPATIENT/OUTPATIENT DISPENSING
SUPERVISORS (N=13)
PHARMACEUTICAL SUPPLY SUPERVISORS (N=39)
PATIENT DISPENSING NCOICs (N=17)

OUTPATIENT PHARMACY SUPPLY SPECIALISTS
(N=35)

PHARMACEUTICAL SUPPLY PERSONNEL (N=6)

OUTPATIENT PHARMACY SPECIALIST (N=64)

PHARMACY INPATIENT/OUTPATIENT DISPENSING
PERSONNEL (N=88)
PHARMACY OUTPATIENT DISPENSING PERSONNEL
(N=24)

OUTPATIENT COMPOUNDING & PREPACKAGING
SPECIALIST (N=162)

GENERAL PHARMACY PERSONNEL (N=80)
PHARMACY COMPOUNDING PERSONNEL (N=7)
PHARMACY COMPOUNDING/PREPACKAGING PERSONNEL
(N=5)

INPATIENT COMPOUNDING & PREPACKAGING
SPECIALISTS (N=5)

PHARMACY INPATIENT DISPENSING PERSONNEL
(N=8)
UNIT DOSE PERSONNEL (N=5)

NOT REPORTED

PHARMACEUTICAL CALCULATIONS PERSONNEL (N=5)

TABLE 23

COMPARISON OF TOP TASKS PERFORMED BY DAFSC 905X0 FOR BOTH THE 1974 AND 1978 SURVEYS

TASKS	PERCENT MEMBERS PERFORMING		PERCENT TIME SPENT	
	1974	1978	1974	1978
H192 AFFIX MAIN OR AUXILIARY LABELS	91	92	1.85	2.35
H203 NUMBER OUTPATIENT PRESCRIPTIONS	91	89	1.80	2.21
H202 ISSUE PHARMACEUTICAL PREPARATIONS TO PATIENTS	87	87	1.68	2.19
H198 EXPLAIN DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	89	82	1.60	1.65
H197 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	90	92	1.58	2.07
F154 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	82	77	1.23	1.38
F156 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION	75	68	.94	.98
H201 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	63	59	.87	.85
F155 SEPARATE BULK PHARMACEUTICALS FOR STORAGE	66	58	.83	.87
B40 DIRECT DISPENSING OF PHARMACEUTICAL PREPARATIONS	59	51	.83	.86

TABLE 24
 COMPARISON OF JOB SATISFACTION INFORMATION OF PREVIOUS
 SURVEY AND CURRENT SURVEY
 (DAFSC 905X0)
 (PERCENT RESPONDING)

<u>EXPRESSED JOB INTEREST:</u>	<u>1974</u>	<u>1978</u>		
NOT REPORTED	0	3		
DULL	9	13		
SO-SO	8	14		
INTEREST	83	70		
 <u>PERCEIVED UTILIZATION OF TALENTS/TRAINING</u>			<u>TALENTS</u>	<u>TRAINING</u>
NOT REPORTED	1	0	2	
LITTLE OR NOT AT ALL	11	23	17	
FAIRLY WELL TO VERY WELL	67	65	67	
EXCELLENTLY OR PERFECTLY	21	12	14	

* IN THE 1978 SURVEY THERE WERE SEPARATE QUESTIONS FOR PERCEIVED UTILIZATION OF TALENTS AND TRAINING

DISCUSSION

In the analysis of the survey data, it was found that the Pharmacy specialty is a homogeneous career field where the primary job is preparing and dispensing pharmaceutical medications. Results of the survey data analysis shows no particular classification or career ladder documents problems for the 905X0 career ladder. There are distinct differences between skill level groups which are accurately reflected in the AFR 39-1 specialty descriptions.

Overall, the 905X0 specialty structure was found to be relatively stable as evidenced by the fact that only slight changes have occurred in the job structure since the last survey. These changes center around an increase in emphasis on unit dose preparations at larger medical facilities. A group of pharmacy technicians specializing in preparing and packaging unit doses was identified in the present occupational survey. This is apparently a trend which may continue in the future.

APPENDIX A

I PHARMACY SUPERVISORY AND MANAGEMENT PERSONNEL (GRP018)

NUMBER IN GROUP: 252

PERCENT OF SAMPLE: 48%

MAJOR COMMAND DISTRIBUTION: SAC (20%), TAC (18%), USAFE (16%), ATC (13%)

JOB DIFFICULTY INDEX: 17

AMOUNT OF SUPERVISION: 63% SUPERVISE AN AVERAGE OF 2 PEOPLE

GROUP DIFFERENTIATING TASKS:

TASKS

B37 DEVELOP OR IMPROVE WORK METHODS

F142 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG

F154 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY

F156 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION

H195 COMPARE MEDICATION WITH LABEL AND PRESCRIPTION OR MEDICATION ORDER

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	20
B DIRECTING AND IMPLEMENTING	16
F MAINTAINING PHARMACEUTICAL SUPPLIES	14
E PERFORMING ADMINISTRATIVE FUNCTIONS	13
A PLANNING AND ORGANIZING	10
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	9
C EVALUATING AND INSPECTING	6

Ia PHARMACY SERVICES NCOICs (GRP064)

NUMBER IN GROUP: 124

PERCENT OF SAMPLE: 24%

MAJOR COMMAND DISTRIBUTION: SAC (24%), TAC (17%), USAFE (13%), MAC (13%), ATC (12%)
AFSC (7%)

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 90530 (1%), 90550 (30%), 90570 (58%), 90590 (11%)

AVERAGE GRADE: 5.7

JOB DIFFICULTY INDEX: 20

AVERAGE TIME IN CAREER FIELD: 123 MONTHS

AVERAGE TIME IN SERVICE: 152 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 14%

AMOUNT OF SUPERVISION: 75% SUPERVISE AN AVERAGE OF 2 PEOPLE

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (9%), INTERESTING (81%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 83%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 83%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 156

GROUP DIFFERENTIATING TASKS:

TASKS

A21 PLAN ON-THE-JOB TRAINING (OJT)
B38 DIRECT ADMINISTRATIVE FUNCTIONS
B43 DIRECT ISSUE OF SCHEDULED OR CONTROLLED DRUGS
C80 INSPECT PHARMACEUTICALS IN WARDS OR CLINICS
F144 IDENTIFY EQUIPMENT USING FEDERAL SUPPLY CATALOG

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	17
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	17
E PERFORMING ADMINISTRATIVE FUNCTIONS	13
F MAINTAINING PHARMACEUTICAL SUPPLIES	13
A PLANNING AND ORGANIZING	13
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	8
C EVALUATING AND INSPECTING	8

Ib PHARMACY SUPPLY SUPERVISORS (GRP087)

NUMBER IN GROUP: 39

PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: USAF (33%), SAC (13%), ATC (13%), MAC (10%), PACAF (8%)

LOCATION: CONUS (67%), OVERSEAS (33%)

DAFSC DISTRIBUTION: 90530 (3%), 90550 (67%), 90570 (30%)

AVERAGE GRADE: 4.6

JOB DIFFICULTY INDEX: 13

AVERAGE TIME IN CAREER FIELD: 86 MONTHS

AVERAGE TIME IN SERVICE: 97 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 21%

AMOUNT OF SUPERVISION: 38% SUPERVISE AN AVERAGE OF 1 PERSON

EXPRESSED JOB INTEREST: DULL (21%), SO-SO (10%), INTERESTING (64%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 80%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 79

GROUP DIFFERENTIATING TASKS:

TASKS

B42 DIRECT INVENTORY OF SCHEDULED DRUGS
E121 MAINTAIN PRESCRIPTION FILES FOR REGULAR OR SCHEDULED DRUGS
E126 MAINTAIN STOCK RECORD CARD (AF FORM 582) FILES
F140 DESTROY UNSERVICEABLE NCN-CONTROLLED DRUGS
F142 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG
F157 STORE SCHEDULED OR OTHER CONTROLLED DRUGS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	29
F MAINTAINING PHARMACEUTICAL SUPPLIES	22
E PERFORMING ADMINISTRATIVE FUNCTIONS	14
B DIRECTING AND IMPLEMENTING	11
A PLANNING AND ORGANIZING	7
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	7

Ic PHARMACY COMPOUNDING & PREPACKAGING SUPERVISORS (GRP105)

NUMBER IN GROUP: 51

PERCENT OF SAMPLE: 10%

MAJOR COMMAND DISTRIBUTION: USAF (22%), SAC (20%), TAC (18%), ATC (14%), AFLC (8%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 90530 (4%), 90550 (59%), 90570 (31%), 90590 (6%)

AVERAGE GRADE: 4.6

JOB DIFFICULTY INDEX: 16

AVERAGE TIME IN CAREER FIELD: 68 MONTHS

AVERAGE TIME IN SERVICE: 92 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 29%

AMOUNT OF SUPERVISION: 49% SUPERVISE AN AVERAGE OF 1 PERSON

EXPRESSED JOB INTEREST: DULL (19%), SO-SO (6%), INTERESTING (73%),
NOT REPORTED (7%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

AVERAGE NUMBER OF TASKS PERFORMED: 95

GROUP DIFFERENTIATING TASKS:

TASKS

B39 DIRECT COMPOUNDING OR PREPACKING OF PHARMACEUTICAL PREPARATIONS
B58 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES
F148 INVENTORY DRUGS
G159 COMPOUND CREAMS
H202 ISSUE PHARMACEUTICAL PREPARATIONS TO PATIENTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	23
F MAINTAINING PHARMACEUTICAL SUPPLIES	16
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	16
B DIRECTING AND IMPLEMENTING	13
E PERFORMING ADMINISTRATIVE FUNCTIONS	11
A PLANNING AND ORGANIZING	6
I PERFORMING PHARMACEUTICAL CALCULATIONS	4

1d PHARMACY INPATIENT/OUTPATIENT SUPERVISORS (GRP059)

NUMBER IN GROUP: 13 PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: MAC (31%), AFLC (31%), TAC (23%), ATC (8%), SAC (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90550 (39%), 90570 (61%)

AVERAGE GRADE: 5.2 JOB DIFFICULTY INDEX: 17

AVERAGE TIME IN CAREER FIELD: 78 MONTHS

AVERAGE TIME IN SERVICE: 112 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 77% SUPERVISE AN AVERAGE OF 2 PEOPLE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (8%), INTERESTING (85%), NOT REPORTED (7%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 69%
NOT REPORTED 8%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

AVERAGE NUMBER OF TASKS PERFORMED: 79

GROUP DIFFERENTIATING TASKS:

TASKS

B36 COUNSEL SUBORDINATES
B40 DIRECT DISPENSING OF PHARMACEUTICAL PREPARATIONS
B62 SUPERVISE APPRENTICE PHARMACY SPECIALISTS (AFSC 90530)
H193 CHECK PREPARATIONS OR MEDICATION ORDERS FOR COMPLETENESS
H197 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	24
B DIRECTING AND IMPLEMENTING	21
A PLANNING AND ORGANIZING	15
C EVALUATING AND INSPECTING	7
F MAINTAINING PHARMACEUTICAL SUPPLIES	7
E PERFORMING ADMINISTRATIVE FUNCTIONS	6
I PERFORMING PHARMACEUTICAL CALCULATIONS	5
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	4

Ie PHARMACY ADMINISTRATIVE SUPERVISORS (GRP040)

NUMBER IN GROUP: 7 PERCENT OF SAMPLE: 1%
MAJOR COMMAND DISTRIBUTION: AFSC (29%), TAC (29%), SAC (14%), AFLC (14%)
LOCATION: CONUS (86%), OVERSEAS (14%)
DAFSC DISTRIBUTION: 90550 (19%), 90570 (71%), 90590 (15%)
AVERAGE GRADE: 6.6 JOB DIFFICULTY INDEX: 20
AVERAGE TIME IN CAREER FIELD: 203 MONTHS
AVERAGE TIME IN SERVICE: 206 MONTHS
PERCENT MEMBERS IN FIRST ENLISTMENT: 14%
AMOUNT OF SUPERVISION: 86% SUPERVISE AN AVERAGE OF 5 PEOPLE
EXPRESSED JOB INTEREST: DULL (0%), SO-SO (14%), INTERESTING (72%),
NOT REPORTED (14%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 121

GROUP DIFFERENTIATING TASKS:

TASKS

- A1 ACT AS SPECIALIST ADVISOR ON PHARMACY POLICY, DRUG INFORMATION OR THERAPEUTICS
- A5 DETERMINE PERSONNEL REQUIREMENTS
- B32 ASSIGN PERSONNEL TO DUTY POSITIONS OR ROTATE DUTY POSITIONS
- B41 DIRECT INVENTORY OF EQUIPMENT
- C72 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	26
E PERFORMING ADMINISTRATIVE FUNCTIONS	19
A PLANNING AND ORGANIZING	18
C EVALUATING AND INSPECTING	12
F MAINTAINING PHARMACEUTICAL SUPPLIES	9
D TRAINING	7

II PHARMACY PATIENT DISPENSING PERSONNEL (GRP020)

NUMBER IN GROUP: 246

PERCENT OF SAMPLE: 47%

MAJOR COMMAND DISTRIBUTION: SAC (19%), MAC (17%), ATC (16%), AFSC (12%), TAC (12%)
AFLC (6%)

JOB DIFFICULTY INDEX: 9

AMOUNT OF SUPERVISION: 12% SUPERVISE AN AVERAGE OF 1 PERSON

GROUP DIFFERENTIATING TASKS:

TASKS

F154 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY
H192 AFFIX MAIN OR AUXILIARY LABELS
H197 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES
H206 PLACE MEDICATION IN CONTAINERS
J224 CLEAN PHARMACY FACILITIES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	49
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	14
F MAINTAINING PHARMACEUTICAL SUPPLIES	9
J MAINTAINING FACILITIES AND EQUIPMENT	8
B DIRECTING AND IMPLEMENTING	6
E PERFORMING ADMINISTRATIVE FUNCTIONS	5

IIa GENERAL PHARMACY PERSONNEL (GRP066)

NUMBER IN GROUP: 80 PERCENT OF SAMPLE: 15%

MAJOR COMMAND DISTRIBUTION: SAC (28%), TAC (19%), ATC (14%), AFLC (10%), USAFE (6%)
MAC (6%)

LOCATION: CONUS (89%), OVERSEAS (11%)

DAFSC DISTRIBUTION: 90530 (28%), 90550 (68%), 90570 (2%), NOT REPORTED (2%)

AVERAGE GRADE: 3.3 JOB DIFFICULTY INDEX: 10

AVERAGE TIME IN CAREER FIELD: 27 MONTHS

AVERAGE TIME IN SERVICE: 33 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 85%

AMOUNT OF SUPERVISION: 9% SUPERVISE AN AVERAGE OF 1 PERSON

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (23%), INTERESTING (62%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 70%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 85%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 58

GROUP DIFFERENTIATING TASKS:

TASKS

H198 EXPLAIN DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS
H199 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS
H206 PLACE MEDICATION IN CONTAINERS
H210 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS
J224 CLEAN PHARMACY FACILITIES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	39
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	23
F MAINTAINING PHARMACEUTICAL SUPPLIES	10
J MAINTAINING FACILITIES AND EQUIPMENT	8
E PERFORMING ADMINISTRATIVE FUNCTIONS	6
I PERFORMING PHARMACEUTICAL CALCULATIONS	5

IIB PHARMACEUTICAL CALCULATIONS PERSONNEL (GRP070)

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (60%), AFLC (40%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90550 (100%)

AVERAGE GRADE: 3.6 JOB DIFFICULTY INDEX: 13

AVERAGE TIME IN CAREER FIELD: 34 MONTHS

AVERAGE TIME IN SERVICE: 37 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 80%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (40%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 75%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 54

GROUP DIFFERENTIATING TASKS:

TASKS

- G175 DILUTE OR CONCENTRATE PHARMACEUTICAL PREPARATIONS
- G184 PREPARE INTRAVENOUS ADMIXTURES
- G185 PREPARE STERILE IRRIGATING SOLUTIONS
- I217 CALCULATE THE MILLI-EQUIVALENT CONCENTRATION OF ELECTROLYTE SOLUTIONS
- I220 CONVERT WEIGHTS AND MEASURES BETWEEN METRIC, AVOIRDUPOIS, AND APOTHECARY SYSTEMS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OT INPATIENT PRESCRIPTIONS	37
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	17
I PERFORMING PHARMACEUTICAL CALCULATIONS	17
J MAINTAINING FACILITIES AND EQUIPMENT	10
F MAINTAINING PHARMACEUTICAL SUPPLIES	7
D TRAINING	4

11c PHARMACY INPATIENT/OUTPATIENT DISPENSING PERSONNEL (GRP069)

NUMBER IN GROUP: 88 PERCENT OF SAMPLE: 17%

MAJOR COMMAND DISTRIBUTION: MAC (18%), ATC (16%), AFSC (16%), SAC (15%), TAC (11%)

LOCATION: CONUS (85%), OVERSEAS (14%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 90530 (16%), 90550 (69%), 90570 (8%), NOT REPORTED (7%)

AVERAGE GRADE: 3.6 JOB DIFFICULTY INDEX: 8

AVERAGE TIME IN CAREER FIELD: 37 MONTHS

AVERAGE TIME IN SERVICE: 46 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 72%

AMOUNT OF SUPERVISION: 8% SUPERVISE AN AVERAGE OF 1 PERSON

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (18%), INTERESTING (64%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 73%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 37

GROUP DIFFERENTIATING TASKS:

TASKS

H193 CHECK PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS
H195 COMPARE MEDICATION WITH LABEL AND PRESCRIPTION OR MEDICATION ORDER
H202 ISSUE PHARMACEUTICAL PREPARATIONS TO PATIENTS
H203 NUMBER OUTPATIENT PRESCRIPTIONS
H210 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

H	DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	61
J	MAINTAINING FACILITIES AND EQUIPMENT	8
G	COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	7
F	MAINTAINING PHARMACEUTICAL SUPPLIES	7
B	DIRECTING AND IMPLEMENTING	6
E	PERFORMING ADMINISTRATIVE FUNCTIONS	4

IId PHARMACY COMPOUNDING PERSONNEL (GRP046)

NUMBER IN GROUP: 7 PERCENT OF SAMPLE: 1%
MAJOR COMMAND DISTRIBUTION: MAC (43%), ATC (14%), PACAF (14%), USAF (14%)
LOCATION: CONUS (71%), OVERSEAS (29%)
DAFSC DISTRIBUTION: 90530 (43%), 90550 (57%)
AVERAGE GRADE: 3 JOB DIFFICULTY INDEX: 6
AVERAGE TIME IN CAREER FIELD: 15 MONTHS
AVERAGE TIME IN SERVICE: 27 MONTHS
PERCENT MEMBERS IN FIRST ENLISTMENT: 86%
AMOUNT OF SUPERVISION: 14% SUPERVISE AN AVERAGE OF 1 PERSON
EXPRESSED JOB INTEREST: DULL (14%), SO-SO (0%), INTERESTING (86%)
PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%
PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%
AVERAGE NUMBER OF TASKS PERFORMED: 31

GROUP DIFFERENTIATING TASKS:

TASKS

G159 COMPOUND CREAMS
G163 COMPOUND LOTIONS
G164 COMPOUND OINTMENTS
G187 PRINT LABELS FOR PREPACKAGED DRUGS
G188 PRINT LABELS FOR STOCK PHARMACEUTICAL PREPARATIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	39
H	DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	36
J	MAINTAINING FACILITIES AND EQUIPMENT	11
I	PERFORMING PHARMACEUTICAL CALCULATIONS	6

Iie PHARMACY SUPPLY PERSONNEL (GRP045)

NUMBER IN GROUP: 6 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (33%), SAC (33%), ATC (17%), TAC (17%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90550 (100%)

AVERAGE GRADE: 4.3 JOB DIFFICULTY INDEX: 10

AVERAGE TIME IN CAREER FIELD: 46 MONTHS

AVERAGE TIME IN SERVICE: 64 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (33%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 45

GROUP DIFFERENTIATING TASKS:

TASKS

- A16 ESTABLISH SUPPLY LEVELS
- F136 ADJUST STOCK LEVELS
- F142 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG
- F148 INVENTORY DRUGS
- F151 PREPARE LOCAL PURCHASE REQUISITIONS FOR STANDARD OR NON-STANDARD ITEMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F	MAINTAINING PHARMACEUTICAL SUPPLIES	34
H	DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	32
G	COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	7
A	PLANNING AND ORGANIZING	7
J	MAINTAINING FACILITIES AND EQUIPMENT	7
B	DIRECTING AND IMPLEMENTING	6

IIf PHARMACY INPATIENT DISPENSING PERSONNEL (GRP027)

NUMBER IN GROUP: 8 PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: MAC (50%), ATC (25%), AFSC (13%), TAC (12%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90530 (13%), 90550 (87%)

AVERAGE GRADE: 3.3 JOB DIFFICULTY INDEX: 9

AVERAGE TIME IN CAREER FIELD: 22 MONTHS

AVERAGE TIME IN SERVICE: 32 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (25%), INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

AVERAGE NUMBER OF TASKS PERFORMED: 35

GROUP DIFFERENTIATING TASKS:

TASKS

G183 PREPACKAGE UNIT DOSE ORAL SOLIDS
H196 COMPLETE INPATIENT DISPENSING FORMS, SUCH AS DOCTOR'S ORDERS OR BULK ORDERS
H205 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARD
H209 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS
J223 CLEAN PHARMACY EQUIPMENT OR GLASSWARE

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	41
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	16
J MAINTAINING FACILITIES AND EQUIPMENT	9
F MAINTAINING PHARMACEUTICAL SUPPLIES	8
E PERFORMING ADMINISTRATIVE FUNCTIONS	8
I PERFORMING PHARMACEUTICAL CALCULATIONS	7

IIg PHARMACY COMPOUNDING & PREPACKAGING PERSONNEL (GRP048)

NUMBER IN GROUP: 5 PERCENT OF SAMPLE: 1%
MAJOR COMMAND DISTRIBUTION: AFSC (40%), AAC (20%), ATC (20%), SAC (20%)
LOCATION: CONUS (80%), OVERSEAS (20%)
DAFSC DISTRIBUTION: 90530 (40%), 90550 (60%)
AVERAGE GRADE: 3.8 JOB DIFFICULTY INDEX: 10
AVERAGE TIME IN CAREER FIELD: 37 MONTHS
AVERAGE TIME IN SERVICE: 49 MONTHS
PERCENT MEMBERS IN FIRST ENLISTMENT: 60%
AMOUNT OF SUPERVISION: 20% SUPERVISE AN AVERAGE OF 1 PERSON
EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)
PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%
PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%
AVERAGE NUMBER OF TASKS PERFORMED: 51

GROUP DIFFERENTIATING TASKS:

TASKS

E120 MAINTAIN PRE-PACK LOGS
G168 COMPOUND SOLUTIONS
G170 COMPOUND SUSPENSIONS
G176 MAKE ENTRIES ON PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL RECORD FORMS
(AF FORM 2382)
G180 PREPACKAGE BULK COMPOUNDS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	33
F	MAINTAINING PHARMACEUTICAL SUPPLIES	18
H	DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	18
J	MAINTAINING FACILITIES AND EQUIPMENT	9
E	PERFORMING ADMINISTRATIVE FUNCTIONS	8
B	DIRECTING AND IMPLEMENTING	6

IIh PHARMACY OUTPATIENT DISPENSING PERSONNEL (GRP025)

NUMBER IN GROUP: 24 PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: SAC (25%), AFSC (25%), MAC (21%), ATC (8%)

LOCATION: CONUS (96%), OVERSEAS (4%)

DAFSC DISTRIBUTION: 90530 (54%), 90550 (46%)

AVERAGE GRADE: 3 JOB DIFFICULTY INDEX: 4

AVERAGE TIME IN CAREER FIELD: 24 MONTHS

AVERAGE TIME IN SERVICE: 29 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 71%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (21%), INTERESTING (54%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
 FAIRLY WELL OR BETTER 67%
 NOT REPORTED 4%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
 FAIRLY WELL OR BETTER 67%
 NOT REPORTED 4%

AVERAGE NUMBER OF TASKS PERFORMED: 18

GROUP DIFFERENTIATING TASKS:

TASKS

- H192 AFFIX MAIN OR AUXILIARY LABELS
- H197 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES
- H206 PLACE MEDICATION IN CONTAINERS
- H207 RECORD REFILL PRESCRIPTIONS
- H210 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
H DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	68
J MAINTAINING FACILITIES AND EQUIPMENT	13
F MAINTAINING PHARMACEUTICAL SUPPLIES	6
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	5

III PHARMACY PATIENT DISPENSING NCOICs (GRP042)

NUMBER IN GROUP: 17 PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: MAC (41%), AFSC (18%), ATC (18%), SAC (12%), TAC (11%)

LOCATION: CONUS (94%), OVERSEAS (6%)

DAFSC DISTRIBUTION: 90550 (53%), 90570 (47%)

AVERAGE GRADE: 5 JOB DIFFICULTY INDEX: 12

AVERAGE TIME IN CAREER FIELD: 93 MONTHS

AVERAGE TIME IN SERVICE: 124 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 12%

AMOUNT OF SUPERVISION: 71% SUPERVISE AN AVERAGE OF 3 PEOPLE

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (12%), INTERESTING (76%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 65%

AVERAGE NUMBER OF TASKS PERFORMED: 47

GROUP DIFFERENTIATING TASKS:

TASKS

- B36 COUNSEL SUBORDINATES
- B58 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES
- B64 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)
- D85 CONDUCT ON-THE-JOB TRAINING (OJT)
- H193 CHECK PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

H	DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	40
B	DIRECTING AND IMPLEMENTING	19
A	PLANNING AND ORGANIZING	10
F	MAINTAINING PHARMACEUTICAL SUPPLIES	7
E	PERFORMING ADMINISTRATIVE FUNCTIONS	5
D	TRAINING	4
J	MAINTAINING FACILITIES AND EQUIPMENT	4

III UNIT DOSE PERSONNEL (GRP092)

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFSC (60%), AFSC (20%)

JOB DIFFICULTY INDEX: 12

GROUP DIFFERENTIATING TASKS:

TASKS

G184 PREPARE INTRAVENOUS ADMIXTURES

G185 PREPARE STERILE IRRIGATING SOLUTIONS

G186 PREPARE STERILE PREPARATIONS BY CHEMICAL OR MEMBRANE FILTRATION METHODS

I215 CALCULATE PERCENTAGE OF FORMULA BY METHOD OF ALLIGATION

I217 CALCULATE THE MILLI-EQUIVALENT CONCENTRATION OF ELECTROLYTE SOLUTIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	28
I	PERFORMING PHARMACEUTICAL CALCULATIONS	26
H	DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	20
F	MAINTAINING PHARMACEUTICAL SUPPLIES	13

IV TRAINING PERSONNEL (GRP015)

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ATC (88%), TAC (12%)

JOB DIFFICULTY INDEX: 14

GROUP DIFFERENTIATING TASKS:

TASKS

- D83 ADMINISTER OR SCORE TESTS
- D86 CONDUCT RESIDENT TECHNICAL TRAINING COURSES
- D95 PREPARE OR REVISE LESSON PLANS
- D96 PROCURE TRAINING AIDS, CLASSROOMS, OR EQUIPMENT
- D97 RATE TRAINING PROGRESS OF INDIVIDUALS OR TRAINING STATUS OF SECTION

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	38
B DIRECTING AND IMPLEMENTING	19
A PLANNING AND ORGANIZING	15
J MAINTAINING FACILITIES AND EQUIPMENT	9
E PERFORMING ADMINISTRATIVE FUNCTIONS	5
C EVALUATING AND INSPECTING	4