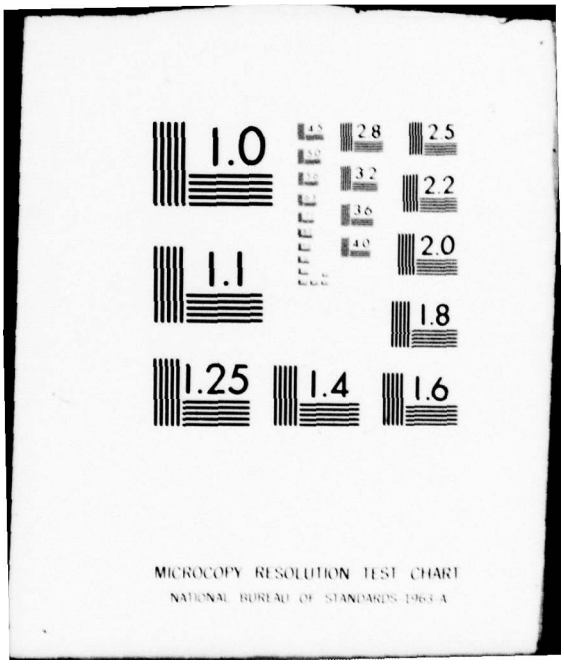
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OPERATING ROOM, OPHTHALMOLOGY SURGICAL, OTORHINOLARYNGOLOGY SURGICAL, UROLOGY SURGICAL, ORTHOPAEDIC CLINIC, AND OPTOMETRY CAREER LADDERS

AFSCs 90232, 90252, 90272, 90292; 91230, 91270; 91231, 91271; 91232, 91272; 91233, 91273; 91235, 91255, 91275, AND 91295.

AFPT 90-912-341

APR 1979

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 Operating Room, Ophthalmology Surgical, Otorhinolaryngology Surgical, Urology Surgical, Orthopaedic Clinic, and Optometry career ladders (AFSCs 90232, 90252, 90272, 90292; 91230, 91270; 91231, 91271; 91232, 91272; 91233, 91273; 91235, 91255, 91275, and 91295). The project was undertaken upon request from the Air Force Manpower and Personnel Center (AFMPC) and was directed by USAF Program Technical Training, Volume 2, dated October, 1977. The project was designed to compare tasks performed by personnel assigned to positions within the various career ladders listed above to determine whether any of them could be combined into a single career ladder. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials. This report has been reviewed and approved by Lt Col Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

The survey instrument was developed by Captain H. Alan Trask, Inventory Development Specialist. Captains Frank C. Gentner and William E. Griffith, Occupational Survey Analysts, analyzed the data and Capt Gentner wrote the final report.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources 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.

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SUMMARY OF RESULTS

1. SURVEY METHODOLOGY: The task list for these six medical career ladders was developed at Wilford Hall USAF Medical Center, Lackland AFB, Texas. The 902X2 and 912X0/1/2/3/5 job inventory was administered during the period August 1978 through January 1979. Survey results were based on responses from a total of 763 incumbents, respresenting between 48 and 85 percent of each career ladder's assigned incumbents.

2. CAREER LADDER STRUCTURE: The largest differences among the six career ladders surveyed were based on whether or not career ladder members performed surgery, clinical, or supervisory tasks. Smaller differences were distinguishable based on percent time spent on tasks and the performance of AFSC-unique tasks. All technically-oriented groups were clearly distinguishable by AFSC. The resulting career ladder structure identified 12 technical clusters, one cluster of supervisors, and one group of training personnel. Optometry Personnel were the most clearly differentiated technical cluster, based on the fact that they performed no surgery-related tasks. Ophthalmology Personnel also grouped separately, but the remainder of AFSC-related specialties were intermingled, with differences based on the amount of surgery-related versus clinic and AFSC-unique tasks performed.

3. CAREER LADDER PROGRESSION: Generally, jobs performed by 3- through 7-skill level personnel in all six career ladders were primarily technical in nature. The maximum percent of time spent on management, supervision, and training related tasks for any of the six 7-skill level DAFSCs was only 34 percent. At the 9-skill level, the 90292 superintendents were more management-oriented than 91295 personnel, with 90292s spending 86 percent of their time in supervisory and management duties, while 91295 superintendents spent only 76 percent.

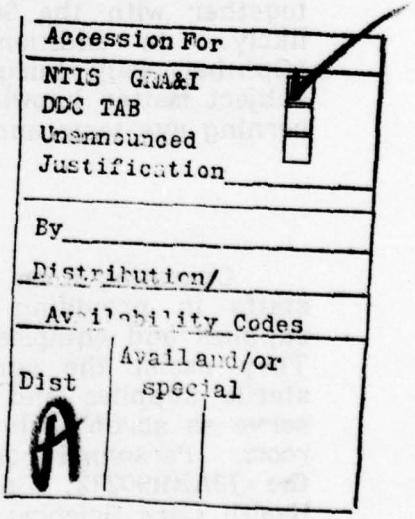
4. CAREER LADDER COMPARISONS: The six career ladders were compared in order to determine which of the several possible combinations might make the best candidates for possible merger. Using relative percent time spent on task family groupings, fairly clear distinctions between AFSCs were found based on common and AFSC unique tasks. The number of AFSC-unique tasks performed ranged from three tasks for Optometry (912X5) to 26 tasks for Otorhinolaryngology Surgical (912X1) personnel. Areas of commonality were found between Ophthalmology (912X0) and Optometry (912X5) personnel (44 common tasks), and between Operating Room (902X0), Ophthalmology (912X0), Otorhinolaryngology (912X1), Urology (912X2), and Orthopaedic (912X3) personnel (52 surgery common tasks).

5. ANALYSIS OF TASK DIFFICULTY: Experienced technicians in each of the six career ladders rated the relative difficulty of each task. The ratings were then pooled to form one total sample task difficulty rating for each task. Although these combined ratings were statistically reliable, variances by career ladder do exist. The total sample

ratings should, therefore, be used as a rough measure of the relative learning difficulty of each task. This information is most useful when comparing the unique tasks other AFSCs would have to learn if ladders were merged.

6. COMPARISON TO PREVIOUS 902X2 SURVEY: A comparison of the findings concerning the Operating Room career ladder to the findings of the two previous 902X2 surveys reflected highly similar career ladder structures. One group identified in the previous survey, Animal Research Specialists, was not grouped separately in the present study, perhaps due to the reduced number of animal research tasks in the present multiladder job inventory. The present survey did however, identify a group of superintendents not previously identified.

7. DISCUSSION: Several possibilities for combinations of AFSCs were discussed, presenting both pros and cons. The conclusions of this study are far from clear-cut, but the pros and cons may aid subject matter experts and career ladder managers in weighing the possible benefits versus liabilities of combining any of these medical AFSCs.


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OCCUPATIONAL SURVEY REPORT
SELECTED MEDICAL CAREER LADDERS
(AFSCs 902X2, 912X0, 912X1, 912X2, 912X3, AND 912X5)

INTRODUCTION

This is a report of an occupational survey of personnel in the Operating Room (902X2), Ophthalmology Surgical (912X0), Otorhinolaryngology Surgical (912X1), Urology Surgical (912X2), Orthopaedic Clinic (912X3), and Optometry (912X5) career ladders, completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during April 1979. This report is one of three prepared for the Classification Branch of the Air Force Manpower and Personnel Center (AFMPC/MPCRPQ) in response to their request for occupational data concerning selected AFSCs within the Medical career field "to determine if the current classification structure is adequate."

In this study, the selected AFSCs listed above were surveyed together using a common job inventory. Since personnel entering AFSCs 912X0, 912X1, 912X2, and 912X3 must first be qualified Medical Service Specialists (90250), similar skill and knowledge requirements make these specialities logical candidates for possible consolidation. Also, the common thread of performing surgery-related tasks by these AFSCs, together with the 902X2, make possible consolidation seem even more likely. In addition to these reasons for possible merger, 912X0 (Ophthalmology Surgical) and 912X5 (Optometry) also have in common subject matter knowledge concerning the eye, and technical skills concerning eye tests and assisting with eye treatment.

Background

Operating Room Personnel (AFSC 902X2) assist professional nursing staffs in providing care for the operative patient. They maintain supplies and equipment in readiness before, during, and after surgery. They assist the surgeon by preparing, maintaining, and controlling sterile supplies and equipment used during an operation. They also serve as scrub technicians and circulating technicians in the operating room. Personnel normally enter this career ladder by first attending the J3ABR90232, Operating Room Specialist, course at the School of Health Care Sciences, Sheppard AFB, Texas. These personnel may be either "pipeline" students from basic training or retrainees from other specialties. After completion of this 8-week course, graduates are awarded the 3-skill level and are assigned to medical facilities worldwide for further on-the-job training.

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The Operating Room AFS has been in existence as a separate ladder since at least July 1954, and has experienced only minor modifications during its Air Force history. The Operating Room career ladder was first surveyed in 1971, and results were published in Occupational Survey Report 90-902-058. A more extensive look at this specialty occurred in 1976, with results published as Occupational Survey Report AFPT 90-902-214. This report found the Operating Room career ladder fairly homogeneous, as indicated by the large number of tasks performed by high percentages of survey respondents.

Personnel in the Ophthalmology Surgical (AFSC 912X0) career ladder aid in caring for patients in the ophthalmology clinic by assisting in the examination and treatment of patients and performing routine and special diagnostic tests. They prepare and maintain records, stock clinical supplies, and perform operator maintenance on equipment. They also perform as special surgical assistants for ophthalmic surgery. Since this is a lateral specialty, applicants must be qualified Medical Service Specialists (AFSC 90250) and must be eligible to retrain under the provisions of AFR 39-4. After learning their occupation through on-the-job training (OJT), ophthalmology surgical specialists may attend course 5AZY91270, Ophthalmology Surgical Technician, for five weeks at Brooks AFB, Texas. As they gain experience in this lateral career ladder, individuals progress from the 3-skill level directly to the 7-skill level. (A summary of career ladder information is listed in Table 1 for comparison between the six career ladders in this study.)

Otorhinolaryngology Surgical personnel (AFSC 912X1) assist in the examination and treatment of ear, nose, and throat (ENT) patients. They perform routine and special otorhinolaryngologic diagnostic evaluations in the ENT clinic, and assist otorhinolaryngologists in the operating room as circulating technicians and specialized scrub assistants. Crosstrainees into this lateral career ladder must be qualified Medical Service Specialists (AFSC 90250), and must attend course J3ALN91231, Otorhinolaryngology Specialist, for 19 weeks at San Diego, California. This course is conducted under the auspices of the Interservice Training Review Organization (ITRO) by the US Navy. The Otorhinolaryngology Surgical career ladder was created in December 1965, and has experienced no major career ladder changes since that time.

Urology Surgical personnel (AFSC 912X2) assist physicians and nurses in the urology clinic, and provide surgical technician assistance in the operating room. They also take radiographs and develop film for specialized urological roentgenograms. The Urology Surgical career ladder is a lateral specialty, with the same crosstraining requirements as the Ophthalmology Surgical specialty. No formal training courses for this specialty are listed in AFR 50-5. Like several other 912XX career ladders, the Urology Surgical career ladder was created in December 1965, and has experienced no major classification changes since that time.

Orthopaedic Clinic personnel (AFSC 912X3) assist in examining and treating orthopaedic patients, maintain orthopaedic records, and assist orthopaedic surgeons in the operating room. This AFS is also a lateral ladder, with no formal technical training listed in AFR 50-5. It, too, was created in 1965, and has experienced no major changes since that time.

Optometry personnel (AFSC 912X5) assist in patient treatment by performing vision screening tests; assist in the preparation and fitting of eyewear; and order, verify, prepare, and dispense eyewear prescriptions. This is a normal 3-, 5-, 7-skill level ladder, with airmen entering course J3ABR91235, Optometry Specialist, directly after basic training. The required nine-week course conducted at Sheppard AFB, Texas, prepares airmen for their first job in this specialty. The Optometry career ladder was created in January 1971, and has been stable since that time.

The purpose of this report is to examine these medical specialties based on tasks performed by survey respondents. Using these data, Air Force managers can then determine the most efficient way to classify and manage these medical personnel resources. Topics discussed in this report include: (1) development and administration of the survey instrument; (2) the job structure found within each career ladder and its relationship to skill level groupings; (3) comparison of job structures with AFR 39-1 specialty descriptions; (4) task and job difficulty for the survey as a whole; and (5) job satisfaction indices.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-912-341. Task lists for the Ophthalmology Surgical, Otorhinolaryngology Surgical, Urology Surgical, Orthopaedic Clinic, and Optometry career ladders (AFSCs 912X0/1/2/3/5) were developed by interviewing personnel working in those specialties at Wilford Hall USAF Medical Center, Lackland AFB, Texas. A review of these task lists by medical specialists assigned to AFMPC indicated that the tasks were representative of those performed by personnel in these specialties worldwide. These tasks were then combined with the task list for the AFS 902X2 job inventory (AFPT 90-902-214) which was administered to Operating Room personnel during the winter of 1976. This combined product resulted in a task list composed of 461 tasks grouped under nine duties. Also included was a background section which requested such information as grade, Total Active Federal Military Service (TAFMS), duty title, job interest, and size and type of medical facility to which respondents were assigned.

Inventory Administration

During the period August 1978 through January 1979, consolidated base personnel offices administered the job inventory to personnel in these six AFSCs. Each individual who completed the inventory first accomplished the identification and biographical information section, then checked each task performed in his or her present job.

After checking all tasks performed, each respondent then rated each of these tasks on a nine-point scale showing relative time spent on the 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 the individual's time spent on the job and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks, not only in terms of percent members performing, but also in terms of the average percent time spent performing any given task.

Survey Sample

Personnel are normally selected to participate in an occupational survey so as to insure a balanced representation across all MAJCOM and DAFSC groups. Because of the higher population of the Operating Room (902X2) personnel as compared to personnel in the other five career ladders (912X0/1/2/3/5), it was decided that a sample of only 50 percent of 902X2 incumbents from representative medical facilities would provide a sound basis for making comparisons between the 902X2 and the other career ladders. Consequently, inventories were mailed to representative medical facilities selected by personnel from AFMPC/SGEA to provide responses from all types of medical facilities employing Operating Room personnel. In addition, survey booklets were also mailed to all CBPOs servicing Ophthalmology Surgical, Otorhinolaryngology Surgical, Urology Surgical, Orthopaedic Clinic, and Optometry personnel (AFSCs 912X0/1/2/3/5).

Table 2 presents the percent of personnel assigned to various types of medical facilities by AFSC groups. Fifty-three percent of all personnel in the sample were assigned to USAF hospitals, with 49 percent being assigned to USAF regional hospitals and medical centers. Most Operating Room and Optometry personnel were assigned to USAF hospitals, whereas members of the other AFSCs were concentrated more in USAF regional hospitals and medical centers. Optometry personnel had the only sizeable representation at USAF clinics.

The command representation of the survey sample, presented in Table 3, indicates a thorough sample, with the exception of the lack of overseas command respondents in a few AFSCs. The percentage of returns for 902X2 respondents is 49 percent, close to the 50 percent

programmed. Ophthalmology (912X0) and Optometry (912X5) respondents had a 70 to 85 percent return rate. However, the 912X1, 912X2, and 912X3 respondents had only a 48 to 50 percent return. In Table 4, the percent of assigned closely matches the percent of the sample for each DAFSC, indicating a representative sample by DAFSC skill level groups. Despite a few shortcomings, the survey sample is considered to be representative of these small career ladders and the larger operating room specialty.

TABLE 1

OVERVIEW OF 902X2 & 912XX CAREER LADDERS

CAREER LADDER				BASIC TECHNICAL TRAINING				
AFSC	NAME	TYPE	PREREQUISITE AFSC	BASIC COURSE/OJT	TRAINING REQUIRED	TRAINING CATEGORY	LOCATION	LENGTH (WEEKS)
902X2	OPERATING ROOM	NORMAL	NONE	J3ABR90232 OPERATING ROOM SPECIALIST	MANDATORY	A	SHEPPARD AFB TX	8
912X0	OPHTHALMOLOGY SURGICAL	LATERAL	90250	On-The-Job Training (OJT)	N/A	C	N/A	
912X1	OTORHINOLARYNGOLOGY SURGICAL	LATERAL	90250	J3ALN91231 OTORHINOLARYNGOLOGY SURGICAL SPECIALIST	MANDATORY	A	SAN DIEGO, CA (ITRO)	19
912X2	UROLOGY SURGICAL	LATERAL	90250	OJT	N/A	C	N/A	
912X3	ORTHOPAEDIC CLINIC	LATERAL	90250	OJT	N/A	C	N/A	
912X5	OPTOMETRY	NORMAL	NONE	J3ABR91235 OPTOMETRY SPECIALIST	MANDATORY	A	SHEPPARD AFB TX	9

TABLE 2

MEDICAL FACILITY REPRESENTED IN SURVEY SAMPLE
(PERCENT BY AFSC SURVEYED)

	TOTAL SAMPLE	902X0	912X0	912X1	912X2	912X3	912X5
NOT ASSIGNED TO MEDICAL FACILITY	1	1	2	0	0	0	2
USAF CLINIC	4	1	5	0	0	0	22
USAF HOSPITAL	53	62	22	32	32	37	49
USAF REGIONAL HOSPITAL	21	20	29	42	24	25	16
USAF MEDICAL CENTER	18	15	40	26	36	36	7
OTHER	2	1	0	0	0	0	2
NO RESPONSE	1	*	2	0	8	1	2

* LESS THAN .5 PERCENT

TABLE 3

COMMAND REPRESENTATION OF SURVEY SAMPLE BY DAFSC GROUPS

COMMAND	OPERATING ROOM 902X2		OPHTHALMOLOGY 912X0 SURGICAL		OTORHINOLARYNGOLOGY 912X1 SURGICAL		UROLOGY SURGICAL 912X2		ORTHOPAEDIC CLINIC 912X3		OPTOMETRY 912X5	
	PCT OF ASSIGNED	PCT OF SAMPLE	PCT OF ASSIGNED	PCT OF SAMPLE	PCT OF ASSIGNED	PCT OF SAMPLE	PCT OF ASSIGNED	PCT OF SAMPLE	PCT OF ASSIGNED	PCT OF SAMPLE	PCT OF ASSIGNED	PCT OF SAMPLE
AAC	2	0	2	0	0	0	5	0	2	0	1	1
ADC	1	1	0	0	0	0	0	0	1	2	3	3
AFCS	0	1	0	2	0	0	0	0	0	0	0	0
AFLC	5	5	0	2	5	6	7	12	6	10	5	6
AFSC	13	9	19	13	12	13	16	24	7	10	11	9
ATC	14	17	15	16	13	13	16	12	14	12	12	13
MAC	14	10	19	27	18	10	7	8	12	15	12	11
PACAF	3	2	2	2	3	3	5	0	2	0	5	4
SAC	23	25	17	22	20	23	18	16	27	20	23	25
TAC	15	21	17	16	18	16	14	20	16	17	14	15
USAFA	2	*	2	0	3	3	5	0	3	0	2	2
USAFE	8	9	7	0	8	13	7	8	10	12	12	11
NOT INDICATED	0	*	0	0	0	0	0	0	0	2	0	0

*LESS THAN .5 PERCENT

	902X2 (EXCLUDING 9-LEVELS)	912X0	912X1	912X2	912X3	912X5 (EXCLUDING 9-LEVELS)
TOTAL NUMBER ASSIGNED	826	53	61	43	122	176
TOTAL NUMBER SAMPLED	402	45	31	25	59	123
PERCENT SAMPLED	49%	85%	51%	58%	48%	70%

TABLE 4

DAFSC REPRESENTATION OF THE SURVEY SAMPLE

CAREER LADDER	DAFSC	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
OPERATING ROOM	90232	10	9
	90252	62	60
	90272	28	31
OPHTHALMOLOGY SURGICAL	91230	38	42
	91270	62	58
OTORHINOLARYNGOLOGY SURGICAL	91231	48	29
	91271	52	71
UROLOGY SURGICAL	91232	44	52
	91272	56	48
ORTHOPAEDIC CLINIC	91233	66	51
	91273	34	49
OPTOMETRY	91235	15	13
	91255	57	70
	91275	28	17

CAREER LADDER 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 ladder documents say they are structured. This analysis of 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. Using the job structure as a starting point, it is then possible to first describe the career ladders as they presently exist, and then, in turn, evaluate the pertinent career ladder documents, such as AFR 39-1 Specialty Descriptions.

The career ladder structure analysis process consists of determining the functional job structure of career ladder 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 clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled independent job types.

The job structure for these selected medical career ladders was determined by performing a job type analysis of the 763 survey respondents. This analysis identified five clusters, with a total of 10 associated job types, and nine independent job types.

Based on task similarity and the amount of time spent performing the tasks, the jobs performed by the respondents in this survey are as listed below and illustrated in Figure 1. GRP numbers are shown with each group as a cross-reference to computer printed summaries used in analysis of these job groups.

I. OPTOMETRY PERSONNEL (GRP037, N=118)

a. EXPERIENCED OPTOMETRY SPECIALISTS (GRP082, N=54)
b. NCOICs, OPTOMETRY (GRP127, N=26)
c. JUNIOR OPTOMETRY SPECIALISTS (GRP068, N=34)

II. OPERATING ROOM PERSONNEL (GRP060, N=349)

a. OPERATING ROOM ASSISTANTS (GRP123, N=249)
b. NCOICs, OPERATING ROOM (GRP130, N=99)

III. SMALLER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS (GRP298, N=7)

IV. UROLOGY SURGICAL ASSISTANTS (GRP255, N=14)

V. CLINIC-SURGICAL OTORHINOLARYNGOLOGY TECHNICIANS (GRP265, N=10)

VI. LARGER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS (GRP145, N=12)

VII. OTORHINOLARYNGOLOGY SURGICAL ASSISTANTS (GRP149, N=10)

VIII. GENERAL UROLOGY ASSISTANTS (GRP129, N=5)

IX. OPHTHALMOLOGY PERSONNEL (GRP103, N=38)

X. CENTRAL STERILE SUPPLY PERSONNEL (GRP065, N=17)

XI. ORTHOPAEDIC CLINIC PERSONNEL (GRP025, N=33)

a. NCOICs, ORTHOPAEDIC CLINIC (GRP049, N=11)
b. ORTHOPAEDIC CLINIC SPECIALISTS (GRP051, N=15)

XII. NCOICs, OTORHINOLARYNGOLOGY CLINIC (GRP040, N=11)

XIII. SUPERVISORS (GRP029, N=86)

a. SUPERINTENDENTS OF NURSING SERVICES (GRP079, N=63)
b. NCOICs, SURGICAL SERVICES (GRP072, N=10)
c. SUPERINTENDENTS (GRP062, N=5)

XIV. TRAINING PERSONNEL (GRP042, N=6)

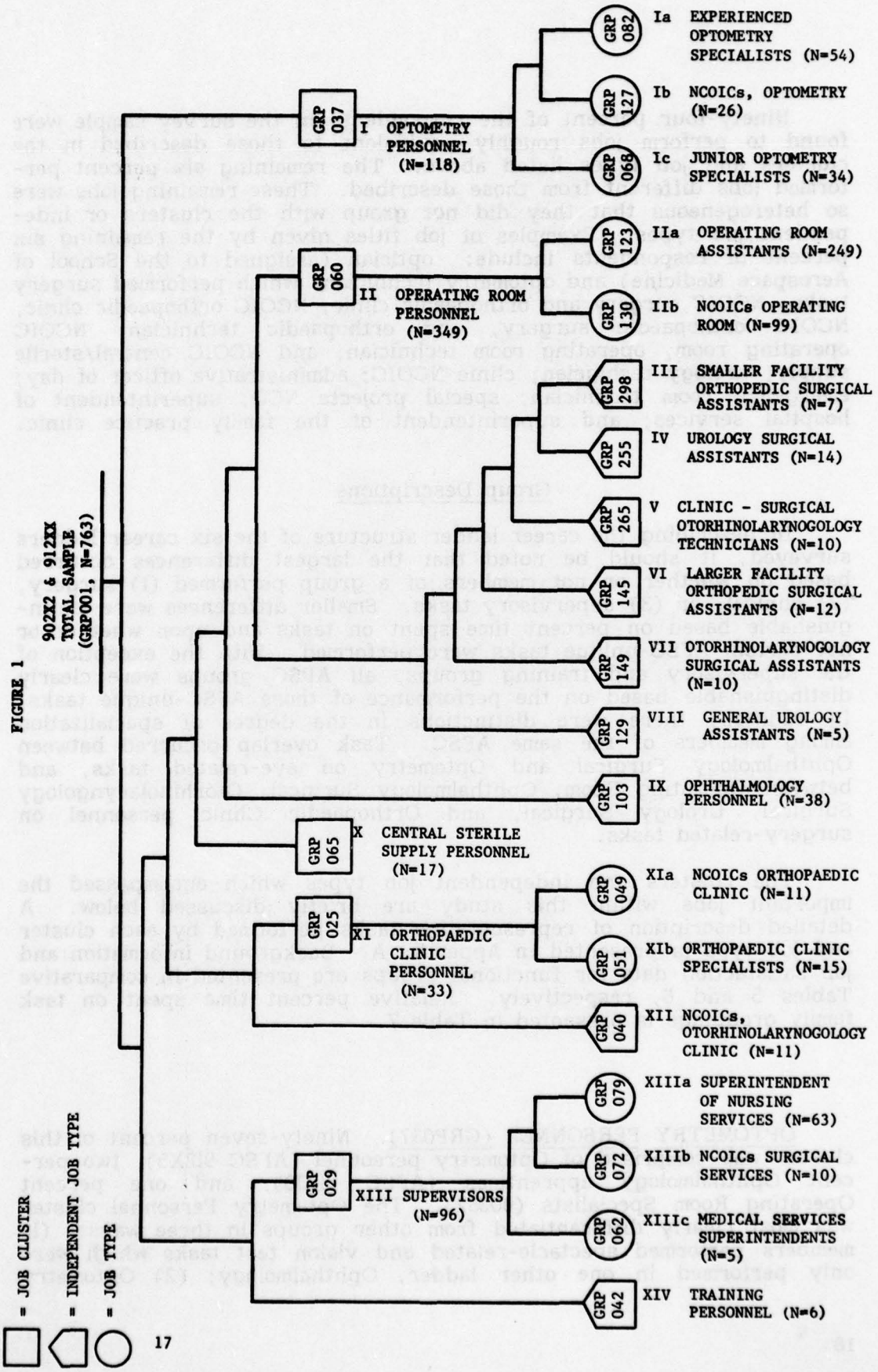

902X2 & 912XX
TOTAL SAMPLE
(GRP001, N=763)
GRP 037
I OPTOMETRY PERSONNEL (N=118)
GRP 082
Ia EXPERIENCED OPTOMETRY SPECIALISTS (N=54)
GRP 127
Ib NCOICs, OPTOMETRY (N=26)
GRP 068
Ic JUNIOR OPTOMETRY SPECIALISTS (N=34)
GRP 060
II OPERATING ROOM PERSONNEL (N=349)
GRP 123
IIa OPERATING ROOM ASSISTANTS (N=249)
GRP 130
IIb NCOICs OPERATING ROOM (N=99)
GRP 298
III SMALLER FACILITY ORTHOPEDIC SURGICAL ASSISTANTS (N=7)
GRP 255
IV UROLOGY SURGICAL ASSISTANTS (N=14)
GRP 265
V CLINIC - SURGICAL OTORHINOLARYNOGOLOGY TECHNICIANS (N=10)
GRP 145
VI LARGER FACILITY ORTHOPEDIC SURGICAL ASSISTANTS (N=12)
GRP 149
VII OTORHINOLARYNOGOLOGY SURGICAL ASSISTANTS (N=10)
GRP 129
VIII GENERAL UROLOGY ASSISTANTS (N=5)
GRP 103
IX OPHTHALMOLOGY PERSONNEL (N=38)
GRP 065
X CENTRAL STERILE SUPPLY PERSONNEL (N=17)
GRP 025
XI ORTHOPAEDIC CLINIC PERSONNEL (N=33)
GRP 049
XIa NCOICs ORTHOPAEDIC CLINIC (N=11)
GRP 051
XIb ORTHOPAEDIC CLINIC SPECIALISTS (N=15)
GRP 040
XII NCOICs, OTORHINOLARYNOGOLOGY CLINIC (N=11)
GRP 029
XIII SUPERVISORS (N=96)
GRP 079
XIIIa SUPERINTENDENT OF NURSING SERVICES (N=63)
GRP 072
XIIIb NCOICs SURGICAL SERVICES (N=10)
GRP 062
XIIIc MEDICAL SERVICES SUPERINTENDENTS (N=5)
GRP 042
XIV TRAINING PERSONNEL (N=6)
= JOB CLUSTER
= INDEPENDENT JOB TYPE
= JOB TYPE

FIGURE 1

Ninety-four percent of the respondents in the survey sample were found to perform jobs roughly equivalent to those described in the clusters and job types listed above. The remaining six percent performed jobs different from those described. These remaining jobs were so heterogeneous that they did not group with the clusters or independent job types. Examples of job titles given by the remaining six percent of respondents include: optician (assigned to the School of Aerospace Medicine) and optometry technicians which performed surgery tasks; NCOIC surgery and orthopaedic clinic, NCOIC orthopaedic clinic, NCOIC orthopaedic surgery, and orthopaedic technician; NCOIC operating room, operating room technician, and NCOIC central/sterile supply; urology technician; clinic NCOIC; administrative officer of day; emergency room technician; special projects NCO; superintendent of hospital services; and superintendent of the family practice clinic.

Group Descriptions

In describing the career ladder structure of the six career ladders surveyed, it should be noted that the largest differences occurred based on whether or not members of a group performed (1) surgery, (2) clinical, or (3) supervisory tasks. Smaller differences were distinguishable based on percent time spent on tasks and upon whether or not certain AFSC-unique tasks were performed. With the exception of the supervisory and training groups, all AFSC groups were clearly distinguishable based on the performance of those AFSC-unique tasks. In addition, there were distinctions in the degree of specialization among members of the same AFSC. Task overlap occurred between Ophthalmology Surgical and Optometry on eye-related tasks, and between Operating Room, Ophthalmology Surgical, Otorhinolaryngology Surgical, Urology Surgical, and Orthopaedic Clinic personnel on surgery-related tasks.

The clusters and independent job types which encompassed the important jobs within this study are briefly discussed below. A detailed description of representative tasks performed by each cluster and job type is presented in Appendix A. Background information and job satisfaction data for functional groups are presented in comparative Tables 5 and 6, respectively. Relative percent time spent on task family groupings is presented in Table 7.

OPTOMETRY PERSONNEL (GRP037). Ninety-seven percent of this cluster was comprised of Optometry personnel (AFSC 912X5), two percent Ophthalmology apprentices (AFSC 91230), and one percent Operating Room Specialists (90252). The Optometry Personnel cluster was most clearly differentiated from other groups in three ways: (1) members performed spectacle-related and vision test tasks which were only performed in one other ladder, Ophthalmology; (2) Optometry

personnel spent 72 percent of their time on clinical, diagnostic, and screening duties, by far the highest percentage of all reported clusters; and (3) notably, members of the Optometry Personnel cluster performed no surgery tasks.

Common tasks performed by members of this cluster included spectacle-related, vision test, administrative, and patient relational tasks. Members ordered, dispensed , adjusted, neutralized, and repaired spectacles, spending approximately 24 percent of their time on these tasks. They also spent an equal amount of time performing vision tests such as visual acuity, color vision, cover tests, and formal glaucoma field tests. Patient relational tasks included screening patients, taking patient histories, and answering patient inquiries. These patient relational tasks consumed approximately 11 percent of their job time. Common administrative tasks, comprising approximately 10 percent of their time, included maintaining appointment books and prescription logbooks, and filling out prescription forms. (Appendix A presents a list of representative tasks performed by Optometry Personnel.)

Within the Optometry cluster, three job types were identified. These job types differed in both the number and types of tasks performed.

Junior Optometry Specialists (GRP068). Members of this job type, most in their first enlistment (85 percent), performed an average of only 34 tasks, with over half their job time being spent on 13 tasks. Spectacle-related tasks consumed more than one-third of their time. These Junior Optometry Specialists spent more time on tasks rated average or below average in difficulty than experienced optometry specialists, who performed the more difficult tasks.

Common tasks included several spectacle-related tasks, notifying patients of filled prescriptions, performing visual acuity tests, filling out prescription forms and maintaining prescription logbooks. These Junior Optometry Specialists held an average grade of 3.2 and Total Active Federal Military Service (TAFMS) of only 37 months.

Experienced Optometry Specialists (GRP082). Although 59 percent of these Experienced Optometry Specialists were still in their first enlistment, they performed a wider range of tasks than the Junior Optometry Specialists. Compared to the junior group, they performed more tasks (an average of 60 versus 34). Most of those tasks performed by Experienced Optometry Specialists were generally rated as more difficult. Although spectacle-related tasks still accounted for 22 percent of their job time, the Experienced Specialists spent more time on vision test and supervision-related tasks than did junior specialists.

Common tasks for the experienced specialists included conducting both simple and moderately difficult vision tests, analyzing vision test results, maintaining appointment books, screening patients, and referring patients to other clinics. Job interest was rated high, with 82 percent finding their job interesting.

NCOICs, Optometry (GRP127). The Optometry NCOICs spent 56 percent of their time on clinical, diagnostic, and screening function-related duties, with an additional 14 percent of the time spent on spectacle-related tasks. In contrast to the other two Optometry groups, the NCOICs spent 28 percent of their time on supervision, management, and training-related tasks. Further, they spent more time analyzing and interpreting test results than did the specialists. As the most senior members in the Optometry cluster, the NCOICs performed the full scope of the job, averaging 121 tasks.

Common differentiating tasks included interpreting test results, establishing work requirements, directing supply and administrative functions, and maintaining manuals and publications. Expressed job interest was the highest for this group of any Optometry Personnel job type, with 89 percent stating their job was interesting.

OPERATING ROOM PERSONNEL (GRP060). All members of this cluster were AFSC 902X2, Operating Room Personnel. This group was differentiated from other clusters by the large percentage of time (54 percent) spent on sterile and non-sterile support of operating room functions and the relatively small amount (five percent) on clinical, diagnostic, and screening functions.

Three types of operating room tasks were identified. The first type consisted of assisting in the operating room, such as by handing instruments to operating surgeons and assisting surgeons with dressing incisions. The second grouping of tasks was concerned with maintaining sterility of the operating room by performing such tasks as donning sterile gowns, applying sterile drapes, maintaining sterile fields, assisting in sterile techniques, and correcting breaks in sterile procedure. The third group of tasks involved providing and maintaining instruments and equipment. These tasks included selecting, obtaining, inspecting, and arranging instruments for major and minor surgery.

Two job types were identified within the Operating Room cluster. They differed in the amount of time spent on operating room support tasks and on supervisory and management duties.

Operating Room Assistants (GRP123). This group is distinguished by the high amount of time spent in operating room support. Of the 49 tasks which comprised the top 50 percent of their time, 46 were related directly to support of the operating room. Further, the Operating Room Assistants spent 61 percent of their time performing sterile or non-sterile support of operating room functions. The average grade of this group was 3.8, and 57 percent were in their first enlistment. While members performed an average of 115 tasks, very little time was spent on supervisory and management tasks.

NCOICs, Operating Room (GRP130). The NCOICs were the senior members of this cluster, with 66 percent holding a 7- or 9-skill level and an average grade of 5.3. These respondents spent 29 percent of their time on supervisory and management duties. Over 80 percent reported supervising an average of four subordinates.

In addition to supervisory tasks, members still spent almost 30 percent of their time on operating room support tasks. The NCOICs spent eight percent of their time on supply-related tasks. Common supply tasks included ordering sterile and non-sterile supplies, ordering linen, and directing supply functions; these tasks occupied 10 percent of their time.

SMALLER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS (GRP298). Personnel in this independent job type were entirely comprised of 912X3, Orthopaedic Surgical, personnel. They spent large amounts of time preparing and applying casting material and traction devices. Also, they spent 23 percent of their time accomplishing surgery-related tasks such as maintaining the sterility of operating rooms, maintaining or providing instruments for surgery, and assisting in the operating room. They prepared and transported patients to and from surgery, and handled and identified drugs. Also, they ordered, prepared patients for, and obtained or distributed X-rays. Nineteen percent of their time was spent on administrative matters, primarily preparing medical laboratory request forms. Personnel in this group spent 18 percent of their time on management, supervision, and training functions.

Eighty-six percent of the members of this group worked in smaller facilities, which had between 10 and 150 beds. The fact that they spent more time on operating room support tasks than Orthopaedic personnel stationed at larger facilities was supported in discussions with subject matter specialists, who explained that in smaller facilities, orthopaedic assistants were required to assist operating surgeons more because there were fewer surgical assistants to choose from at the smaller facilities. At the smaller facilities, the scope of the job appeared to be wider, with Smaller Facility Orthopaedic Surgical Assistants performing an average of 184 tasks, compared to an average of only 115 by the larger facility group. Members of the Smaller Facility group were more senior than the other group, with an average grade of 5.4. Their time in the career field averaged 80 months, and job interest was high, with 86 percent rating their job interesting. Only 57 percent stated that their job utilized their talents, but 72 percent said the job utilized their training.

LARGER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS (GRP145). Members of this independent job type performed a job similar to the Smaller Facility Orthopaedic Surgical Assistants. They prepared casting material and applied casts and traction, prepared and transported patients for surgery, performed X-ray related tasks,

cleaned facilities and equipment, and provided general patient care such as changing dressings and removing sutures. They differed from the smaller facility group by their larger amount of time spent on administrative tasks, clinical surgical procedures, and ordering supplies-related tasks, and by their lower amount of time spent on surgery and management and supervision tasks.

Larger Facility Orthopaedic Surgical Assistants were comprised of 75 percent 912X3 personnel stationed at facilities with more than 150 beds; two-thirds worked at medical centers or regional hospitals. Personnel in this independent job type had an average grade of 4.9 and thus are more junior than the Smaller Facility group. They also performed fewer tasks (average 115), indicating a smaller job scope. Although fewer individuals supervised, those who did supervised more people than did members of the Smaller Facility group.

UROLOGY SURGICAL ASSISTANTS (GRP255). Members of this independent job type were entirely comprised of Urology Surgical (AFSC 912X2) personnel. They spent approximately two percent of their time performing urology tests such as obtaining catheterized and non-catheterized urine, and performing routine urinalysis or centrifuging specimens. They prepared and positioned patients for diagnostic procedures, interpreted results of laboratory tests; and spent three percent of their time ordering, preparing patients for, shooting kidney-ureter-bladder, developing, and labeling, X-rays. They performed minor maintenance on X-ray equipment, assembled instruments for cystoscopies, and adjusted urology exam tables. Also, they spent 28 percent of their time on surgery-related tasks. Urology Surgical Assistants spent 16 percent of their time on management, supervision, and training-related tasks, and eight percent on ordering supplies.

The average number of tasks performed by Urology Surgical Assistants was quite high (189). Their average grade was E-5, and they had accumulated an average of 72 months in the career field. Twenty-nine percent supervised.

GENERAL UROLOGY ASSISTANTS (GRP129). Members of this independent job type performed a job similar to the Urology Surgical Assistants, performing urology-related tests, assisting in diagnostic procedures, and performing surgery-related tasks. Differences from the other Urology group surfaced in the amount of X-ray, clinic (versus surgery), patient relational, supervision and management, and ordering supplies-related tasks. The General Urology Assistants spent twice as much time performing X-ray and assisting with diagnostic procedures. They spent more time in administrative tasks such as filling out laboratory request forms, and less time on management and supervision. They also spent less than half the time on ordering supplies than did the Urology Surgical Assistants. Surgery-related tasks were performed by lower percentages of General Urology Assistants than Urology Surgical Assistants, and the General Assistants

tended to be less involved with surgery than Urology Surgical Assistants.

Although General Urology Assistants were approximately the same grade as Urology Surgical Assistants, they had been in the career ladder an average of only half as long (30 months), and fewer supervised. Notably, 100 percent of this group's members rated their job as interesting, the highest percentage of any job group in the sample.

CLINIC-SURGICAL OTORHINOLARYNGOLOGY TECHNICIANS (GRP265). Members of this independent job type were entirely comprised of Otorhinolaryngology (ENT) Surgical (AFSC 912X1) personnel. They commonly performed such tasks as removing foreign objects from ears, performing routine ear exams, screening and scheduling patients for surgery, assisting surgeons with clinical-surgical diagnostic procedures, and performing several aural tests. They spent 16 percent of their time on supervision, management, and training duties, and 17 percent on administrative tasks such as completing laboratory analysis request forms. They spent 21 percent of their time on surgery-related tasks, and 29 percent of their time on clinical, diagnostic, and screening functions.

Members of this independent job type tended to work at larger facilities, where they had to spend less time in operating room support because of the larger operating room staff. Seventy percent of the members of this group supervised, the same percentage as the ENT Surgical Assistants (see below). They held an average grade of 5.8, and averaged 78 months in the career field. One hundred percent indicated their job was interesting.

OTORHINOLARYNGOLOGY SURGICAL ASSISTANTS (GRP149). The Otorhinolaryngology Surgical (912X1) personnel which comprised this group performed a job similar to the Otorhinolaryngology Clinic-Surgical Technician, except that they spent twice as much time conducting ENT tests (13 percent), and more time in surgery-related tasks (29 percent). They spent less time in management, supervision, and training, and in administrative duties. They spent slightly more time in providing care to ENT patients and assisting in diagnostic procedures.

Members of this group held a slightly lower average grade (5.2) than did the Otorhinolaryngology Clinic-Surgery group, but their average time in the career field was greater (88 months). They performed relatively few tasks (128), and had a lower expressed job interest than Clinic-Surgery Otorhinolaryngology Technicians.

OPHTHALMOLOGY PERSONNEL (GRP103). All members of this independent job type were Ophthalmology (AFSC 912X0) personnel. Common tasks included clinical and diagnostic tasks such as performing and recording various visual tests, dilating eyes, instilling medication

into eyes, screening patients, and taking patient histories. Common operating room support tasks included handing instruments to operating surgeons, assisting with operating room surgical procedures, and preparing instruments and sterile set-ups for surgery. Other common tasks included contact lens and spectacle-related tasks, and taking fundus photographs. Ophthalmology personnel spent 20 percent of their time performing clinic or operating room surgery tasks, 18 percent of their time performing eye tests, and 11 percent in both management, supervision and training, and administrative duties.

Ophthalmology Personnel held an average grade of 5.2, and 74 months time in the career field. Fifty percent supervised, and only three percent were in their first enlistment. Ninety-two percent felt their job was interesting. Ophthalmology Personnel tended to be assigned to larger medical facilities.

CENTRAL STERILE SUPPLY PERSONNEL (GRP065). Members of this job cluster spent 29 percent of their time ordering supplies, the largest amount of time of any job group. All members of this group were 90252 or 91272 personnel. They spent only 20 percent of their time on surgery-related tasks, considerably lower than the other technical cluster of 902X2s, Operating Room Personnel. Central Sterile Supply Personnel also spent 31 percent of their time in management, supervision, and training duties. Common tasks included ordering and storing supplies, operating and cleaning sterilizers, and performing cleansing of supplies or equipment for surgery.

Notably, members of this cluster were more senior (average grade of E-5) than most 902X2 personnel and performed only half as many tasks. Job satisfaction for this group was lower than for other 902X2 personnel in the sample. While 79 percent of Operating Room Personnel rated their job as interesting, only 53 percent of Central Sterile Supply Personnel did. This expressed job interest was the lowest of any job group in this study. Within this cluster, two groups differing primarily on the amount of time spent on management, supervision, and training duties were identified. Both groups possessed an equal number of personnel stating their job was "NCOIC, Central Sterile Supply," but one group was more senior.

ORTHOPAEDIC CLINIC PERSONNEL (GRP025). Eighty-eight percent of this cluster was comprised of Orthopaedic Clinic (AFSC 912X3) personnel. Also included were one Urology and one ENT Technician, and two Medical Service Superintendents. Members of this cluster grouped on the basis of the large amount of time spent on clinical, diagnostic, and screening functions (26 percent) and administrative tasks (24 percent). They prepared patients and materials for, applied, and removed casting material; removed sutures; changed dressings; applied traction devices; screened patients; prepared forms; ordered X-rays; cleaned clinic examining rooms; and assisted physicians in clinic surgical procedures. Twenty-five percent of their time was spent

on management, supervision, and training, and eight percent on applying casts and traction. Fourteen percent of their time was spent on surgery (clinical or operating room) related tasks, and three percent on X-ray related tasks.

The average grade of this cluster was 5.2, with 42 percent supervising. Members performed an average of only 83 tasks, most of which were rated below average in difficulty.

Within the Orthopaedic Clinic cluster, two job types were identified: the NCOICs of the Orthopaedic Clinic and Orthopaedic Clinic Specialists.

NCOICs, Orthopaedic Clinic (GRP049). Members of this job type tended to be more senior, averaging E-6 in grade. They had almost three times as much time in the career field as the Clinic Specialists. They performed nearly twice as many tasks as Clinic Specialists (109 versus 63), and spent six times as much time on supervision, management, and training. Like the Orthopaedic Clinic Specialists, the NCOICs spent a large amount of time applying casts, preparing casting material, and applying traction devices. They also removed sutures, changed dressings, and assisted physicians with clinical surgical procedures.

Orthopaedic Clinic Specialists (GRP051). Members of this job type were more junior than the Clinic NCOICs. The average grade for these members was E-4, with 87 percent holding the 3-skill level. While they performed only half as many tasks as the NCOICs, they did spend twice as much time on orthopaedic-unique tasks such as applying casts, preparing casting material, removing sutures, and changing dressings. However, Clinic Specialists spent more time maintaining appointment books, cleaning clinic examining rooms, obtaining patient records, and filling out laboratory analysis request forms than did the NCOICs.

NCOICs, OTORHINOLARYNGOLOGY CLINIC (GRP040). This group was comprised of 82 percent Otorhinolaryngology Surgical (AFSC 912X1) personnel, and 18 percent Opthalmology Surgical technicians. These NCOICs spent nearly half their time on management, supervision, training, and administrative related tasks. Seven percent of their time was spent providing care to ENT patients, and 15 percent on conducting ENT tests. Only four percent of their time was spent on surgery-related tasks. They also spent four percent of their time performing patient relational tasks such as answering patient medical inquiries and counseling patients. Specific tasks included performing speech reception threshold, speech discrimination, bone conduction tests; removing foreign bodies from ears and cleaning mastoid cavities; performing throat cultures; and examining ears using microscopes. They also directed administrative functions; interpreted policies, directives, or procedures for subordinates; and insured security of drugs, narcotics, or supplies.

These Otorhinolaryngology Clinic NCOICs had an average grade of 5.6, with only 66 months in the service. They performed an average of only 98 tasks, and 18 percent reported that their job was dull, while 82 percent said their job was interesting. Sixty-four percent supervised an average of two personnel.

SUPERVISORY PERSONNEL (GRP029). This job cluster was comprised of the most senior incumbents in the sample, with an average grade of E-8 and average TAFMS of 259 months. They were primarily Medical Service Superintendents (AFSC 90292) and Operating Room Technicians (90272). Also, five percent were Clinic Superintendents (91295), and a few were Otorhinolaryngology Surgical and Orthopaedic Clinic technicians. Seventy-nine percent supervised an average of nine subordinates. And, as might be expected, they spent 86 percent of their time on management, supervision, and training tasks, with another five percent on administrative tasks. They directed administrative functions; interpreted policies, directives, or procedures for subordinates; drafted general correspondence; oriented newly assigned personnel; prepared departmental reports; and evaluated personnel and work environment areas.

Three supervisory job types were identified within the Supervisory cluster. These job types were differentiated by the number of tasks performed and the amount of time spent on supervision and management as opposed to technical tasks.

Superintendents of Nursing Services (GRP079). Members of this job type spent most of their time (90 percent) on supervision, management, and training tasks. They also spent approximately five percent of their time on technical tasks such as performing patient care in medical emergencies, administering injections or immunizations, taking vital signs and administering oxygen.

Superintendents of Nursing Services were among the most senior in the sample, holding an average grade of E-8 and average TAFMS of 269 months. Seventy-eight percent supervised an average of seven subordinates. Most Superintendents of Nursing Services were Medical Service Superintendents, with a few Otorhinolaryngology Surgical and Orthopaedic Clinic technicians, and five percent Clinic Superintendents.

NCOICs, Surgical Services (GRP072). Of the supervisory job types, this group performed more tasks (average 117), and spent significantly more time on operating room support tasks, and cleaning and maintaining supplies and equipment. Members of this group were primarily (80 percent) Operating Room technicians, and 20 percent Medical Service Superintendents. Common tasks included correcting breaks in sterile technique, performing routine maintenance inspections of operating room equipment, performing surgical skin cleansing, and performing as a circulating technician in the surgical suite. Although relative time spent on supervision, management, and training tasks (64 percent) was less than other supervisory cluster personnel, the NCOICs

of Surgical Services were highest in the amount of supervision. One hundred percent of the group members supervised an average of 8.4 subordinates.

Members of this job type were the most junior in the Supervisory cluster, averaging E-7 in grade, and having an average TAFMS of 210 months. Job satisfaction for the NCOICs of Surgical Services was relatively high, with 80 percent finding this job interesting, and 50 percent reporting that this job utilized their talents and training either excellently or perfectly.

Medical Services Superintendents (GRP062). Members of this job type were all superintendents, 80 percent 90292 and 20 percent 91295 personnel. Members of this group were differentiated by their performance of fewer tasks than any other job group (average of only 28), and by the large amount of time (94 percent) on supervision, management, and training tasks. This group reported performing virtually no technical tasks. They were the most senior in the entire study, with an average grade over E-8, and average time in service of 286 months. One hundred percent supervised an average of six subordinates. Medical Services Superintendents rated their job as interesting (80 percent), and 60 percent stated their job utilized their talents and training excellently or perfectly.

TRAINING PERSONNEL (GRP042). The six members of this independent job type were easily differentiated by the large relative percent time spent on training-related tasks. Training personnel spent over 45 percent of their time on such tasks as conducting formal resident technical training courses; writing test questions; administering and scoring tests; preparing lesson plans, training aids and study guides; and developing and reviewing course control documents. Training personnel also spent a large amount of time on supervisory and management tasks. Many of these tasks were related to managing and supervising students, and a considerable amount of time was spent on budgeting and supply functions.

The Training Personnel independent job type was comprised of Operating Room (AFSC 902X2) and Optometry (912X5) personnel. The average grade of members of this group was E-7, and time in service averaged 165 months. Actual supervision (writing the APR of a subordinate) was relatively low, with only 33 percent supervising an average of three individuals. Job satisfaction among Training Personnel was relatively high. All members rated their jobs as interesting and 50 percent felt that their talents and training were being utilized excellently or perfectly. (Additional demographic and job satisfaction data are presented in Tables 5 and 6.)

SUMMARY

In highlighting points from the career ladder structure which are important in understanding the DAFSC section and in considering merger of these six medical AFSCs, one notices that each technical job cluster or job type is comprised of 100 percent (or nearly 100 percent) of a single AFSC. This finding supports the present career ladder structure in that field personnel are generally performing their jobs in the way perscribed by the AFR 39-1 job descriptions. Also, the percent time spent by career ladder structure job types and clusters on task family groupings clarifies the fact that each job type and cluster spend considerable time performing tasks relevant to their specialty. This same task family grouping also shows that all technical groups, with the exception of Optometry Personnel, spent considerable time performing surgery tasks, which could form the basis for career ladder merger. Also, Optometry and Ophthalmology personnel spent considerable time performing common eye-related tasks, also a possible basis for merger.

One other salient point discovered in the career ladder structure was the extremely low job interest among Central Sterile Supply Personnel. This expressed job interest was far below the generally high job interest indicated by other job groups. One hundred percent of the General Urology Assistant, Clinic-Surgical Otorhinolaryngology Technician, and Training Personnel groups, rated their jobs "interesting," quite a contrast to the 53 percent of Central Sterile Supply Personnel who rated their job "interesting.

TABLE 5

COMPARISON OF SELECTED BACKGROUND VARIABLES BY CAREER LADDER FUNCTIONAL GROUPS

VARIABLE	OPTOMETRY PERSONNEL	OPERATING ROOM SUPPORT	ORTHOPAEDIC SURGICAL-- LARGE FACILITY	ORTHOPAEDIC SURGICAL-- SMALL FACILITY	UROLOGY SURGICAL ASSISTANT	GENERAL UROLOGY ASSISTANT	CLINIC-SURGICAL ENT TECHNICIAN	ENT SURGICAL ASSISTANT
NUMBER IN GROUP	118	349	12	7	14	5	10	10
PERCENT OF SAMPLE	15%	46%	2%	1%	2%	1%	1%	1%
AFSC DISTRIBUTION:								
902X2*	1%	99%						
912X0	2%							
912X1							100%	100%
912X2					100%	100%		
912X3			100%	100%				
912X5*	97%							
90292		1%						
91295								
AVERAGE GRADE	4.0	4.2	4.9	5.4	5.1	5.0	5.8	5.2
AVERAGE TIME IN CAREER FIELD (MONTHS)	41	61	83	80	72	30	78	88
AVERAGE TIME IN SERVICE (MONTHS)	69	80	131	136	122	96	172	134
PERCENT IN FIRST ENLISTMENT	58%	45%	0%	0%	0%	0%	0%	0%
PERCENT SUPERVISING	20%	37%	58%	43%	29%	20%	70%	70%
AVERAGE NUMBER TASKS	67	147	115	184	189	103	193	128
AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT (ADTPUTS)	5.00	4.44	4.53	4.65	4.62	4.55	4.77	4.78
JOB DIFFICULTY INDEX (JDI)	11.17	13.09	12.34	16.82	16.74	11.61	17.77	14.41

* EXCLUDING 90292s AND 91295s

TABLE 5 (CONTINUED)

COMPARISON OF SELECTED BACKGROUND VARIABLES BY CAREER LADDER FUNCTIONAL GROUPS

	OPHTHALMOLOGY PERSONNEL	CENTRAL STERILE SUPPLY PERSONNEL	ORTHOPAEDIC CLINIC PERSONNEL	NCOICs ENT CLINIC	SUPERVISORS	TRAINING PERSONNEL
NUMBER IN GROUP	38	17	33	11	86	6
PERCENT OF SAMPLE	5%	2%	4%	1%	11%	1%
AFSC DISTRIBUTION:						
902X2*		100%				
912X0	100%		3%	18%		
912X1				82%	1%	
912X2			3%			
912X3			88%		2%	
912X5*					2%	33%
90292			6%		72%	17%
91295					5%	
AVERAGE GRADE	5.2	5.1	5.2	5.6	7.7	6.5
AVERAGE TIME IN CAREER FIELD (MONTHS)	74	91	89	66	233	156
AVERAGE TIME IN SERVICE (MONTHS)	131	125	134	168	259	165
PERCENT IN FIRST ENLISTMENT	3%	18%	0%	0%	0%	0%
PERCENT SUPERVISING	50%	65%	42%	64%	79%	33%
AVERAGE NUMBER TASKS	201	71	83	98	72	36
ADTPUTS	4.88	4.73	4.68	5.06	5.41	5.60
JDI	18.22	10.09	10.79	12.87	13.76	11.98

* EXCLUDING 90292s AND 91295s

TABLE 6

COMPARISON OF JOB SATISFACTION INDICES BY CAREER LADDER FUNCTIONAL GROUPS
(PERCENT RESPONDING)

INDEX	OPTOMETRY PERSONNEL	OPERATING ROOM SUPPORT	ORTHOPAEDIC SURGICAL-- LARGE FACILITY	ORTHOPAEDIC SURGICAL-- SMALL FACILITY	UROLOGY SURGICAL ASSISTANT	GENERAL UROLOGY ASSISTANT	CLINIC-SURGICAL ENT TECHNICIAN	ENT SURGICAL ASSISTANT
EXPRESSED JOB INTEREST:								
NOT REPORTED	1	2	0	0	0	0	0	10
DULL	8	8	0	0	7	0	0	10
SO-SO	14	11	8	14	0	0	0	10
INTERESTING	77	79	92	86	93	100	100	70
EXPRESSED UTILIZATION OF TALENTS:								
NOT REPORTED	0	1	0	0	0	0	10	0
LITTLE OR NOT AT ALL	25	19	16	14	0	20	0	10
FAIRLY WELL TO VERY WELL	64	67	67	57	57	80	50	40
EXCELLENTLY OR PERFECTLY	11	13	17	29	43	0	40	50
EXPRESSED UTILIZATION OF TRAINING:								
NOT REPORTED	0	1	0	0	0	0	0	0
LITTLE OR NOT AT ALL	18	15	17	14	7	20	0	10
FAIRLY WELL TO VERY WELL	70	63	58	57	57	60	50	50
EXCELLENTLY OR PERFECTLY	12	21	25	29	36	20	50	40
REENLISTMENT INTENTION:								
NOT REPORTED	1	1	0	0	0	0	0	0
NO	26	25	33	43	29	0	20	10
UNCERTAIN, PROBABLY NO	17	20	0	14	0	0	0	0
UNCERTAIN, PROBABLY YES	29	24	17	14	14	20	30	50
YES	27	30	50	29	57	80	50	40

TABLE 6 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICES BY CAREER LADDER FUNCTIONAL GROUPS
(PERCENT RESPONDING)

	OPHTHALMOLOGY PERSONNEL	CENTRAL STERILE SUPPLY PERSONNEL	ORTHOPAEDIC CLINIC PERSONNEL	NCOICs ENT CLINIC	SUPERVISORS	TRAINING PERSONNEL
EXPRESSED JOB INTEREST:						
NOT REPORTED	0	0	3	0	2	0
DULL	3	18	3	18	1	0
SO-SO	5	29	9	0	15	0
INTERESTING	92	53	85	82	82	100
EXPRESSED UTILIZATION OF TALENTS:						
NOT REPORTED	0	0	0	0	1	0
LITTLE OR NOT AT ALL	13	41	9	36	8	17
FAIRLY WELL TO VERY WELL	50	30	67	37	44	33
EXCELLENTLY OR PERFECTLY	37	29	24	27	47	50
EXPRESSED UTILIZATION OF TRAINING:						
NOT REPORTED	0	0	0	0	2	0
LITTLE OR NOT AT ALL	10	23	3	27	7	17
FAIRLY WELL TO VERY WELL	53	59	79	46	46	33
EXCELLENTLY OR PERFECTLY	37	18	18	27	45	50
REENLISTMENT INTENTION:						
NOT REPORTED	0	0	0	0	1	0
NO	24	35	30	18	27	0
UNCERTAIN, PROBABLY NO	13	12	9	0	11	33
UNCERTAIN, PROBABLY YES	24	12	24	36	20	17
YES	39	41	37	46	41	50

TABLE 7

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS BY FUNCTIONAL GROUPS

GROUPING NUMBER	TASK FAMILY GROUPING	OPTOMETRY PERSONNEL	OPERATING ROOM PERSONNEL	ORTHOPAEDIC SURGICAL--LARGE FACILITY	ORTHOPAEDIC SURGICAL--SMALL FACILITY	UROLOGY SURGICAL ASSISTANT	GENERAL UROLOGY ASSISTANT	CLINIC-SURGICAL ENT TECHNICIAN
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS	13	12	13	18	16	4	15
2	ADMINISTRATIVE TASKS	10	5	22	19	17	21	16
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	*	5	4	4	3	4	2
4	PROVIDING PATIENT CARE							
4A	PROVIDING CARE TO EYE PATIENTS	1	*	0	0	*	0	*
4B	PROVIDING CARE TO ENT PATIENTS	*	*	0	0	0	0	5
4C	PROVIDING GENERAL PATIENT CARE	*	2	4	3	3	4	2
5	APPLYING CASTS AND TRACTION	0	1	6	6	*	0	1
6	ADMINISTERING MEDICATIONS							
6A	ADMINISTERING EYE MEDICATIONS	3	*	0	0	0	0	*
6B	ADMINISTERING OTHER MEDICATIONS	1	*	2	1	2	2	2
7	HANDLING AND IDENTIFYING DRUGS	*	2	1	3	1	2	2
8	PROVIDING EMERGENCY CARE	*	1	1	1	1	1	1
9	DIAGNOSING PROCEDURES							
9A	PERFORMING EYE TESTS	26	*	*	*	*	0	1
9B	TAKING, DEVELOPING, DISTRIBUTING PHOTOS	1	*	*	*	*	0	1
9C	X-RAY RELATED TASKS	*	1	3	3	3	6	1
9D	CONDUCTING ENT TESTS	*	*	*	*	*	*	9
9E	ASSISTING IN SURGICAL DIAGNOSTIC PROCEDURES	0	*	*	*	1	1	*
9F	PERFORMING UROLOGY RELATED TESTS	0	*	0	*	2	3	0
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3	1	3	3	3	6	3
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	*	4	1	1	2	1	2
11	SPECTACLE OR CONTACT LENS RELATED TASKS	24	*	*	0	*	0	*
12	SURGERY (CLINICAL OR OPERATING ROOM) RELATED TASKS							
12A	ASSISTING IN THE OPERATING ROOM	0	9	4	4	5	5	4
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	*	15	8	9	9	11	7
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	1	20	6	9	12	12	9
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	*	1	2	1	2	3	1
14	PATIENT RELATIONAL TASKS	11	*	5	5	3	5	4
15	CLEANING FACILITIES AND EQUIPMENT	2	10	5	4	5	4	4
16	ORDERING SUPPLIES	3	9	9	5	8	3	7
17	OTHER TECHNICAL TASKS	1	2	1	1	2	2	1

* LESS THAN .5 PERCENT

TABLE 7 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS BY FUNCTIONAL GROUPS

GROUPING NUMBER	TASK FAMILY GROUPING	ENT SURGICAL ASSISTANT	OPHTHALMOLOGY PERSONNEL	CENTRAL STERILE SUPPLY PERSONNEL	ORTHOPAEDIC CLINIC PERSONNEL	NCOICs ENT CLINIC	SUPERVISORS	TRAINING PERSONNEL
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS	10	11	31	25	29	86	87
2	ADMINISTRATIVE TASKS	14	11	3	24	21	5	1
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	1	1	2	2	0	1	0
4	PROVIDING PATIENT CARE							
4A	PROVIDING CARE TO EYE PATIENTS	0	1	0	*	0	*	0
4B	PROVIDING CARE TO ENT PATIENTS	6	*	0	*	7	*	0
4C	PROVIDING GENERAL PATIENT CARE	2	2	*	4	2	*	0
5	APPLYING CASTS AND TRACTION	1	0	*	8	0	*	0
6	ADMINISTERING MEDICATIONS							
6A	ADMINISTERING EYE MEDICATIONS	0	2	0	*	0	0	0
6B	ADMINISTERING OTHER MEDICATIONS	1	1	0	1	1	1	*
7	HANDLING AND IDENTIFYING DRUGS	2	3	*	1	1	*	*
8	PROVIDING EMERGENCY CARE	1	1	0	1	1	1	0
9	DIAGNOSING PROCEDURES							
9A	PERFORMING EYE TESTS	1	18	0	*	1	*	2
9B	TAKING, DEVELOPING, DISTRIBUTING PHOTOS	1	4	0	*	*	0	0
9C	X-RAY RELATED TASKS	1	*	*	3	1	*	0
9D	CONDUCTING ENT TESTS	13	*	0	*	15	*	0
9E	ASSISTING IN SURGICAL DIAGNOSTIC PROCEDURES	1	*	1	*	1	0	0
9F	PERFORMING UROLOGY RELATED TESTS	0	0	0	*	0	0	0
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	4	3	*	2	3	*	*
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	1	1	4	*	1	1	1
11	SPECTACLE OR CONTACT LENS RELATED TASKS	0	7	0	0	*	*	1
12	SURGERY (CLINICAL OR OPERATING ROOM) RELATED TASKS							
12A	ASSISTING IN THE OPERATING ROOM	6	3	1	2	1	*	0
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	10	7	10	6	1	1	1
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	12	9	9	4	1	1	2
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	1	1	*	2	1	0	0
14	PATIENT RELATIONAL TASKS	4	5	0	6	4	1	*
15	CLEANING FACILITIES AND EQUIPMENT	3	3	8	3	2	*	2
16	ORDERING SUPPLIES	3	4	29	5	6	2	2
17	OTHER TECHNICAL TASKS	1	2	2	1	*	*	1

* LESS THAN .5 PERCENT

ANALYSIS OF DAFSC GROUPS

In conjunction with identifying the job structure of career ladders, it is important to examine skill level differences of members and relate these differences back to the job structure. In addition, this information can be compared to the career ladder documents such as AFR 39-1 specialty descriptions and the Specialty Training Standard in order to determine how accurately these documents reflect what career ladder personnel are actually doing in the field.

The first part of the DAFSC section examines skill level differences within each career ladder. In the second part, the six AFSCs studied are compared by looking at the tasks performed uniquely by each specialty, and then by looking at tasks performed in common by groups of these AFSCs.

Skill Level Differences

Several skill level differences were noticed throughout the six AFSCs studied. For example, the usual difference of increasing management, supervision, and training-related tasks appeared in each AFS with increasing skill level. Also, the average number of tasks performed (an indicator of the scope of the job) generally increased with increasing skill level except in the Urology Surgical specialty. In general, the more inexperienced apprentices performed more cleaning tasks, while the technicians performed more supply ordering tasks. Demographically, with increasing skill level, incumbents generally expressed greater job interest, and indicated higher rates of supervision.

AFS 902X2 Skill Level Groups. Operating Room personnel followed most of the general trends of increasing skill level listed above, with one exception: their job interest decreased with increasing skill level, with 100 percent of 90232 personnel stating their job was interesting, while only 72 percent of 7-skill level personnel answered similarly.

90232 and 90252. Three- and 5-skill level 902X2 personnel performed essentially the same job, with specialists performing an average of 189 tasks and 3-skill level airmen performing only 168 tasks. Another small difference between these two skill levels was that 3-skill level airmen spent a larger proportion of their time assisting, maintaining sterility, and providing instruments for surgery in the operating room than did 5-skill level personnel. Percent time spent on task family groupings and representative tasks for the Operating Room specialist are presented in Appendix B-1. These representative tasks include operating sterilizers, packing instrument sets, donning or removing sterile gowns or gloves, selecting supplies and instruments for surgery, establishing sterile fields in the operating room, and performing between-case cleaning of supplies or equipment. At the 5-skill level, 22 percent supervised an average of three subordinates, and only

five percent of their time was devoted to management, supervision, and training duties. Nearly all 90232s and most 90252s clustered as Operating Room Assistants in the career ladder structure analysis.

90272. At the 7-skill level, 85 percent supervised an average of six subordinates, spending 34 percent of their time in management, supervision, and training duties. The percent time spent on task family groupings and representative tasks are presented in Appendix B-2. Differences between the 5- and 7-skill levels are highlighted in Table 8. In addition to performing the same kinds of tasks as 90252 personnel, 7-skill level personnel also were more likely to order supplies. Operating Room technicians grouped primarily as Operating Room NCOICs, with smaller members grouping as Assistants, Central Sterile Supply Personnel NCOICs, Surgical Services, and Superintendents of Nursing Services.

90292. Medical Service Superintendents spent 86 percent of their time on management, supervision, and training functions, and five percent on administrative tasks. They assigned, counseled, evaluated, and supervised their subordinates. (See representative tasks in Appendix B-13 and differences from 7-skill level personnel in Table 9.) Nine percent of their time was spent on technical tasks. Most 90292s grouped as Superintendents of Nursing Services, with small percentages grouping as NCOICs of Surgical Services, Superintendents, and Operating Room NCOICs.

AFS 912X0 Skill Level Groups. Ophthalmology Surgical Personnel followed the general trend of increasing supervision, increased number of tasks performed, and increasing job interest with increasing skill level. Some differences in the types of tasks performed were noticed.

91230. Ophthalmology Surgical apprentices spent less time on surgery-related tasks and more time on vision test and spectacle or contact lens-related tasks than 91270 personnel. Representative tasks (listed in Appendix B-3) included performing visual acuity, glaucoma, visual field, color vision, and other eye tests; fitting spectacles frames to patients; screening patients and answering medical inquires. A greater percentage of the apprentices distributed developed photographs and filed medical records than did 7-skill level personnel. Although 90 percent stated their job was interesting, this figure was not as high as the 96 percent achieved by Ophthalmology Surgical Technicians. Ophthalmology apprentices grouped as either Junior or Experienced Ophthalmology Specialists.

91270. Eighty-one percent of Ophthalmology Surgical technicians supervised an average of 2.5 subordinates, while only five percent of 91230 personnel reported supervising subordinates. Consequently, 7-skill level personnel performed more management, supervision, and training tasks (see Table 10). They also ordered more supplies, and spent more time in the operating room than did 3-skill level Ophthalmology personnel. Representative tasks (listed in Appendix B-4) included handing instruments to operating surgeons,

assisting during clinical surgical and diagnostic procedures, removing sutures; handling drugs; and selecting supplies for surgery.

AFS 912X1 Skill Level Groups. Otorhinolaryngology Surgical (ENT) personnel also followed the usual trends of increasing management tasks at the higher skill level, with the exception that both groups spent aproximately the same amount of time on ordering supples. Job interest increased dramatically from 67 percent of 3-skill level personnel indicating their job was interesting to 91 percent at the 7-skill level. Three- and 7-skill level ENT personnel grouped equally with the three ENT job groups.

91231. Otorhinolaryngology Surgical apprentices spent approximately 15 percent of their time conducting ENT tests such as the speech reception threshold, speech discrimination, and air and bone conduction tests (see Appendix B-5 for representative tasks). They also provided care to ENT patients such as removing foreign bodies from ears and placing cotton wicks in ears. A larger percentage of 3-skill level personnel performed stenger tests and prepared local forms for audit trails of patients treated, than did 7-skill level personnel.

91271. Otorhinolaryngology Surgical technicians spent approximately the same amount of time in surgery-related functions as 3-skill level personnel. They also provided care to ENT patients, but spent only 10 percent of their time conducting ENT tests. The largest difference between the two groups was in management and supervision tasks, with the technician group spending 22 percent of their time on these duties. (Other differences are highlighted in Table 11.) Eighty-two percent of technicians supervised an average of two subordinates. The more senior group was more likely to fit hearing aids, pack instrument sets, or operate sterilizers.

AFS 912X2 Skill Level Groups. Urology Surgical personnel indicated two unusual trends. First, the 3-skill level personnel stated they performed an average of 172 tasks, considerably more than the average of 138 for 91272 personnel. Second, 100 percent of Urology apprentices indicated their job was interesting, compared to 92 percent for 7-skill levels. Both skill level groups spent approximately the same amount of time performing surgery-related tasks (22 to 25 percent), performing urology-related tests (three to four percent), performing X-ray related tasks (four to five percent), and performing other diagnostic procedures (three to four percent). Both groups prepared laboratory analysis forms, and obtained urine from patients. (See Table 12 for differences, and Appendix B-7 and 8 for representative tasks.)

91232. Urology Surgical apprentices commonly performed such tasks as scheduling in-patient appointments, preparing and draping patients for diagnostic procedures, establishing sterile fields in the operating room, catheterizing patients, and assembling instruments for cystoscopies. These personnel spent only 11 percent of their time on

management, supervision, and training functions, with only 15 percent supervising subordinates. Urology apprentices comprised the largest portion of the General Urology Assistants.

91272. Urology Surgical technicians spent 22 percent of their time in management, supervision, and training duties, and 50 percent supervised an average of 1.5 subordinates. They performed essentially the same job as the apprentices, with the exception of supervisory tasks. Also, they spent less time cleaning facilities and equipment, and performing in-patient scheduling and other patient interaction tasks. Most Urology Surgical technicians were grouped in the Urology Surgical Assistant independent job type of the career ladder structure.

AFS 912X3 Skill Level Groups. Orthopaedic Clinic personnel followed the usual trends toward increased supervision and job interest with increasing skill level. As they progressed, they spent more time in supervision-related duties (32 percent for technicians as opposed to only 14 percent for apprentices), and they spent less time in cleaning of equipment and facilities. Both groups spent considerable time in surgery-related functions (15 to 19 percent), and applying casts and traction (six to nine percent). For the most part, the tasks performed by 7-skill level personnel were the same kind as the apprentice, but the technicians performed more tasks, and were more likely to prepare patients for application of plaster or fiberglass casts. (For a listing of differentiating and representative tasks, see Table 13 and Appendix B-9 and 10.)

91233. Orthopaedic Clinic apprentices removed sutures, changed dressings, applied casting material and traction devices, prepared laboratory analysis forms, maintained outpatient appointment books, and assisted surgeons in applying sterile drapes and with surgical procedures. Sixty percent of all 3-skill level personnel were grouped with the Orthopaedic Clinic Specialists in the career ladder structure. This job type did fewer surgical and more clinical tasks than the other two groups of Orthopaedic Clinic personnel.

91273. Orthopaedic Clinic technicians performed essentially the same tasks as the apprentices, except they also performed more management, supervision, and training, and were more likely to perform surgical tasks. All but one of these technicians grouped with the Smaller and Larger Facility Orthopaedic Surgical Assistants independent job types identified in the career ladder structure. While the name, Orthopaedic Clinic technician, may not give this impression, surgery-related tasks do comprise a major portion of the Orthopaedic Clinic technician's job.

AFS 912X5 Skill Level Groups. Optometry personnel are the most different AFS in this study. They perform essentially no surgery tasks like the other AFSCs. They concentrate most their time on performing eye tests and spectacle or contact lens-related tasks. They also spend

small amounts of time administering eye medications (three percent) and providing care to eye patients (one percent) such as performing eye irrigations and applying ocular dressings. Skill level progression follows the normal trend in this ladder, with supervision-related tasks consuming only five percent of the 3-skill level's time, 13 percent of the specialist's time, and 30 percent of the technician's time. Forty-three percent of technicians supervise an average of 2.3 subordinates. Administrative tasks such as filling out forms and maintaining appointment books are performed mostly by 5-skill level personnel. Both 5- and 7-skill level personnel performed approximately the same number of tasks (74 and 77), considerably more than the 47 tasks performed by apprentices. (Skill level differences are highlighted in Table 14.)

91235 and 91255. Three and 5-skill level personnel performed essentially the same job, except that the latter performed more management, supervision, training, and administrative tasks, while the apprentices spent a greater proportion of their time on eye tests and spectacle or contact lens-related tasks. While the 3-skill level personnel grouped approximately equally in the Junior and Experienced Optometry job types, 5-skill level personnel grouped in the NCOIC group as well as the other two job types. Optometry specialists were more likely to review patient records and brief the physician, and answer patient medical inquiries than 7-skill level personnel. A larger percentage of specialists also ordered spectacles, injected contrast media, scheduled appointments, and inspected equipment for cleanliness.

91275. Optometry technicians were more likely to perform management, supervision, and training tasks than 3- or 5-skill level personnel. Also, a greater percentage of them performed muscle imbalance tests, one of the most difficult eye test performed by 912X5 personnel. Optometry technicians grouped primarily with the Experienced Optometry Specialists and NCOICs, Optometry job types.

91295. Clinic Superintendents may reach their position through any one of five career ladders (912X0/1/2/3/4/5). Even though they are at the superintendent level, they spent only 76 percent of their time in management, supervision, and training duties, and six percent on administrative functions. Seven percent of their time was spent ordering supplies, and the remaining 11 percent on technical tasks. Clinic Superintendents and Medical Service Superintendents (AFSC 90292) spent approximately 72 percent of their time on management and supervision, but differed in the amount of time spent on training, with 90292s spending 14 percent, while 91295s spending only four percent. (For a comparison of tasks, see Table 15, and for representative tasks see Appendix B-14.) All 91295s grouped as either Superintendents, Superintendents of Nursing Services, or Training Personnel job groups.

TABLE 8

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 90252 AND 90272 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASK	TITLE	90252 (N=241)	90272 (N=123)	ABSOLUTE DIFFERENCE
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	29	88	-59
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	27	85	-58
B36	MAINTAIN DUTY ROSTERS	21	76	-55
A18	SCHEDULE LEAVES OR PASSES	17	71	-54
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	32	85	-53
B51	SUPERVISE OPERATING ROOM SPECIALISTS (AFSC 90252)	36	87	-51
A8	ESTABLISH EQUIPMENT REQUIREMENTS	24	75	-51
A16	PLAN WORK PRIORITIES	28	79	-51
B31	IMPLEMENT SAFETY PROGRAMS OR PROCEDURES	19	67	-48
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	28	75	-47
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	17	64	-47
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	37	83	-46
B25	DIRECT SUPPLY FUNCTIONS	32	78	-46
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	18	63	-45
B24	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	27	72	-45
H406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	44	81	-37
H405	ORDER MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	47	83	-36
E119	MAINTAIN BULLETINS, MANUALS, OR PUBLICATIONS	18	54	-36

TOTAL NUMBER OF TASKS EXCEEDING 30 PERCENT DIFFERENCE: 56
AVERAGE NUMBER OF TASKS PERFORMED BY 90252 PERSONNEL: 136
AVERAGE NUMBER OF TASKS PERFORMED BY 90272 PERSONNEL: 154

TABLE 9

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 90272 AND 90292 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASK	TITLE	90272 (N=123)	90292 (N=70)	ABSOLUTE DIFFERENCE
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	85	3	82
H403	OPERATE STERILIZERS	85	4	81
G328	CORRECT BREAKS IN STERILE TECHNIQUE BY MEMBERS OF OPERATING TEAMS	83	4	80
G378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	83	4	80
G356	PERFORM AS CIRCULATING TECHNICIAN IN SURGICAL SUITE	84	6	78
G320	ASSIST STERILE TEAM MEMBERS WITH DONNING OR REMOVING STERILE CLOTHING	82	4	78
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	82	4	78
G323	ASSIST SURGEONS WITH OPERATING ROOM SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	81	4	77
G385	SELECT SUPPLIES AND INSTRUMENTS FOR MAJOR SURGERY	81	4	77
G331	DISPOSE OF STERILE GOWNS OR GLOVES	84	7	77
G347	OBTAIN EQUIPMENT AND SUPPLIES FOR MAJOR SURGERY	82	6	76
G365	PLACE OR POSITION PATIENTS ON OPERATING TABLES	82	6	76
H431	REVIEW EXPIRATION DATES ON STERILE EQUIPMENT, DISPOSABLE SUPPLIES, OR DRUGS	82	6	76
G375	PREPARE SURGICAL SPECIMENS FOR FORWARDING TO THE LABORATORY	80	4	76
H410	PACK INSTRUMENT SETS	80	4	76
G341	MAINTAIN CLEANLINESS OF OPERATING ROOM SUPPORT AREAS	82	6	76
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	80	4	76
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	80	4	76
G342	MAINTAIN CONTINUOUS COUNT OF SPONGES OR NEEDLES USED DURING OPERATIONS	80	4	76
B50	SUPERVISE MEDICAL SERVICE TECHNICIANS (AFSC 90270)	8	74	-66
B48	SUPERVISE MEDICAL SERVICE SPECIALISTS (AFSC 90250)	11	59	-48

TOTAL NUMBER OF TASKS EXCEEDING 50 PERCENT DIFFERENCE: 102
AVERAGE NUMBER OF TASKS PERFORMED BY 90272 PERSONNEL: 154
AVERAGE NUMBER OF TASKS PERFORMED BY 90292 PERSONNEL: 72

TABLE 10

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 91230 AND 91270 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASK	TITLE	91230 (N=19)	91270 (N=26)	ABSOLUTE DIFFERENCE
F182	DISTRIBUTE DEVELOPED PHOTOGRAPHS OR SLIDES TO PHYSICIANS	84	54	30
E117	FILE MEDICAL RECORDS	53	27	26
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	11	77	-66
A18	SCHEDULE LEAVES OR PASSES	5	65	-60
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	16	62	-46
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	21	65	-44
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	37	81	-44
B55	SUPERVISE OPTOMETRY SPECIALISTS (AFSC 91255)	11	54	-43
C70	EVALUATE INSPECTION REPORTS OR PROCEDURES	11	54	-43
C68	EVALUATE COMPLIANCE WITH WORK STANDARDS	16	58	-42
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	21	62	-41
H405	ORDER MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	37	77	-40
H406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	37	77	-40
A7	DRAFT BUDGET ESTIMATES	11	50	-39
A8	ESTABLISH EQUIPMENT REQUIREMENTS	42	81	-39
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	16	54	-38
C71	EVALUATE JOB DESCRIPTIONS	16	54	-38

TOTAL NUMBER OF TASKS EXCEEDING 30 PERCENT DIFFERENCE: 32
AVERAGE NUMBER OF TASKS PERFORMED BY 91230 PERSONNEL: 168
AVERAGE NUMBER OF TASKS PERFORMED BY 91270 PERSONNEL: 189

TABLE 11

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 91231 AND 91271 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	TITLE	91231 (N=9)	91271 (N=22)	ABSOLUTE DIFFERENCE
F258	PERFORM STENGER TESTS	100	59	41
F275	PREPARE LOCAL FORMS FOR AUDIT TRAIL OF PATIENTS SEEN OR TREATED	56	27	29
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	22	86	-64
A8	ESTABLISH EQUIPMENT REQUIREMENTS	33	95	-62
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	33	91	-58
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	22	73	-51
H419	PERFORM PERIODIC CULTURING	0	50	-50
A11	ESTABLISH REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	11	59	-48
D88	CONDUCT ON-THE-JOB TRAINING (OJT)	11	59	-48
H410	PACK INSTRUMENT SETS	11	59	-48
B39	PREPARE DEPARTMENTAL REPORTS	22	68	-46
C77	EVALUATE SUGGESTIONS	0	45	-45
D91	DETERMINE TRAINING REQUIREMENTS	0	45	-45
F187	FIT HEARING AIDS	11	55	-44
B59	SUPERVISE OTORHINOLARYNGOLOGY SURGICAL SPECIALISTS (AFSC 91231)	22	64	-42
H403	OPERATE STERILIZERS	22	64	-42

TOTAL NUMBER OF TASKS EXCEEDING 30 PERCENT DIFFERENCE: 36
AVERAGE NUMBER OF TASKS PERFORMED BY 91231 PERSONNEL: 122
AVERAGE NUMBER OF TASKS PERFORMED BY 91271 PERSONNEL: 164

TABLE 12

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 91232 AND 91272 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	TITLE	91232 (N=13)	91272 (N=12)	ABSOLUTE DIFFERENCE
E117	FILE MEDICAL RECORDS	54	8	46
F302	TAKE PATIENT HISTORIES	54	8	46
E145	PREPARE REPORT OF MEDICAL EXAMINATION FORMS (SF 88)	62	17	45
F272	PREPARE ACCESSORY EQUIPMENT SUCH AS LAMPS FOR DIAGNOSTIC PROCEDURES	77	33	44
E118	FILL OUT PRESCRIPTION FORMS	85	42	43
F210	OBTAIN CATHETERIZED URINE SPECIMENS FROM FEMALE PATIENTS	85	42	43
H428	PROCESS THERMOMETERS	39	0	39
E146	PREPARE REPORT OF MEDICAL HISTORY FORMS (SF 93)	54	17	37
I436	ADMINISTER ORAL MEDICATIONS OR IMMUNIZATIONS TO PATIENTS	54	17	37
I443	CONDUCT GENERAL SURGICAL CLINICS	54	17	37
E119	MAINTAIN BULLETINS, MANUALS, OR PUBLICATIONS	62	25	37
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	62	25	37
G376	PREPARE WRITTEN SUPPLY REQUESTS OR PROCEDURE REPORTS	62	25	37
I456	PERFORM MINOR SURGERY ON OPERATING ROOM (OR) CLINIC PATIENTS	62	25	37
C73	EVALUATE MAINTENANCE AND USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	23	67	-44
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	23	58	-35
A18	SCHEDULE LEAVES OR PASSES	15	50	-35
B26	DRAFT GENERAL CORRESPONDENCE	15	50	-35
A16	PLAN WORK PRIORITIES	31	58	-27

TOTAL NUMBER OF TASKS EXCEEDING 30 PERCENT DIFFERENCE: 33
AVERAGE NUMBER OF TASKS PERFORMED BY 91232 PERSONNEL: 172
AVERAGE NUMBER OF TASKS PERFORMED BY 91272 PERSONNEL: 138

TABLE 13

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 91233 AND 91273 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASK	TITLE	91233 (N=30)	91273 (N=29)	ABSOLUTE DIFFERENCE
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	10	83	-73
D99	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	3	69	-66
B57	SUPERVISE ORTHOPAEDIC CLINIC SPECIALISTS (AFSC 91233)	17	79	-62
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	17	76	-59
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	10	69	-59
A18	SCHEDULE LEAVES OR PASSES	10	69	-59
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	3	62	-59
B36	MAINTAIN DUTY ROSTERS	0	59	-59
B58	SUPERVISE ORTHOPAEDIC CLINIC TECHNICIANS (AFSC 91273)	0	59	-59
A10	ESTABLISH PERFORMANCE STANDARDS	13	69	-56
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	10	66	-56
D88	CONDUCT ON-THE-JOB TRAINING (OJT)	40	93	-53
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	16	69	-53
C68	EVALUATE COMPLIANCE WITH WORK STANDARDS	13	66	-53
E119	MAINTAIN BULLETINS, MANUALS, OR PUBLICATIONS	13	66	-53
A5	DETERMINE PERSONNEL REQUIREMENTS	3	52	-49

TOTAL NUMBER OF TASKS EXCEEDING 35 PERCENT DIFFERENCE: 30
AVERAGE NUMBER OF TASKS PERFORMED BY 91233 PERSONNEL: 81
AVERAGE NUMBER OF TASKS PERFORMED BY 91273 PERSONNEL: 116

TABLE 14

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 91255 AND 91275 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASK	TITLE	91255 (N=86)	91275 (N=21)	ABSOLUTE DIFFERENCE
F285	REFER PATIENTS TO OTHER CLINICS	64	38	26
F294	REVIEW PATIENT RECORDS AND BRIEF PHYSICIAN ON PATIENT FOLLOW-UPS	35	10	25
F159	ANSWER PATIENT MEDICAL INQUIRIES	77	52	25
F191	INJECT CONTRAST MEDIA SUCH AS DYES OR FLUORESCEIN	28	5	23
F214	ORDER SPECTACLES	87	67	20
F220	PERFORM AMBER GRID EXAMINATIONS	24	5	19
E151	SCHEDULE INPATIENT APPOINTMENTS	34	14	20
E115	COMPLETE REPORT OF PATIENTS FORMS (AF FORM 235 SERIES)	22	5	17
F162	APPLY PRESS-ON PRISMS TO SPECTACLES	35	19	16
G337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	20	5	15
B38	PARTICIPATE IN STAFF MEETINGS	29	62	-33
B24	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	31	57	-26
B45	SUPERVISE APPRENTICE OPTOMETRY SPECIALISTS (AFSC 91235)	22	48	-26
B26	DRAFT GENERAL CORRESPONDENCE	34	52	-23
C67	EVALUATE BUDGET REQUIREMENTS	29	52	-23
A18	SCHEDULE LEAVES OR PASSES	24	43	-23
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	20	43	-23
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	21	43	-22
D97	EVALUATE TRAINING PROGRESS OF INDIVIDUALS	16	38	-22
D86	ARRANGE FOR TRAINING AIDS, SPACE, OR EQUIPMENT	7	29	-22
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	22	43	-21
F245	PERFORM MUSCLE IMBALANCE TESTS	60	81	-21

TOTAL NUMBER OF TASKS EXCEEDING 30 PERCENT DIFFERENCE: 1
AVERAGE NUMBER OF TASKS PERFORMED BY 91255 PERSONNEL: 77
AVERAGE NUMBER OF TASKS PERFORMED BY 91275 PERSONNEL: 74

TABLE 15

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 90292 AND 91295 PERSONNEL (PERCENT MEMBERS PERFORMING)

TASK	TITLE	90292 (N=70)	91295 (N=7)	ABSOLUTE DIFFERENCE
A8	ESTABLISH EQUIPMENT REQUIREMENTS	69	14	+55
D91	DETERMINE TRAINING REQUIREMENTS	67	14	+53
C78	EVALUATE WORK SCHEDULES	80	29	+51
D94	DIRECT OJT PROGRAMS	50	0	+50
B29	ESTABLISH OR MAINTAIN PUBLICATIONS LIBRARIES	58	14	+44
A7	DRAFT BUDGET ESTIMATES	68	29	+39
B34	INITIATE PERSONNEL ACTIONS	81	43	+38
B27	DRAFT OR REVISE JOB DESCRIPTIONS	80	43	+37
C65	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	80	43	+37
B22	DEVELOP STATUS BOARDS, GRAPHS, OR CHARTS	63	29	+34
B61	SUPERVISE PERSONNEL WITH AFSCs OTHER THAN 902XX, 908X0, OR 912XX	23	57	-34
B54	SUPERVISE OPHTHALMOLOGY SURGICAL TECHNICIANS (AFSC 91270)	13	43	-30
B63	SUPERVISE UROLOGY SURGICAL TECHNICIANS (AFSC 91272)	13	43	-30
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	3	29	-26
G384	SECURE DRESSINGS	4	29	-26
B33	IMPLEMENT SUGGESTION PROGRAMS	47	71	-24
H431	REVIEW EXPIRATION DATES ON STERILE EQUIPMENT, DISPOSABLE SUPPLIES, OR DRUGS	6	29	-24

TOTAL NUMBER OF TASKS EXCEEDING 23 PERCENT DIFFERENCE: 43
AVERAGE NUMBER OF TASKS PERFORMED BY 90292 PERSONNEL: 72
AVERAGE NUMBER OF TASKS PERFORMED BY 91295 PERSONNEL: 79

Career Ladder Comparisons

To compare and contrast the six career ladders studied and help provide pertinent data concerning whether any of the ladders could be merged, an examination of several key areas was made. The relative percent time spent on task family groupings gives an overview of the emphasis the different career ladders spend on certain types of functionally related tasks. Next, by examining AFSC-unique tasks, one can see the number, type, difficulty, and percent of time spent on tasks performed by that AFSC alone. Following AFSC-unique tasks, a look at common tasks shared by possible combinations of AFSCs can clarify which tasks could be trained and/or performed in common. Finally, by examining the total task overlap of tasks and percent time spent on tasks, a clearer picture of AFSC similarities and differences can be formed.

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS. The 461 job inventory tasks were grouped into "task family groupings" based on functions. For example, 38 eye test tasks were grouped under one heading. The relative percent time spent on these tasks was summed and a cumulative percent of time spent on this task family grouping computed. The cumulative percent time allows one to compare relative percent time spent on these family groupings for the various career ladder groups in much the same way as percent time spent on duties is used in other occupational survey reports. (A complete list of which job inventory tasks were grouped into each task family appears together with percent members performing tasks for the six AFSC groups in Appendix C.) Table 16 presents the cumulative percent time spent on task family groupings for each AFSC. In this table, one notices that the time spent on management, supervision, and training-related tasks ranges from approximately 13 percent for Ophthalmology and Optometry to a high of 23 percent for the Orthopaedic AFS. The specialties spending the highest amount of time on administrative-related tasks were Urology and Orthopaedic career ladders, with Operating Room personnel spending only five percent of their time on administrative matters. Now that we have surveyed the areas, we can examine in more detail the technical task family grouping pattern for each AFSC (as shown in Table 16).

902X2. Operating Room personnel spent a total of 47 percent of their time on surgery-related tasks, the highest amount of time of any AFS studied in this report. These surgery-related tasks included assisting surgeons in the operating room, maintaining the sterility of operating and clinic rooms, maintaining or providing instruments for surgery, assisting with clinical surgical procedures, and preparing and transporting patients to and from surgery. Operating Room personnel also spent 10 percent of their time ordering supplies, and nine percent performing cleaning tasks.

9l2Xl. Otorhinolaryngology Surgical personnel concentrated l8 percent of their time providing care to ENT patients and conducting ENT tests. They also spent l8 percent of their time in the kind of surgery-related tasks mentioned above in the 902X2 task family description.

9l2X2. Urology Surgical personnel spent 28 percent of their time on surgery-related tasks, the highest percentage of any AFS except the Operating Room career ladder. They spent two percent of their time performing urology-related tests, and four percent on X-ray related tasks. Their emphasis on these X-ray tasks was greater than any other AFS in this survey.

9l2X3. Orthopaedic Clinic personnel spent 20 percent of their time on surgery-related tasks. They spent eight percent of their time applying casts and traction, and five percent of their time in patient relational tasks such as screening patients and their medical records and briefing physicians; answering patient medical inquiries; referring patients to other clinics; and counseling patients.

9l2X0. Ophthalmology Surgical personnel concentrated 3l percent of their time on eye-related tasks such as performing eye tests; taking, developing, and distributing photos; providing care and administering medications to eye patients; and performing spectacle or contact lens related tasks. They also spent l9 percent of their time in surgery-related tasks, which was a little below average for the 912X1/2/3 surgical AFSCs.

9l2X5. Optometry personnel, in contrast to the Ophthalmology specialty, spent 53 percent of their time on the eye-related tasks mentioned above. Part of this increased eye-related time was gained in the spectacle or contact lens area, and in the eye testing area. Optometry personnel, however, essentially did not perform photograph-related tasks. Also, they spent less than two percent of their time on surgery-related tasks, the lowest percentage of any AFS in this study.

AFSC-UNIQUE TASKS. Important clues needed to determine whether the AFSCs studied should be combined or should remain separate career ladders may be found in the type and amount of performance of AFSC-unique tasks. If the type of tasks performed by each AFS, their learning difficulty, and the percent of time career ladder members spent on tasks which only members of their AFS perform are known, then these kind of data can provide clues as to whether it is feasible to combine any of these ladders. In order to determine which tasks are performed by only one specialty but not other specialties, a cutoff of 30 percent members performing a task was used indicating that that task was performed by a substantial percentage. Technical tasks performed by 30 percent or more of each AFS, but not performed by 30 percent or more of the other AFSCs in this study are listed for each specialty in Tables 17 thru 22 together with the task difficulty rating for each task, and the total time spent on these AFSC-unique tasks.

902X2-Unique Tasks. Technical tasks performed by 30 percent or more of Operating Room personnel, but less than 30 percent of other AFSCs studied, included many cleaning tasks, operating room equipment operator maintenance tasks, and medical supply tasks. These 902X2-unique tasks (listed in Table 22) involved nine percent of the job time of Operating Room personnel. All but four of the 24 AFSC-unique tasks were rated less than average in learning difficulty. More difficult 902X2-unique tasks included assisting anesthetist in administering endotrachial inturbation, assisting patients in maintaining a proper airway, providing post-anesthesia nursing care, and identifying operating room field supplies or equipment. Thus, one can see that although Operating Room personnel performed a sizeable number of AFSC-unique tasks, most are relatively easier to learn than most tasks in this inventory; however, four above-average difficulty tasks were identified.

912X1-Unique Tasks. Technical tasks performed by 30 percent of Otorhinolaryngology Surgical personnel, but not other career ladders, included 26 tasks which consumed 17 percent of their time (see Table 18). With the exception of two, these tasks were all rated above to well above average in difficulty. Most 912X1-unique tasks involved administering hearing or other ENT tests or providing ENT care to patients. It would appear that training other 912XX or 902X0 personnel to do these ENT-unique tasks would take considerable time.

912X2-Unique Tasks. The 15 Urology Surgical-unique tasks consumed only about six percent of their relative duty time. However, they also spent considerable proportion of time assisting in the operating room, which may or may not be AFSC-unique work. Thus, this estimate of AFSC-unique time spent may be considered to be an underestimate for this specialty. The tasks that we are sure are 902X2-unique involved obtaining urine specimens and performing urinalysis; shooting and developing urology X-rays, administering drugs to counteract allergic reactions to contrast media, and assembling instruments for cystoscopies. Ten of these 15 tasks were above average in learning difficulty.

912X3-Unique Tasks. The five Orthopaedic-unique tasks consumed six percent of 912X3 personnel's time, and three were rated above average in learning difficulty. The unique tasks included preparing patients for application and removal of plaster or fiberglass, and actually applying casting material; applying traction devices; and positioning or transporting patients on stryker frames.

912X0-Unique Tasks. The 21 Ophthalmology Surgical-unique tasks consumed six percent of their relative job time. In addition to these tasks, however, one must consider the tasks performed by both Ophthalmology and Optometry personnel, but not other career ladder airmen. These Ophthalmology-Optometry-unique tasks consumed 25 percent of 912X0 personnel's time. (See Opthalmology-Optometry Common Tasks section below.) Of the tasks performed essentially by

only Ophthalmology personnel, 17 were rated above average in difficulty. Most involved taking fundus photographs; caring for eye tissue; performing care of eye patients such as performing lacrimal irrigations and preparing ocular dressings; conducting certain specialized eye tests such as the neuro-field and tonography tests; and certain contact lens tasks.

912X5-Unique Tasks. Optometry personnel performed only three tasks which other career ladders essentially did not; however, as with Ophthalmology, one must consider the tasks which were unique to both Optometry and Ophthalmology combined, which consumed an additional 53 percent of their time. The three unique tasks involved the eye safety program (rated above average in difficuty) and maintaining prescription logbooks. These three tasks consumed only two percent of their relative job time.

AFSC COMMON TASKS. In addition to examining the tasks performed by only one AFSC, it is also pertinent to explore the tasks which two or more career ladders have in common. The AFSCs which show the most commonality and promise for merger are Ophthalmology with Optometry, and some combination of the surgical AFSCs, Operating Room, Opthalmology, Otorhinolaryngology, Urology, and Orthopaedic (902X2, 912X0/1/2/3). Therefore, the tasks which each of these two groups of ladders have in common were compared. It is interesting to note that Ophthalmology possessed tasks in common with Optometry which other AFSCs did not perform, and in common with the other surgical AFSCs which Optometry personnel did not perform. Ophthalmology Surgical personnel spent approximately 25 percent of their time performing tasks in common with Optometry and 20 percent of their time performing tasks in common with other surgical AFSCs.

912X0 and 91295 Common Tasks. Technical tasks performed by 30 percent or more of both Ophthalmology and Optometry, but not 30 percent or more of other AFSCs studied are listed in Table 23. These Optometry-Opthalmology common tasks included 25 eye test tasks, 12 spectacle or contact lens-related tasks, five eye care tasks, one eye safety task, and one notifying patients of filled orders task. These Ophthalmology-Optometry common tasks consumed approximately 25 percent of Ophthalmology and 53 percent of Optometry personnel's time. Twenty-six of these 44 common tasks were rated above average in learning difficulty.

902X2 and 912X0/1/2/3 Common Tasks. Technical tasks performed by 30 or more percent of Operating Room, Ophthalmology, Otorhinolaryngology, Urology, and Orthopaedic personnel, but not 30 percent or more of Optometry personnel (AFSC 912X5) are listed in Table 24. These 52 common tasks are primarily surgical-related, and are the primary reason why personnel from these AFSCs grouped together on the cluster-merger diagram (see Figure 1). These common tasks involved preparing and transporting patients to and from surgery; assisting the surgeon; maintaining the sterility of the operating room; maintaining and providing instruments for surgery and providing

assistance in medical emergencies; ordering sterile supplies and linen; and preparing microbiology and anesthesia authorization forms.

Of these 52 tasks, only 10 were rated average or higher in learning difficulty. Those receiving the more difficult ratings were tasks associated with preparing instruments, sutures, or supplies for operating surgeons; preparing sterile set-up for surgical procedures and correcting breaks in sterile techniques; assisting surgeons in surgical procedures such as holding retractors and handing instruments; assisting physicians in diagnostic procedures; identifying or handing drugs or solutions; and performing basic patient care in medical emergencies.

It appears that 902X2 and 912X0/1/2/3 personnel performed these 52 basic tasks to varying degrees, yet these tasks comprised a major part of their job. In addition to these 52 tasks, which formed the common core, they also performed their own AFSC-unique tasks which distinguished them from each other ladder. Finally, they performed management, supervision, and training tasks (see Table D-3) to varying degrees, which also contributes to the unique but similar nature of these surgical-related AFSCs.

PERCENT TIME SPENT ON AFSC-UNIQUE AND COMMON TASKS. To help conceptualize the percent time on AFSC-unique and common tasks, Figure 2 presents the percent time each AFSC studied spent on its AFSC-unique tasks, the percent time they spent on surgery-common and ophthalmology-optometry common tasks, and the percent time spent on administrative and management, supervision, and training duties. Tasks which did not group as one of these categories consumed the remainder of time for each AFSC. These other tasks included ones performed by more than one AFSC, but not performed by all five surgery ladders or by Optometry and Ophthalmology. Other tasks included some surgery tasks, general patient care, and other miscellaneous tasks.

Looking at Figure 2, one notices that the 52 surgery-common tasks consumed different amounts of time in the various surgery ladders. Operating Room personnel spent 34 percent of their time on these tasks, while Ophthalmology Surgical personnel spent only 20 percent of their time, and Optometry performed none of these tasks. On the other side of the figure, one notices that the optometry-ophthalmology common tasks consumed 53 percent of Optometry personnel's job time and only 25 percent of Ophthalmology's. Figure 2 also depicts the percent time each AFSC's unique tasks take as related to their total job.

Figure 2 also indicates the relative percent time spent on administrative and management, supervision, and training functions. Urology Surgical and Orthopaedic Clinic personnel spent the largest proportion of their job on management, supervision, and training duties, while Ophthalmology spent the least, with Optometry running a close second. Operating Room personnel spent the least time performing administrative functions, with Urology and Orthopaedic personnel spending the

greatest amount of time on these functions. The emphasis on management, supervision, and training, and administration functions in the Orthopaedic and Otorhinolaryngology AFSCs may be due to the nature of the clinic function. Members of these AFSCs, who worked primarily in the clinic setting, were even higher than those who worked more in a surgery setting. One can readily see that there are more forms and appointment books to keep up in the clinic setting, and perhaps, increased use of managerial skills are needed there also.

RELATIVE PERCENT TIME SPENT OVERLAP. A statistical way to analyze group similarity is by computing the percentage of overlap of time spent on tasks. These overlap figures depict the extent to which the work performed by one group resembles the performance of another group. As a rule of thumb in this study, overlap values of more than 60 percent are high, with overlap figures of over 80 percent reached among 3- and 7-skill level personnel in the same career ladder.

Table 25 presents the relative percent time spent overlap between AFSC groups. One notices that the most different AFSC is Optometry (9l2X5), with an overlap between 22 and 33 percent with the surgical-related AFSCs, except for with Ophthalmology. Optometry had an overlap of 53 percent with Ophthalmology Surgical (9l2X0) personnel, which one would expect was due to the large number of eye-related tasks performed by members of both career ladders. Also in this table, one notices the high similarity between Urology Surgical and Orthopaedic Clinic personnel (69 percent), and relatively high overlap of Otorhinolaryngology Surgical personnel with both Urology and Orthopaedic personnel. Looking at the AFSC from a strictly time overlap standpoint, the latter combinations of AFSCs should be the ones where there may be fertile ground for AFSC mergers.

TABLE 16

RELATIVE TIME SPENT ON TASK FAMILY GROUPINGS BY DAFSC GROUPS

GROUPING NUMBER	TASK FAMILY GROUPING	OPERATING ROOM 902X2	OPHTHALMOLOGY SURGICAL 912X0	OTORHINOLARYNGOLOGY SURGICAL 912X1	UROLOGY SURGICAL 912X2	ORTHOPAEDIC CLINIC 912X3	OPTOMETRY 912X5
1	MANAGEMENT, SUPERVISION & TRAINING RELATED TASKS	16	13	21	17	23	14
2	ADMINISTRATIVE TASKS	5	13	16	22	22	10
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	5	1	1	3	3	*
4	PROVIDING PATIENT CARE						
4A	PROVIDING CARE TO EYE PATIENTS	*	1	*	*	*	1
4B	PROVIDING CARE TO ENT PATIENTS	*	*	6	0	0	*
4C	PROVIDING GENERAL PATIENT CARE	2	2	2	3	4	*
5	APPLYING CASTS AND TRACTION	*	*	*	*	8	0
6	ADMINISTERING MEDICATIONS						
6A	ADMINISTERING EYE MEDICATIONS	*	2	*	0	*	3
6B	ADMINISTERING OTHER MEDICATIONS	*	1	1	2	1	*
7	HANDLING AND IDENTIFYING DRUGS	2	2	2	2	1	0
8	PROVIDING EMERGENCY CARE	1	1	1	1	1	0
9	DIAGNOSING PROCEDURES						
9A	PERFORMING EYE TESTS	*	18	1	*	*	25
9B	TAKING, DEVELOPING, DISTRIBUTING PHOTOS	*	3	1	*	0	*
9C	X-RAY RELATED TASKS	1	*	1	4	2	*
9D	CONDUCTING ENT TESTS	*	1	12	*	*	*
9E	ASSISTING IN SURGICAL DIAGNOSTIC PROCEDURES	*	*	1	1	*	0
9F	PERFORMING UROLOGY RELATED TESTS	*	0	0	2	*	0
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	1	3	3	4	2	3
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4	1	1	1	1	*
11	SPECTACLE OR CONTACT LENS RELATED TASKS	*	7	*	*	*	24
12	SURGERY (CLINICAL OR OPERATING) RELATED TASKS						
12A	ASSISTING IN THE OPERATING ROOM	8	3	3	4	3	*
12B	MAINTAINING STERILITY OR OPERATING AND CLINIC ROOMS	14	6	6	9	7	*
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	19	8	7	10	5	1
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	1	1	1	2	2	*
14	PATIENT RELATIONAL TASKS	*	5	4	3	5	10
15	CLEANING FACILITIES AND EQUIPMENT	9	3	3	4	3	2
16	ORDERING SUPPLIES	10	4	6	5	6	3
17	OTHER TECHNICAL TASKS	2	2	1	1	1	1

* LESS THAN .5 PERCENT

TABLE 17

TASKS PERFORMED UNIQUELY BY AFSC 902X2 PERSONNEL
(30 PERCENT OR MORE PERFORMING)

TECHNICAL TASKS WHICH ARE PERFORMED BY 902X2 (OPERATING ROOM) PERSONNEL AND NOT BY 30 PERCENT OR MORE OF OTHER AFSC IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY.

TASK	TITLE	MAXIMUM PERCENTAGE PERFORMED BY OTHER LADDERS	902X2	TASK DIFFICULTY
G364	PERFORM WET-DRY VACUUMING OF OPERATING ROOM FLOORS	16	80	3.28
H423	PREPARE ROUTINE LINEN, INSTRUMENTS, OR OTHER EQUIPMENT FOR USE THROUGHOUT HOSPITAL FOR STERILIZATION	20	71	4.62
H400	CLEAN OR FLUSH STEAM STERILIZERS	16	71	3.85
H402	MAKE SUPPLY DELIVERIES FROM CENTRAL SUPPLY TO USING UNITS	13	68	3.80
G345	OBTAIN BLOOD FROM BLOOD BANKS	28	64	3.99
H420	PERFORM ROUTINE MAINTENANCE INSPECTION OF OPERATING ROOM EQUIPMENT	28	62	4.55
G318	ASSIST ANESTHETIST IN ADMINISTERING ENDOTRACHIAL INTUBATION	28	60	5.48
G363	PERFORM UNSTERILE BLOOD LOSS COUNTS SUCH AS SPONGE WEIGHT OR SUCTION	29	59	4.73
H394	CHANGE OXYGEN (02) TANKS	20	55	3.88
H428	PROCESS THERMOMETERS	20	52	3.36
H392	CHANGE AGENT TANKS ON GAS STERILIZERS	16	49	4.79
H418	PERFORM OPERATOR PREVENTIVE MAINTENANCE ON OPERATING ROOM EQUIPMENT	18	48	4.93
H393	CHANGE OR CLEAN TUBING OR FACE MASKS ON ANESTHESIA MACHINES	12	44	3.86
G325	CHECK CONDUCTIVITY OF FOOTWEAR	29	44	3.27
H399	CLEAN GAS STERILIZERS	8	44	3.81
H398	CHECK UTILITIES OPERATIONS	24	42	3.88
G377	REMOVE FOREIGN MATERIAL OR DEVITALIZED TISSUE FROM POSTOPERATIVE SURGICAL SITES	29	42	4.97
G324	CHANGE SOLUTIONS FOR ANESTHETISTS	8	40	4.36
H397	CHANGE TANKS ON ANESTHESIA MACHINES	12	40	3.81
I459	PROVIDE POST-ANESTHESIA NURSING CARE OF PATIENTS	16	37	5.99
I441	ASSIST PATIENTS IN MAINTAINING PROPER AIRWAY	29	36	5.51
H395	CHANGE REBREATHING BAGS ON ANESTHESIA MACHINES	8	35	3.53
G329	COUNT SOILED LINEN	16	34	2.90
I448	IDENTIFY OPERATING ROOM FIELD SUPPLIES OR EQUIPMENT	24	33	5.39

TOTAL RELATIVE TIME SPENT ON 24 AFSC 902X2-UNIQUE TASKS IS 8.57.

TABLE 18

TASKS PERFORMED UNIQUELY BY AFSC 912X1 PERSONNEL
(30 PERCENT OR MORE PERFORMING)

TECHNICAL TASKS WHICH ARE PERFORMED BY 912X1 (OTORHINOLARYNGOLOGY SURGICAL) PERSONNEL AND NOT BY 30 PERCENT OR MORE OF OTHER AFSCs IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY.

TASK	TITLE	MAXIMUM PERCENTAGE PERFORMED BY OTHER LADDERS	912X1	TASKS DIFFICULTY
F219	PERFORM AIR CONDUCTION HEARING TESTS	9	100	5.11
F222	PERFORM BONE CONDUCTION TESTS	9	100	6.05
F251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	7	100	5.38
F256	PERFORM SPEECH DISCRIMINATION TESTS	9	100	5.29
F257	PERFORM SPEECH RECEPTION THRESHOLD (SRT) TESTS	11	97	5.35
F287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	9	97	5.65
F288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	11	97	5.60
F289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	9	97	5.87
F234	PERFORM EXAMINATIONS OF EARS USING MICROSCOPE	13	90	5.78
F286	REMOVE FOREIGN BODIES FROM EARS BY IRRIGATION	11	90	4.83
F239	PERFORM HILGER NERVE STIMULATIONS	6	87	6.02
F268	PLACE COTTON WICKS IN EARS	11	87	4.88
F174	CLEAN MASTOID CAVITIES	8	81	5.82
F262	PERFORM TONE DECAY HEARING TESTS	6	81	5.96
F160	APPLY ANTERIOR AND POSTERIOR NASAL PACKS	7	77	6.45
F240	PERFORM ICE-WATER/CALORIC TESTS	9	77	5.85
F255	PERFORM SMALL INCREMENT SENSITIVITY TESTS (SISY)	9	71	6.11
F258	PERFORM STENGER TESTS	9	71	5.86
F264	PERFORM TYMPANOMETRY	9	68	6.11
F223	PERFORM CALIBRATION CHECKS ON AUDIOLOGY AND VESTIBULAR LABORATORY EQUIPMENT	7	65	6.18
F271	PREP PATIENTS FOR LARYNGEAL EXAMINATIONS	9	61	4.34
F203	MAKE EAR MOLD IMPRESSIONS	8	48	5.70
F248	PERFORM PROCTZ DISPLACEMENTS	9	45	5.59
F187	FIT HEARING AIDS	7	42	5.70
F190	INCISE AND DRAIN PERITONSLAR ABSCESSES	7	42	6.42
F238	PERFORM HEARING AID EVALUATIONS	7	39	6.23

TOTAL RELATIVE PERCENT TIME SPENT ON THE 26 AFSC 912X1-UNIQUE TASKS IS 16.86.

TABLE 19

TASKS PERFORMED UNIQUELY BY AFSC 912X2 PERSONNEL
(30 PERCENT OR MORE)

TECHNICAL TASKS WHICH ARE PERFORMED BY 912X2 (UROLOGY SURGICAL) PERSONNEL AND NOT BY 30 PERCENT OR MORE OF OTHER AFSC IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY.

TASK	TITLE	MAXIMUM PERCENTAGE PERFORMED BY OTHER LADDERS	912X2 PERCENT PERFORMING	TASK DIFFICULTY
F212	OBTAIN URINE SPECIMENS FROM MALE PATIENTS	17	88	4.30
F166	ASSEMBLE INSTRUMENTS FOR CYSTOSCOPIES	23	84	5.30
G312	ADJUST UROLOGY EXAM TABLE HEIGHT OR POSTION	21	84	3.84
F300	SHOOT KIDNEY-URETER-BLADDER (KUB) X-RAYS	7	76	5.95
F180	DEVELOP X-RAY FILMS	6	72	5.64
F252	PERFORM ROUTINE URINALYSIS OR CENTRIFUGE SPECIMENS	7	68	5.48
F198	LABEL X-RAY FILMS	6	64	3.71
F210	OBTAIN CATHETERIZED URINE SPECIMENS FROM FEMALE PATIENTS	14	64	5.13
G315	ADMINISTER MOUTH-TO-MOUTH RESUSCITATION	29	52	5.79
E137	PREPARE LABORATORY REPORT DISPLAY FORMS (SF 545)	26	48	3.37
G313	ADMINISTER CLOSED CHEST CARDIAC MASSAGE	28	48	6.14
F175	CLEAN X-RAY DEVELOPING MACHINES	7	36	5.27
I443	CONDUCT GENERAL SURGICAL CLINICS	11	36	5.71
E148	PREPARE SPINAL FLUID FORMS (SF 555)	25	32	3.61
F154	ADMINISTER DRUGS TO COUNTERACT ALLERGIC REACTIONS TO CONTRAST MEDIA	29	32	5.80

TOTAL RELATIVE PERCENT TIME SPENT ON THE 15 AFSC 912X2-UNIQUE TASKS IS 6.18.

TABLE 20

TASKS PERFORMED UNIQUELY BY AFSC 912X3 PERSONNEL (29 PERCENT OR MORE PERFORMING)

TECHNICAL TASKS WHICH ARE PERFORMED BY 912X3 (ORTHOPAEDIC SURGICAL) PERSONNEL AND NOT BY 30 PERCENT OR MORE OF OTHER AFSCS IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY.

TASK	TITLE	MAXIMUM PERCENTAGE PERFORMED BY OTHER LADDERS	912X3	TASK DIFFICULTY
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	26	81	4.43
F161	APPLY CASTING MATERIAL	27	80	5.84
F163	APPLY TRACTION DEVICES	13	80	6.47
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	29	80	4.45
G368	POSITION OR TRANSPORT PATIENTS ON STRYKER FRAMES	19	29	5.11

TOTAL RELATIVE PERCENT TIME SPENT ON THE FIVE AFSC 912X3-UNIQUE TASKS IS 6.26.

TABLE 21

TASKS PERFORMED UNIQUELY BY AFSC 912X0 PERSONNEL

TECHNICAL TASKS WHICH ARE PERFORMED BY 912X0 (OPHTHALMOLOGY SURGICAL) PERSONNEL AND NOT BY 30 PERCENT OR MORE OF OTHER AFSCs IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY

TASK	TITLE	MAXIMUM PERCENTAGE PERFORMED BY OTHER LADDERS	912X0	TASK DIFFICULTY
F276	PREPARE OCULAR DRESSINGS	25	82	4.71
F301	TAKE FUNDUS PHOTOGRAPHS OR SLIDES OF THE EYE	14	80	6.74
F303	TAKE PHOTOGRAPHS OR SLIDES OF THE EXTERNAL EYE	11	80	6.01
F197	LABEL PHOTOGRAPHS OR SLIDES OTHER THAN X-RAYS	29	78	4.22
F200	LOG PATIENTS INTO THE PHOTOBOOK	29	78	3.40
F177	CULTURE EYE TISSUE	16	73	5.41
F246	PERFORM NEURO-FIELD TESTS	14	71	6.48
F220	PERFORM AMBER GRID EXAMINATIONS	19	58	4.88
F164	ARRANGE FOR TRANSPORTATION OF EYE TISSUE	7	56	5.49
F263	PERFORM TONOGRAPHY TESTS	7	53	6.16
F299	SELECT PROPER SERIES CONTACT LENSES FOR TRIAL FITTINGS	12	47	6.35
F243	PERFORM LACRIMAL IRRIGATIONS	8	44	6.50
F250	PERFORM RETINITIS PIGMENTOSA TEST	5	42	6.14
F283	PRESERVE EYE TISSUE	7	40	5.91
G367	POSITION OR TRANSPORT PATIENTS ON CATARACT BEDS	21	40	4.34
F304	TAKE SLIT PHOTOGRAPHS OR SLIDES	7	38	6.58
F183	ENUCLEATE EYES	5	36	6.44
F247	PERFORM NIGHT VISION TESTS	24	36	5.45
F216	PACKAGE EYE TISSUE FOR TRANSPORTATION	5	33	5.56
F211	OBTAIN EYE DONATION RELEASES FROM NEXT-OF-KIN	6	31	5.84
F221	PERFORM B-SCAN TESTS	5	31	5.68

TOTAL RELATIVE PERCENT TIME SPENT ON THE 21 AFSC 912X0-UNIQUE TASKS IS 6.21.

NOTE: AN ADDITIONAL 25 PERCENT TIME IS SPENT ON 912X0 AND 912X5-COMMON TASKS (SEE TABLE 23).

TABLE 22

TASKS PERFORMED UNIQUELY BY AFSC 912X5 PERSONNEL

TECHNICAL TASKS WHICH ARE PERFORMED BY 912X5 (OPTOMETRY) PERSONNEL BUT NOT BY 30 PERCENT OR MORE OF OTHER AFSCs IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY.

TASK	TITLE	MAXIMUM PERCENTAGE PERFORMED BY OTHER LADDERS	912X5	TASK DIFFICULTY
F201	MAINTAIN PRESCRIPTION LOGBOOK	11	52	3.72
F298	SELECT EYE PROTECTIVE DEVICES FOR WEAR IN EYE HAZARD AREAS	22	38	5.28
F192	INSPECT EYE HAZARD AREAS FOR COMPLIANCE WITH SAFETY REGULATIONS	11	31	5.40

TOTAL RELATIVE PERCENT TIME SPENT ON THE THREE AFSC 912X5-UNIQUE TASKS IS 2.16.

NOTE: AN ADDITIONAL 53 PERCENT TIME IS SPENT ON 912X0 AND 912X5-COMMON TASKS (SEE TABLE 23).

TABLE 23

TASKS PERFORMED BY AFSC 912X0 AND 912X5 PERSONNEL (30 PERCENT OR MORE PERFORMING)

TECHNICAL TASKS WHICH ARE PERFORMED BY BOTH 912X0 (OPHTHALMOLOGY SURGICAL) & 912X5 (OPTOMETRY) PERSONNEL AND NOT BY 30 PERCENT OR MORE OF OTHER AFSCs IN THIS STUDY ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY		MAXIMUM PERCENTAGE PERFORMED BY OTHER			
TASK	TITLE	LADDERS	912X0	912X5	TASK DIFF
F291	REPAIR SPECTACLE FRAMES	8	80	98	4.53
F188	FIT SPECTACLES FRAMES TO PATIENTS	16	84	97	4.73
F208	NEUTRALIZE SPECTACLES	6	87	97	5.37
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	8	89	91	5.41
F305	VERIFY SPECTACLE PRESCRIPTION ORDERS	5	82	91	5.14
F265	PERFORM VISUAL ACUITY TESTS	8	91	89	4.73
F181	DILATE EYES	7	91	87	4.52
F186	FIT GAS MASK INSERTS	8	36	85	3.96
F209	NOTIFY PATIENTS OF FILLED ORDERS	12	49	85	3.17
F214	ORDER SPECTACLES	8	71	85	4.39
F224	PERFORM COLOR VISION TESTS	7	89	85	4.10
F284	RECORD EYE TEST RESULTS	7	91	85	4.65
F242	REPORT EYE TEST RESULTS TO PHYSICIAN	8	91	81	4.48
F153	ADJUST SPECTACLE FRAMES TO FIT FLIGHT EQUIPMENT	10	58	81	5.08
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	8	89	74	6.07
F226	PERFORM COVER TESTS	5	80	73	5.21
F193	INSTILL MEDICATION INTO EYES	10	89	68	4.94
F228	PERFORM DEPTH PERCEPTION TESTS USING VERHOEFF METHOD	10	62	68	4.53
F269	PLOT RESULTS OF VISUAL FIELD TESTS	6	91	68	5.30
F194	INSTRUCT PATIENTS IN WEAR AND CARE OF CONTACT LENSES	8	84	67	5.27
F218	PERFORM ACCOMMODATION TESTS	10	80	67	4.77
F237	PERFORM FORMAL GLAUCOMA FIELD TESTS	10	89	66	6.24
F155	ADMINISTER EYE MEDICATIONS	16	87	65	4.85
F229	PERFORM DEPTH PERCEPTION TESTS USING VTAND METHOD	5	60	65	4.46
F242	PERFORM IOP TESTS USING SCHIOTZ METHOD	8	89	65	5.64
F245	PERFORM MUSCLE IMBALANCE TESTS	8	62	65	6.28
F249	PERFORM PUPIL FUNCTION EXAMINATIONS	5	73	57	5.25
F225	PERFORM CONVERGENCE (NPC) EXAMINATIONS	4	76	56	4.57
F230	PERFORM DIPLOPIA TESTS	5	64	54	5.21
F235	PERFORM EXTERNAL EXAMINATIONS OF THE EYE	10	87	54	5.51
F259	PERFORM TANGENT SCREEN TESTS	5	84	50	6.00
F241	PERFORM INTRAOCULAR PRESSURE (IOP) TESTS USING THE APPLANATION METHOD	7	78	49	5.59
F205	MEASURE POWER OF CONTACT LENSES	6	82	48	5.69
F207	NEUTRALIZE CONTACT LENSES	8	78	46	5.50
F267	PLACE CONTACT LENSES IN PATIENT'S EYE	8	84	45	5.73
F236	PERFORM EYE IRRIGATIONS	10	82	43	4.48
F260	PERFORM TESTS TO DETERMINE BASE-LINE VISUAL FIELD	10	87	40	5.67
F171	CALIBRATE VISUAL FIELD TEST EQUIPMENT	5	82	39	5.94
F189	IDENTIFY AREAS HAZARDOUS TO EYES	6	31	35	5.45
F254	PERFORM SLIT LAMP EXAMINATIONS	5	87	35	6.91
F156	ADMINISTER KERATOMETER TESTS	8	71	31	5.83
F204	MAKE KERATOMETRY READINGS	5	76	31	6.02
F162	APPLY PRESS-ON PRISMS TO SPECTACLES	6	76	30	5.13
1439	APPLY OCULAR DRESSINGS	11	84	30	4.71

TOTAL RELATIVE TIME SPENT ON THE 44 COMMON TASKS BY OPHTALMOLOGY PERSONNEL IS 24.7 AND BY OPTOMETRY IS 53.2 PERCENT

TABLE 24

COMMON TECHNICAL TASKS PERFORMED BY AFSCs 902X2 AND 912X0/1/2/3 PERSONNEL

TECHNICAL TASKS WHICH ARE PERFORMED BY 902X2 & 912X0/1/2/3 PERSONNEL AND NOT BY 30 PERCENT OR MORE OF AFSC 912X5 ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY

TASK	TITLE	PERCENT MEMBERS PERFORMING COMMON TECHNICAL TASKS 902X2	912X0	912X1	912X2	912X3	TASK DIFF
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	91	84	61	88	76	4.20
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	91	51	45	72	42	3.88
G378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	91	60	42	68	31	3.63
G337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	91	76	61	76	42	4.74
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	90	69	48	76	34	4.98
G310	ADJUST OVERHEAD OPERATING LIGHTS	90	82	65	76	51	2.98
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	90	84	68	88	78	5.97
G331	DISPOSE OF STERILE GOWNS OR GLOVES	90	60	42	68	51	2.78
G358	PERFORM HAND AND ARM SCRUBS	90	86	61	76	70	4.22
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	90	80	61	84	54	3.90
G320	ASSIST STERILE TEAM MEMBERS WITH DONNING OR REMOVING STERILE CLOTHING	90	71	55	68	31	4.49
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	89	71	55	84	56	3.46
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	89	82	68	88	70	4.67
G334	HAND INSTRUMENT TO OPERATING SURGEONS	89	91	65	80	56	5.18
G355	PASS SURGICAL SPECIMENS TO CIRCULATORS	89	84	65	72	34	3.99
G322	ASSIST SURGEONS IN DRESSING INCISIONS	88	78	65	80	70	4.50
G365	PLACE OR POSITION PATIENTS ON OPERATING TABLES	88	49	39	76	41	4.24
G372	PREPARE INSTRUMENTS, SUTURES, OR SUPPLIES FOR OPERATING SURGEONS	88	82	65	72	34	5.40
G389	TRANSFER STERILE ITEMS TO OR FROM STERILE FIELDS	88	67	52	80	34	4.68
H411	PERFORM BETWEEN-CASE CLEANING OF SUPPLIES OR EQUIPMENT	88	67	45	68	29	4.21
G328	CORRECT BREAKS IN STERILE TECHNIQUE BY MEMBERS OF OPERATING TEAMS	87	62	52	68	36	5.00
G311	ADJUST STERILE MAYO STANDS	88	82	68	72	42	2.80
H431	REVIEW EXPIRATION DATES ON STERILE EQUIPMENT, DISPOSABLE SUPPLIES, OR DRUGS	86	69	61	64	51	3.70
G386	SELECT SUPPLIES AND INSTRMENTS FOR MINOR SURGERY	86	80	48	72	42	4.91
G362	PERFORM SURGICAL SKIN CLEANSING	85	62	39	80	49	4.56
G384	SECURE DRESSINGS	85	67	48	72	54	3.77
H434	STORE UNPROCESSED OR PRE-STERILIZED MATERIALS	85	58	32	60	32	3.58
G327	CONSULT SCHEDULE OF OPERATIONS	82	60	45	64	32	3.35
G348	OBTAIN EQUIPMENT AND SUPPLIES FOR MINOR SURGERY	82	69	45	84	46	4.48
G335	HANDLE DRUGS OR SOLUTIONS	82	89	64	56	46	5.24
G336	IDENTIFY DRUGS OR SOLUTIONS	81	73	58	60	34	5.48
H432	STORE OR POSITION EQUIPMENT FOR CONVENIENT ACCESSABILITY	80	49	52	60	36	3.85
G370	POSITION OR TRANSPORT PATIENTS ON WHEELED LITTERS	79	33	36	64	54	3.66
H414	PERFORM DATE CHECKS OF LOCALLY PROCESSED DATED ITEMS	78	49	42	56	31	3.50
G308	ADJUST MANUAL TABLE HEIGHT OR POSITION	78	49	32	40	37	3.12
I461	TAKE SPECIMENS TO LABORATORIES	73	71	61	76	54	2.58
G359	PERFORM NON-SURGICAL SKIN CLEANSING	71	49	42	68	58	3.73
H409	ORDER STERILE SUPPLIES	63	67	61	76	66	4.38
H404	ORDER LINEN SUPPLIES	63	33	45	64	59	3.69
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	62	76	74	80	73	5.56
G346	OBTAIN DRUGS FROM PHARMACY	58	67	55	64	39	3.91
G381	RESTOCK MEDICATIONS USED DURING MINOR SURGERY PROCEDURES	56	64	39	68	39	3.55
I460	TAKE OR RECORD VITAL SIGNS OF PATIENTS	55	51	52	56	49	4.53

TABLE 24 (CONTINUED)

COMMON TECHNICAL TASKS PERFORMED BY AFSCs 902X2 AND 912X0/1/2/3 PERSONNEL

TECHNICAL TASKS WHICH ARE PERFORMED BY 902X2 & 912X0/1/2/3 PERSONNEL AND NOT BY 30 PERCENT OR MORE OF AFSC 912X5 ARE LISTED BELOW TOGETHER WITH TASK DIFFICULTY		PERCENT MEMBERS PERFORMING COMMON TECHNICAL TASKS					TASK
TASK	TITLE	902X2	912X0	912X1	912X2	912X3	DIFF
F306	VISUALLY CHECK FOR COMPLETENESS OF SURGICAL INSTRUMENT SETS FOR SURGICAL PROCEDURE	49	84	71	72	32	5.71
E141	PREPARE MICROBIOLOGY I FORMS (SF 553)	47	82	90	100	76	3.62
E142	PREPARE MICROBIOLOGY II FORMS (SF 554)	41	60	77	88	54	3.61
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	40	91	87	88	81	5.64
E143	PREPARE MISCELLANEOUS FORMS (SF 557)	37	76	84	96	76	3.63
F273	PREPARE AND DRAPE PATIENTS FOR DIAGNOSTIC PROCEDURES	36	64	61	80	48	4.34
E126	PREPARE AUTHORIZATION FOR ADMINISTRATION OF ANESTHESIA OR PERFORMANCE OF OPERATIONS OR PROCEDURES FORMS	36	80	71	72	61	4.11
I455	PERFORM BASIC PATIENT CARE IN MEDICAL EMERGENCIES	30	56	48	52	44	5.69
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	30	87	87	84	68	5.79
TOTAL RELATIVE TIME SPENT ON THE 52 AFSC 902X2 AND 902X0/1/2/3 COMMON TASKS		34	20	21	29	25	

FIGURE 2

RELATIVE PERCENT TIME SPENT ON AFSC-UNIQUE AND COMMON TASKS

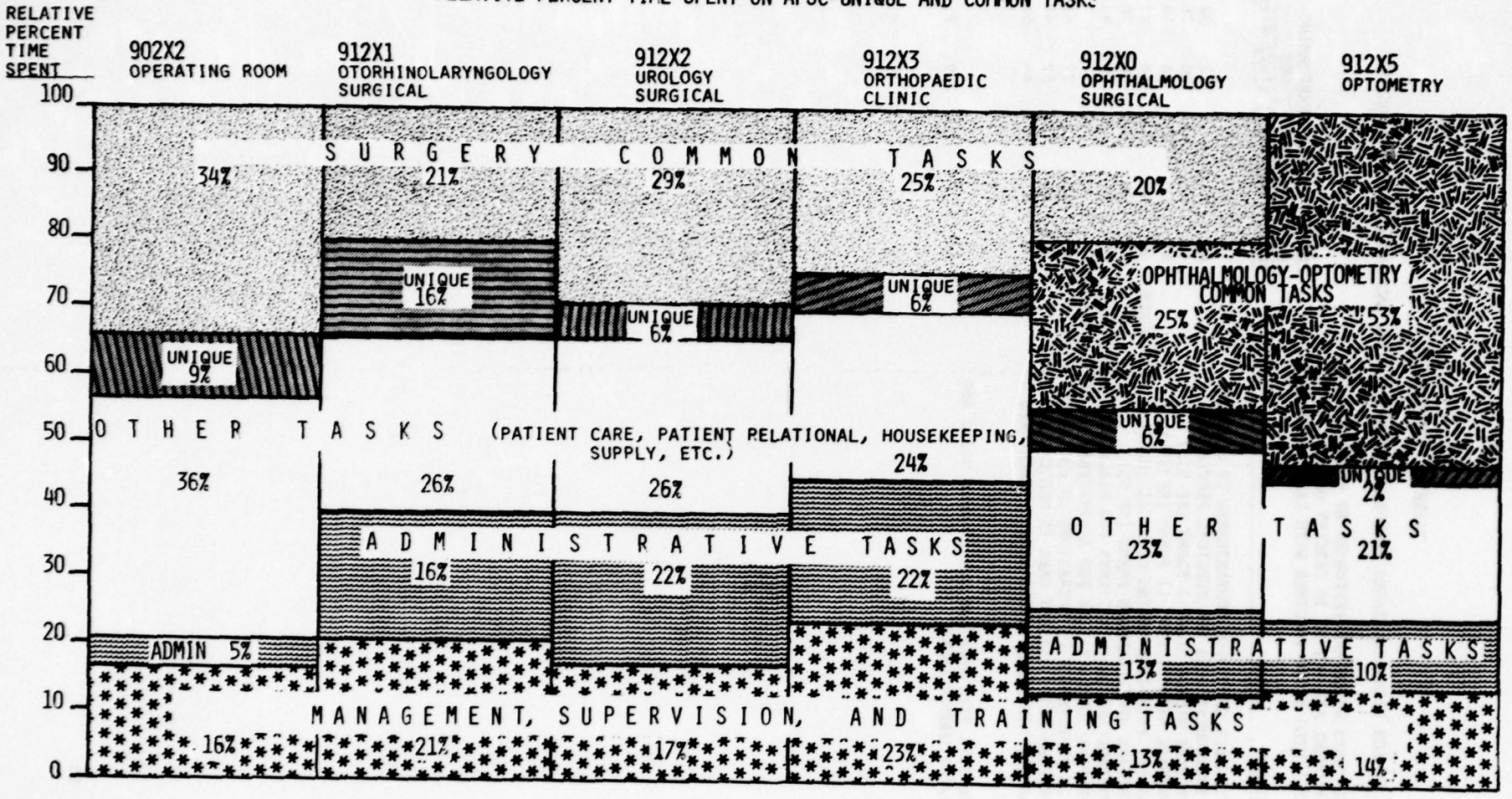


TABLE 25

RELATIVE PERCENT TIME SPENT OVERLAP BETWEEN AFSC GROUPS

	902X2	912X0	912X1	912X2	912X3	912X5
OPERATING ROOM 902X2	100	46	51	59	49	22
OPHTHALMOLOGY SURGICAL 912X0	46	100	62	61	55	53
OTORHINOLARYNGOLOGY SURGICAL 912X1	51	62	100	66	66	33
UROLOGY SURGICAL 912X2	59	61	66	100	69	29
ORTHOPAEDIC CLINIC 912X3	49	55	66	69	100	33
OPTOMETRY 912X5	22	53	33	29	33	100

ANALYSIS OF TASK DIFFICULTY

From a listing of personnel identified for the present job survey, experienced technicians, primarily holding the 7-skill level in each of the AFSCs studied, were selected from various locations and commands to rate task difficulty. Personnel holding AFSC 90272 comprised nearly half of the task difficulty sample, since this is the largest of the AFSCs studied. Personnel holding the remaining AFSCs were relatively small in number, primarily because few of their number exist in the Air Force. Table 26 presents the percentage of each respective AFSC represented in the task difficulty sample. Although the number of personnel sampled in each of the smaller 912XX ladders was smaller than is normally considered stable, the percentage of available 7-skill level personnel rating task difficulty was considered adequate.

All raters were asked to rate those tasks they were familiar with on a nine-point scale from extremely low to extremely high difficulty. Difficulty is defined as the length of time it takes an average career ladder member to learn to do the task. The overall interrater reliability (as assessed through components of variance of standardized group means) among the 118 raters of .97 was considered stable by normal reliability measures. This overall task difficulty rating of these six diverse career ladders is presented to demonstrate relationships between these ladders. However, caution should be used in interpreting these ratings because it is possible that each ladder may have slightly different rating policies, and because the rating policy of the disproportionate number of 902X2 raters may dominate the rating policies of the other five career ladders. An analysis of the individual task difficulty ratings for each AFS will be reported for the use of training and other officials at a later date.

Tasks rated as well above average in difficulty were related to emergency treatment, interpreting tests to patients, conducting certain eye tests, prescribing medications, calculating radiation, technical training tasks, and budgeting tasks. Tasks rated least difficult were associated with administrative filing of records and photographs, distributing, returning, and otherwise carrying items to where they belong; adjusting tables and lights; and feeding research animals. The task rated easiest in the inventory was "remove perspiration from brow of operating team members." Tables 27 and 28 present the tasks rated most and least difficult.

TABLE 26

TASK DIFFICULTY RATING SAMPLE

AFSC CAREER LADDER	NUMBER SAMPLED	CAREER LADDER NUMBER ASSIGNED	CAREER LADDER PERCENT OF ASSIGNED WHO RATED TASK DIFFICULTY	EXPERIENCED TECHNICIANS NUMBER ASSIGNED	EXPERIENCED TECHNICIANS PERCENT OF ASSIGNED WHO RATED TASK DIFFICULTY
902X2					
OPERATING ROOM	57	826	7%	236	24%
912X0					
OPHTHALMOLOGY SURGICAL	16	53	30%	33	48%
912X1					
OTORHINOLARYNGOLOGY SURGICAL	10	61	16%	32	31%
912X2					
UROLOGY SURGICAL	7	43	16%	24	29%
912X3					
ORTHOPAEDIC CLINIC	11	122	9%	41	27%
912X5					
OPTOMETRY	17	176	10%	49	35%
TOTAL RATERS	118				

TABLE 27

TASKS RATED AS MOST DIFFICULT FOR 902X2 AND 912XX PERSONNEL

TASKS		AVERAGE TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=763)
G354	OPERATE HEART-LUNG MACHINES	7.78	4
F178	DETERMINE DOSAGE OF MEDICATION, ANESTHESIA OR EMERGENCY DRUGS FOR RESEARCH ANIMALS	7.46	4
G314	ADMINISTER MEDICATIONS DURING CARDIO-RESPIRATORY FAILURE	7.33	7
F282	PRESCRIBE MEDICATIONS	7.29	5
F196	INTERPRET RESULTS OF LABORATORY TESTS	7.00	11
F293	RETURN EYE SOCKET TO COSMETICALLY ACCEPTABLE APPEARANCE	7.00	4
F254	PERFORM SLIT LAMP EXAMINATIONS	6.91	14
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	6.85	26
D108	WRITE JOB PROFICIENCY GUIDES (JPG)	6.85	12
D93	DIRECT FORMAL TECHNICAL TRAINING COURSES	6.84	6
F231	PERFORM ELECTRONYSTAGMOGRAMS (ENG)	6.76	4
D87	CONDUCT FORMAL RESIDENCE TECHNICAL TRAINING COURSES	6.75	7
F301	TAKE FUNDUS PHOTOGRAPHS OR SLIDES OF THE EYE	6.74	10
A7	DRAFT BUDGET ESTIMATES	6.72	34
D110	WRITE TEST QUESTIONS	6.71	12
D104	PREPARE STUDY GUIDES OR WORKBOOKS	6.71	9
C67	EVALUATE BUDGET REQUIREMENTS	6.62	35
F170	CALCULATE AMOUNT OF RADIATION	6.61	5
D84	ACT AS TRAINING ADVISOR AT STAFF LEVEL	6.60	11
F176	COUNSEL NEXT-OF-KIN ON DONATING BODY ORGANS	6.60	4

TABLE 28

TASKS RATED AS LEAST DIFFICULT FOR 902X2 AND 912XX PERSONNEL

TASKS		AVERAGE TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=763)
F185	FILE PHOTOGRAPHS OR SLIDES OTHER THAN X-RAYS	3.25	10
G307	ADJUST ELECTRIC TABLE HEIGHT OR POSITION	3.24	34
F209	NOTIFY PATIENTS OF FILLED ORDERS	3.17	22
G308	ADJUST MANUAL TABLE HEIGHT OR POSITION	3.12	53
F182	DISTRIBUTE DEVELOPED PHOTOGRAPHS OR SLIDES TO PHYSICIANS	3.10	10
G326	CONSULT DAILY ASSIGNMENT SHEETS	3.08	44
H430	REMOVE WASTE MATERIALS	3.08	49
I453	OBTAIN PATIENT RECORDS	3.07	41
G383	SCRUB OPERATING ROOM FLOORS OR WALLS	3.06	45
G351	OBTAIN WHEELED VEHICLES FOR PATIENT TRANSPORT	3.05	50
G382	RETURN UNUSED SUPPLIES TO STORAGE AREAS	2.99	53
G310	ADJUST OVERHEAD OPERATING LIGHTS	2.98	63
E117	FILE MEDICAL RECORDS	2.98	19
G329	COUNT SOILED LINEN	2.90	21
G311	ADJUST STERILE MAYO STANDS	2.80	61
G331	DISPOSE OF STERILE GOWNS OR GLOVES	2.78	60
G380	REMOVE SOILED LINEN FROM PATIENTS	2.74	53
I461	TAKE SPECIMENS TO LABORATORIES	2.58	54
F184	FEED RESEARCH ANIMALS	2.54	4
G379	REMOVE PERSPIRATION FROM BROW OF OPERATING TEAM MEMBERS	2.50	42

Job Difficulty Index (JDI)

In addition to reviewing the relative difficulty of tasks, it is useful to examine the relative difficulty of jobs. To obtain a relative Job Difficulty Index (JDI), the task difficulty ratings for tasks performed and the time spent on those tasks by specified job groups were entered into a statistically reliable formula which predicts overall job difficulty. The resultant JDIs provide a relative measure of how jobs vary in difficulty when compared to other jobs identified in the sample. The index ranks jobs on a scale of one (for very easy jobs) to 25 (for very difficult jobs). The indices are then adjusted so that the average JDI is 13.00. Thus, the more time a group spends on difficult tasks, and the more tasks they perform, the higher will be their job difficulty index. Individual JDIs were computed for the major job groups identified in the CAREER LADDER STRUCTURE section of this report. These indices are listed in Table 29.

Within the AFS 902X2 and 912XX survey sample, the job group rated as having the most difficult job was Ophthalmology Personnel, due primarily to the large number of tasks they performed, and the fact that the tasks performed were moderately difficult. The next two groups (Operating Room NCOICs and Clinical-Surgical Otorhinolaryngology Technicians) were rated as having the second and third highest JDI. They also received this high rating because of the combination of an extremely high number of tasks performed and spending most of their time on moderately difficult tasks. Optometry NCOICs received the next highest JDI, but their rating was primarily due to spending much of their time on difficult tasks, as they performed an average of only 121 tasks in contrast to the 201 tasks performed by Ophthalmology Personnel.

Supervisors, in general, spent more of their time on the difficult supervision tasks, but performed fewer tasks. This combination of much time spent on a relatively few difficult tasks resulted in slightly above average ratings for the cluster of Supervisors.

The lowest job difficulty rating went to the Junior Optometry Specialists who performed an average of only 34 less-than-average difficulty tasks. Other groups which received below average difficulty ratings were Orthopaedic Clinic Specialists, Central Sterile Supply Personnel, and Orthopaedic Clinic Personnel. Also rated low was the group of five Superintendents who, even though they performed difficult ones, performed an average of only 28 tasks. Caution should be used when interpreting JDI with supervisors, since standard supervisory and management task lists collapse several specific supervisory tasks into more global tasks; thus, the JDI is constrained for superintendents whose jobs are almost exclusively supervisory and management functions.

TABLE 29

COMPARISON OF JOB DIFFICULTY INDICES BY JOB GROUPS
IN CAREER LADDER STRUCTURE (N=763)

	AVERAGE NUMBER OF TASKS PERFORMED	ATDPUTS*	JDI**
I. OPTOMETRY PERSONNEL (GRP037, N=118)	67	5.00	11.17
a. EXPERIENCED OPTOMETRY SPECIALISTS (GRP082, N=54)	60	5.02	10.90
b. NCOICs, OPTOMETRY (GRP127, N=26)	121	5.14	15.76
c . JUNIOR OPTOMETRY SPECIALISTS (GRP068, N=34)	34	4.86	7.96
II. OPERATING ROOM PERSONNEL (GRP060, N=349)	147	4.44	13.09
a. OPERATING ROOM ASSISTANTS (GRP123, N=249)	115	4.33	11.16
b. NCOICs, OPERATING ROOM (GRP130, N=99)	230	4.71	17.96
III. SMALLER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS (GRP298, N=7)	184	4.64	16.82
IV. UROLOGY SURGICAL ASSISTANTS (GRP255, N=14)	189	4.62	16.74
V. CLINICAL-SURGICAL OTORHINOLARYNGOLOGY TECHNICIANS (GRP265, N=10)	193	4.77	17.77
VI. LARGER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS (GRP145, N=12)	115	4.53	12.34
VII. OTORHINOLARYNGOLOGY SURGICAL ASSISTANTS (GRP149, N=10)	128	4.78	14.41
VIII. GENERAL UROLOGY ASSISTANTS (GRP129, N=5)	103	4.55	11.61
IX. OPHTHALMOLOGY PERSONNEL (GRP103, N=38)	201	4.88	18.22
X. CENTRAL STERILE SUPPLY PERSONNEL (GRP065, N=17)	70	4.73	10.09
XI. ORTHOPAEDIC CLINIC PERSONNEL (GRP025, N=33)	83	4.68	10.79
a. NCOICs, ORTHOPAEDIC CLINIC (GRP049, N=11)	109	4.91	13.86
b. ORTHOPAEDIC CLINIC SPECIALISTS (GRP051, N=15)	63	4.49	8.34
XII. NCOICs, OTORHINOLARYNGOLOGY CLINIC (GRP040, N=11)	98	5.06	13.87
XIII. SUPERVISORS (GRP029, N=86)	72	5.41	13.76
a. SUPERINTENDENTS OF NURSING SERVICES (GRP079, N=63)	72	5.44	13.98
b. NCOICs, SURGICAL SERVICES (GRP072, N=10)	117	5.11	15.33
c. SUPERINTENDENTS (GRP062, N=5)	28	5.43	10.44
XIV. TRAINING PERSONNEL (GRP042, N=6)	36	5.60	11.98

* AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT
** AVERAGE JOB DIFFICULTY INDEX (JDI) =13.00

JOB SATISFACTION DATA

Job interest, perceived utilization of talents and training, and reenlistment intentions for AFMS groups in the 902X2 and 912X5 career ladders are presented in Table 30 along with comparative sample data taken from all medical career ladders surveyed during 1978. These comparative sample career ladders included Radiologic (AFS 903X0), Medical Laboratory (904X0), Pharmacy (905X0), Environmental Health (907X0), Mental Health Ward (914X1), and Dental Laboratory (982X0).

First job Operating Room personnel showed an unusually high job interest, while their counterparts in Optometry indicated job interest below the comparative sample. The Operating Room personnel's job interest dropped with time in the service to below the average of the comparative sample, while Optometry personnel indicated increasingly favorable job interest with time in the service. A similar, though not as well defined, trend existed with Operating Room and Optometry personnel's perceived utilization of talents and training. Reenlistment intentions, however, were rated above the comparative sample in every AFMS group.

Table 31 presents job satisfaction data by time in the career field (TICF) groups for the lateral AFSCs in this study (912X0/1/2/3). Job interest in all these AFSCs is extremely high. Some moderation in job interest did occur at the 49-96 months TICF point, however; but these figures were still considered high. Otorhinolaryngology Surgical (AFS 912X1) personnel tended to have lower perceived utilization of talents and training than the other lateral specialties. Reenlistment intentions, however, were lower for Ophthalmology (912X0) and Orthopaedic (912X3) personnel than Urology (912X2) or Otorhinolaryngology (912X1) personnel. For a comparison, the Allergy/Immunology (912X4) career ladder data, collected earlier this year, was included. Except for reenlistment intentions, Allergy/Immunology generally appeared lower than the other 912XX lateral career ladders. Overall, these lateral career ladder personnel have high job interest and most intend to reenlist.

TABLE 30

JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS FOR AFMS GROUPS
(PERCENT RESPONDING)

	FIRST JOB (1-24 MONTHS AFMS)			FIRST ENLISTMENT (1-48 MONTHS AFMS)			SECOND ENLISTMENT (49-96 MONTHS AFMS)			CAREER (97+ MONTHS AFMS)		
	902X2	912X5	*COMP SAMPLE	902X2	912X5	*COMP SAMPLE	902X2	912X5	*COMP SAMPLE	902X2	912X5	*COMP SAMPLE
I FIND MY JOB:												
NO RESPONSE	1	0	2	3	0	2	0	0	2	1	3	3
DULL	4	10	5	8	11	7	9	12	6	12	3	9
SO-SO	1	23	9	6	17	11	19	12	12	14	11	8
INTERESTING	94	67	84	83	72	80	72	76	80	73	83	80
MY JOB UTILIZES MY TALENTS:												
NO RESPONSE	2	0	1	0	0	1	0	0	1	1	0	1
NOT AT ALL OR VERY LITTLE	10	37	15	15	30	17	21	12	17	27	17	15
FAIRLY WELL TO VERY WELL	64	56	70	71	66	69	67	59	66	54	72	62
EXCELLENTLY OR PERFECTLY	24	7	14	14	4	13	12	29	16	18	11	22
MY JOB UTILIZES MY TRAINING:												
NO RESPONSE	0	0	1	0	0	1	0	0	0	2	0	2
NOT AT ALL OR VERY LITTLE	8	23	7	9	19	13	19	12	15	21	17	15
FAIRLY WELL TO VERY WELL	59	67	71	69	70	69	62	70	68	56	75	59
EXCELLENTLY OR PERFECTLY	33	10	21	22	11	17	19	18	17	21	8	24
MY REENLISTMENT PLANS ARE TO:												
NO RESPONSE	0	3	2	0	1	2	1	0	1	1	3	3
NOT OR PROBABLY NOT REENLIST	55	47	61	58	60	62	42	41	41	27	19	9
TO ENLIST OR PROBABLY REENLIST	45	50	37	42	39	36	57	59	58	72	78	68

* THE COMPARATIVE SAMPLE WAS TAKEN FROM ALL MEDICAL CAREER LADDERS SURVEYED IN 1978 (AFSCs 903X0, 904X0, 905X0, 907X0, 909X0, 914X1, AND 982X0)

TABLE 31

JOB INTEREST, PERCEIVED UTILIZATION OF TALENTS AND TRAINING, AND REENLISTMENT INTENTIONS FOR TICF GROUPS
(PERCENT RESPONDING)

	FIRST JOB (1-24 MONTHS TICF)					FIRST ENLISTMENT (1-48 MONTHS TICF)					SECOND ENLISTMENT (49-96 MONTHS TICF)					CAREER (97+ MONTHS TICF)				
	912X0	912X1	912X2	912X3	*COMP 912X4	912X0	X1	X2	X3	*COMP 912X4	912X0	X1	X2	X3	*COMP 912X4	912X0	X1	X2	X3	*COMP 912X4
I FIND MY JOB:																				
NO RESPONSE	0	0	0	0	0	0	0	0	0	2	0	7	0	4	0	0	0	0	0	0
DULL	0	0	0	0	5	0	13	0	0	9	7	14	9	12	15	0	0	0	0	11
SO-SO	0	0	0	10	5	0	0	0	19	7	7	7	0	11	19	7	0	0	0	11
INTERESTING	100	100	100	90	90	100	87	100	81	82	86	72	91	73	66	93	100	100	100	78
MY JOB UTILIZES MY TALENTS:																				
NO RESPONSE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	11	0	0	0
NOT AT ALL OR VERY LITTLE	0	33	0	30	26	7	25	9	19	24	14	14	0	15	31	13	0	0	6	21
FAIRLY WELL TO VERY WELL	33	34	40	50	58	40	63	46	56	61	64	43	73	54	61	60	33	67	69	61
EXCELLENTLY OR PERFECTLY	67	33	60	20	16	53	12	45	25	15	22	43	27	31	8	27	56	33	25	18
MY JOB UTILIZES BY TRAINING:																				
NOT AT ALL OR VERY LITTLE	0	33	0	20	21	6	25	9	12	22	14	14	9	12	30	0	0	0	13	22
FAIRLY WELL TO VERY WELL	67	34	60	70	58	47	63	55	69	63	57	43	73	61	59	80	44	100	56	64
EXCELLENTLY OR PERFECTLY	33	33	40	10	21	47	12	36	19	15	29	43	18	27	11	20	56	0	31	14
MY REENLISTMENT PLANS ARE TO:																				
NO RESPONSE	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0
NOT OR PROBABLY NOT REENLIST	33	0	0	40	32	33	13	9	44	28	43	21	36	38	22	27	33	67	62	32
ENLIST OR PROBABLY REENLIST	67	100	100	60	68	67	87	91	56	72	57	79	64	62	74	73	67	33	37	68

* THE 912X4 ALLERGY/IMMUNOLOGY CAREER LADDER, STUDIED EARLIER THIS YEAR, JOB SATISFACTION DATA ARE LISTED FOR COMPARISON

COMPARISON OF AFR 39-1 SPECIALTY DESCRIPTIONS TO SURVEY DATA

The AFR 39-1 specialty descriptions for each of the medical career ladders in this study were compared to survey data. These job descriptions are intended to give a broad overview of the major duties and responsibilities of a career specialty at the various skill levels, and not to provide detailed descriptions of specific jobs within the career ladder.

902X2, OPERATING ROOM

The specialty descriptions for AFS 90232/52 and 90272 appear, with two exceptions, to be complete and accurately portray the duties and responsibilities of personnel in the Operating Room career ladder. All duties and responsibilities described in the specialty descriptions could be matched to tasks performed by survey respondents. In addition, specialized jobs identified in the career ladder structure analysis (e.g., operating room specialist; operating room NCOIC; and supplies and equipment cleaning, sterilization and storage specialist) were briefly described, with two exceptions.

One major job group whose functional title was omitted, but whose tasks were described in the job description, was that of NCOIC central/sterile supply. The 90232/52 description refers to tasks related to this job type as "other routine activities" and supervises requisition, storage, maintenance, and issue of equipment and supplies," without mentioning central/sterile supply as a job function. It might be clearer to refer directly to the job function as "performs as central/sterile supply specialist" and "performs as NCOIC central/sterile supply."

A group which was entirely omitted was the group of animal research surgical specialists. The job type was identified in the 1976 study, and personnel performing related job tasks were identified in the present study. Tasks performed by animal research surgical specialists include placing inter-catheters in, administering inhalation or gaseous anesthesia to, monitoring electrocardiograph of, and reporting laboratory test results concerning laboratory research animals. Since this functional group is a specialized job within the Operating Room career ladder, some mention of it may be appropriate in the AFR 39-1 job descriptions.

912X0, OPHTHALMOLOGY SURGICAL

The 91230/70 job description is thorough and accurate, with one exception. Although high percentages of Ophthalmology surgical personnel performed spectacles and contact lens-related tasks, no mention of this fact was contained in the AFR 39-1 job description. From 78 to 88 percent of 912X0 personnel perform such tasks as measuring the strength of lenses; verifying spectacles prescription orders; fitting spectacles frames to patients; measuring, neutralizing, and placing contact lenses in the patient's eyes; and instructing patients in the wear and care of contact lenses. Since tasks related to spectacles and contact lenses were performed by 46 to 89 percent of 912X0 personnel and consumed 7 percent of their time, it seems appropriate to include spectacles and contact lens-related tasks as a major duty in the job description of Ophthalmology surgical personnel.

912X2, UROLOGY SURGICAL

The 91232/72 job description is generally complete and accurate, with most duties and responsibilities referenced to inventory tasks. However, one refinement is possible. AFR 39-1 states that the urology technician "sets up instruments and equipment for urological procedures such as...catheterizations..." when 88 percent of 912X0 personnel stated they actually "catheterize patients." Such a clarification may help give a truer picture of this specialty.

912X5, OPTOMETRY

The 91235/55 and 91275 specialty descriptions were complete. All but one duty section of the specialty descriptions could be matched with inventory tasks performed by Optometry personnel. Because no tasks regarding performing visual training was placed in the job inventory, it is impossible to confirm whether these types of tasks are actually done by 912X0 personnel. In telephone contacts with field personnel and with the technical training school, we were unable to find any evidence that these visual training tasks were being accomplished. This area should be examined further by functional managers to determine whether this duty should remain in the Optometry AFR 39-1 job descriptions.

90292, MEDICAL SERVICE SUPERINTENDENT

and

91295, CLINIC SUPERINTENDENT

Because personnel in the 90292 and 91295 specialties supervise work in the ladders contained both in the present study and in a previous one, these superintendent job descriptions were compared with the percent members performing job tasks in both the present study and the study of the 902X0 and 912X4 career ladders published in March 1979 (AFPT 90-912-340).

The 90292, Medical Service Superintendent, job description was complete, and accurately reflected job tasks performed by these personnel in the field, as confirmed by consolidating the results of both surveys.

The 91295, Clinic Superintendent, job description was also generally accurate. However, there was no mention of their performing or supervising a medical supply function, while 29 percent performed such tasks as preparing, maintaining, or updating supply records; reviewing expiration dates on sterile equipment, disposable supplies, or drugs; and preparing shopping guides. These tasks consumed approximately five percent of the job time of all members of this superintendent group. This refinement may clarify the responsibilites of AFS 91295.

912X1, OTORHINOLARYNGOLOGY SURGICAL

and

912X3, ORTHOPAEDIC CLINIC

The 91231/71 and 91233/73 job descriptions were both found to be complete and accurately portray the duties and responsibilities of personnel in the Otorhinolaryngology Surgical and Orthopaedic Clinic career ladders. No major duties or responsibilities had been omitted, nor were any specialized jobs left out of the job descriptions.

COMPARISON OF CURRENT SURVEY TO EARLIER OPERATING ROOM PERSONNEL STUDIES

The results of this survey were compared to those of Occupational Survey report (OSR) AFPT 90-902-058, 1 August 1971, and AFPT 90-902-214, 31 August 1974, the last two studies of USAF Operating Room personnel. Many of the findings of the three studies were similar. For example, the Operating Room career ladder is fairly homogeneous, with a large number of tasks performed by high percentages of airmen. Also, even though the present study's task list combined Operating Room tasks with tasks from five other career ladders and stated them in a more general style, essentially the same career ladder structure was preserved.

Several minor differences were noticed, most of which may have been a function of the consolidated six-ladder task list and the less specific statement of tasks. Also, some differences could have been the result of the smaller percentage of 902X2 respondents (49 percent of 902X2 personnel assigned) compared to the last survey (68 percent). The present study identified one job type not previously identified, Superintendents (N=5), who performed management and supervision tasks almost exclusively. But the present study did not group Animal Research Surgical Specialists as the last study did (See Table 32 for a comparison of functional groups found in the three studies). Even though the present study did not identify Animal Research Surgical Specialists as a separate group, personnel performing animal-related tasks were identifiable in the NCOICs, Operating Room job type. It is likely that these Animal Research Specialists did not group because the present job inventory (designed for use across 6 specialties) contained only 4 animal-related tasks, while the last 902X2 job inventory contained 45.

One other difference between this survey and the last, was that the present study did not distinguish clearly between NCOIC of Central/ Sterile Supply, and the Supplies and Equipment, Sterilization and Storage Specialists. Two groups within the Central Sterile Supply Cluster were identified in the present study, however. One group was of more senior NCOs, and the other more junior.

TABLE 32

COMPARISON OF FUNCTIONAL GROUPS FOUND IN THE 1971, 1976, AND 1979 SURVEYS

1971 SURVEY	1976 SURVEY	1979 SURVEY
OPERATING ROOM SUPPORT	OPERATING ROOM SPECIALIST	OPERATING ROOM ASSISTANTS
SUPERVISORS	NCOIC/ASSISTANT NCOIC SURGICAL SERVICES	SURGICAL SERVICES
-	NCOIC OPERATING ROOM	NCOIC OPERATING ROOM
CENTRAL NURSING SUPPLY	SUPPLIES AND EQUIPMENT CLEANING, STERILIZATION, AND STORAGE SPECIALISTS	CENTRAL STERILE SUPPLY PERSONNEL
-	NCOIC, CENTRAL/STERILE	-
TRAINING	INSTRUCTORS	TRAINING PERSONNEL
-	ANIMAL RESEARCH SURGICAL SPECIALISTS	-
-	SUPERINTENDENT, NURSING SERVICES/ HOSPITAL SERVICES	SUPERINTENDENT OF NURSING SERVICES
-	-	SUPERINTENDENTS

DISCUSSION

The reasons for conducting this study of six related medical career ladders were to determine whether any could be merged, and to determine whether any improvements in the way they are managed could be made. Below, we will discuss the pros and cons of plausable career ladder mergers; first, of the Ophthomology Surgical and Optometry ladders, and then of the other surgical-related ladders.

POSSIBLE OPHTHALMOLOGY-OPTOMETRY MERGER. The most obvious possibility for career ladder mergers is found in the possible combination of the Ophthalmology Surgical (AFSC 912X0) and the Optometry (912X5) ladders. These two career ladders have common tasks and knowledges which could make a merger attractive. For example, the Optometry and Ophthalmology ladders have common subject matter concerning the human eye, and its vision problems and diseases. In addition, members of these two career ladders spent considerable time performing 44 common eye test and care, and spectacle or contact lens-related tasks, with the total percentage of time overlap between the two ladders being 53 percent.

On the other hand, Optometry personnel performed virtually none of the 52 common surgery tasks that took 20 percent of Ophthalmology Surgical personnel's time. While Ophthalmology Surgical personnel spent 53 percent of their time in overlapping job functions with Optometry personnel, they also had a time overlap of between 46 and 62 percent with the other AFSCs studied. In addition, Optometry personnel have not been qualified as Medical Service Specialists (AFSC 90250) the way Ophthalmology personnel have been; consequently, they might have to learn many in-patient care and sterile technique tasks if they were asked to perform the job of Ophthalmology Surgical personnel.

Before a conclusive decision can be made concerning merger, subject matter specialists and functional managers should closely examine tasks performed in common and those performed by only one of these two AFSCs. These specialty experts can best determine whether the "common" tasks are in fact the same task in both career fields.

POSSIBLE MERGERS OF SURGICAL-RELATED AFSCs. Other likely prospects for career ladder mergers occur in the surgical-related AFSCs (902X2, 912X0, 912X1, 912X2, and 912X3). Not only is there the possibility of merging all these AFSCs together, but also, the possiblility of merging any two or other combination of AFSCs exists. Since the number of possible combinations is too lengthy to detail here, we will discuss several of the ones considered unlikely candidates for merger, and then talk about those which may seem more feasible.

Career Ladders Difficult to Merge. Several ladders appeared difficult to merge. For example, Operating Room personnel performed a job which had the least time spent overlap of all the surgical-related AFSCs studied (ranging from 46 to 59 percent). Operating Room personnel appeared to perform the job most different from other personnel in those considered for merger. Although Operating Room personnel performed 52 tasks in common with the other surgical AFSCs, they also performed 24 AFSC-unique tasks not performed by 30 or more percent of the others. In addition, the way they spent their time on the 52 tasks was quite different from the other specialties who spent much more time in clinic settings.

The second AFS which appeared difficult to merge was the Otorhinolaryngology Surgical (9l2Xl). This difficulty occurred because of the low percent of time consumed by the 52 surgery common tasks (2l percent), and the large number of and percent time spent by their AFSC-unique tasks (26 AFSC-unique tasks consumed l6 percent of ENT personnel's time). On the other hand, the percent time overlap did reach a maximum of 66 percent with the Urology Surgical and Orthopaedic Clinic personnel. Although this percent time overlap was high, it was well below the time overlap between 3- and 7-skill level Ophthalmology personnel of 8l percent.

The third AFS which appeared difficult to merge with the surgical specialties was Ophthalmology Surgical. The highest percent time overlap between Ophthalmology Surgical and other surgical fields was 62 percent with Otorhinolaryngology Surgical, and dropped to 55 percent with Orthopaedic Clinic and 46 percent with Operating Room personnel. In addition, 2l tasks which took 6 percent of Ophthalmology personnel's time, and 44 Ophthalmology-Optometry unique tasks which took 25 percent of their time were not performed at all by these other surgery-related AFSCs. Since these AFSC- and eye-unique tasks were the most time consuming tasks, it appeared unwise to combine Ophthalmology with other surgical AFSCs, even though they did perform 52 tasks in common.

Career Ladders With Potential for Merger. From the overlap data, there does appear to be some prospect for merging Urology Surgical and Orthopaedic Clinic AFSCs (9l2X2 and 9l2X3). Their percent time overlap was 66 percent, the highest of any two AFSCs studied. They performed 52 common surgical tasks which consumed 29 and 25 percent of their time, respectively. And they spent only six percent of their time performing AFSC-unique tasks (l5 urology tasks and six orthopaedic tasks). However, statistics in this case may be misleading. For example, although Orthopaedic Clinic personnel spent only six percent of their time performing Orthopaedic-unique tasks, since there are only six tasks, it is conceiveable that these preparing and applying cast and traction-related tasks could, in fact, consume far greater than six percent of their time. For this reason, subject matter specialists and functional managers should examine the data furnished to determine whether this merger seems feasible.

OTHER POSSIBLE BENEFITS. The present study, by indicating areas of task overlap, does point the direction of possible savings in training and career ladder progression. For example, Ophthalmology Surgical and Optometry had 44 tasks, primarily eye tests, which were performed by over 30 percent of each ladder, that might be trained in common. Currently Optometry personnel learn these tasks in their basic 3ABR91235 course, while Ophthalmology personnel learn these tasks in OJT. Another area of possible combined training is in the surgical-related AFSCs. Thirty percent of the members of 902X2 and 912X0/1/2/3 career ladders performed 44 surgery-related tasks. It is possible that some provision for a multi-track surgery course could teach basic surgery technique and be followed by short segments of AFSC-unique tasks in Ophthalmology, Otorhinolaryngology, Urology, and Orthopaedic career ladders. One other possibility affecting career ladder progression occurs. Currently, members of 912X0/1/2/3 specialties must first receive a 90250 before crosstraining into their specialty. Since they also have much in common with Operating Room personnel, it may also be appropriate for them to lateral from 90252 as well as 90250 AFSCs.

APPENDIX A

FUNCTIONAL GROUP DESCRIPTIONS

I. OPTOMETRY PERSONNEL - GRP037 (N=118)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
9A	PERFORMING EYE TESTS	26
11	SPECTACLE OR CONTACT LENS RELATED TASKS	24
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	13
14	PATIENT RELATIONAL TASKS	11
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	10
6A	ADMINISTERING EYE MEDICATIONS	3
16	ORDERING SUPPLIES	3
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
15	CLEANING FACILITIES AND EQUIPMENT	2

REPRESENTATIVE TASKS PERFORMED BY GRP037 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F188	FIT SPECTACLES FRAMES TO PATIENTS	98
F291	REPAIR SPECTACLES FRAMES	98
F208	NEUTRALIZE SPECTACLES	97
F265	PERFORM VISUAL ACUITY TEST	92
F305	VERIFY SPECTACLES PRESCRIPTION ORDERS	92
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	92
F181	DILATE EYES	91
F214	ORDER SPECTACLES	87
F284	RECORD EYE TEST RESULTS	87
F224	PERFORM COLOR VISION TESTS	87
F296	SCREEN PATIENTS	86
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	86
F186	FIT GAS MASK INSERTS	86
F153	ADJUST SPECTACLES FRAMES TO FIT FLIGHT EQUIPMENT	82
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	78
F226	PERFORM COVER TESTS	75
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	74
F302	TAKE PATIENT HISTORIES	73
F193	INSTILL MEDICATION INTO EYES	72
F269	PLOT RESULTS OF VISUAL FIELD TESTS	70

Ia. EXPERIENCED OPTOMETRY SPECIALISTS - GRP082 (N=54)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
9A	PERFORMING EYE TESTS	31
11	SPECTACLE OR CONTACT LENS RELATED TASKS	22
14	PATIENT RELATIONAL TASKS	11
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	10
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	10
6A	ADMINISTERING EYE MEDICATIONS	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
16	ORDERING SUPPLIES	3

REPRESENTATIVE TASKS PERFORMED BY GRP082 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F188	FIT SPECTACLES FRAMES TO PATIENTS	96
F265	PERFORM VISUAL ACUITY TESTS	96
F208	NEUTRALIZE SPECTACLES	96
F291	REPAIR SPECTACLES FRAMES	96
F224	PERFORM COLOR VISION TESTS	96
F305	VERIFY SPECTACLES PRESCRIPTION ORDERS	94
F214	ORDER SPECTACLES	93
F296	SCREEN PATIENTS	93
F284	RECORD EYE TEST RESULTS	93
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	93
F181	DILATE EYES	93
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	91
F226	PERFORM COVER TESTS	87
F218	PERFORM ACCOMMODATION TESTS	85
F209	NOTIFY PATIENTS OF FILLED ORDERS	81
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	81
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	78
F153	ADJUST SPECTACLES FRAMES TO FIT FLIGHT EQUIPMENT	78
F245	PERFORM MUSCLE IMBALANCE TESTS	78
F302	TAKE PATIENT HISTORIES	76

Ib. NCOICs, OPTOMETRY - GRP127 (N=26)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	28
9A	PERFORMING EYE TESTS	23
11	SPECTACLE OR CONTACT LENS RELATED TASKS	14
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	10
14	PATIENT RELATIONAL TASKS	7
16	ORDERING SUPPLIES	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	4
6A	ADMINISTERING EYE MEDICATIONS	3

REPRESENTATIVE TASKS PERFORMED BY GRP127 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F188	FIT SPECTACLES FRAMES TO PATIENTS	100
F208	NEUTRALIZE SPECTACLES	100
F305	VERIFY SPECTACLES PRESCRIPTION ORDERS	100
F265	PERFORM VISUAL ACUITY TESTS	100
F291	REPAIR SPECTACLES FRAMES	100
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	100
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	100
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	100
F153	ADJUST SPECTACLES FRAMES TO FIT FLIGHT EQUIPMENT	100
F218	PERFORM ACCOMMODATION TESTS	100
F296	SCREEN PATIENTS	96
F229	PERFORM DEPTH PERCEPTION TESTS USING VTAND METHOD	96
F226	PERFORM COVER TESTS	96
F224	PERFORM COLOR VISION TESTS	96
A12	INSURE SECURITY OF DRUGS, NARCOTICS, OR SUPPLIES	96
F209	NOTIFY PATIENTS OF FILLED ORDERS	92
F302	TAKE PATIENT HISTORIES	92
F284	RECORD EYE TEST RESULTS	92
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	92
F235	PERFORM EXTERNAL EXAMINATIONS OF THE EYE	92

Ic. JUNIOR OPTOMETRY SPECIALISTS - GRP068 (N=34)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
11	SPECTACLE OR CONTACT LENS RELATED TASKS	35
9A	PERFORMING EYE TESTS	24
14	PATIENT RELATIONAL TASKS	13
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	11
6A	ADMINISTERING EYE MEDICATIONS	4
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	3
16	ORDERING SUPPLIES	3
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	2
15	CLEANING FACILITIES AND EQUIPMENT	2

REPRESENTATIVE TASKS PERFORMED BY GRP068 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F188	FIT SPECTACLES FRAMES TO PATIENTS	100
F291	REPAIR SPECTACLES FRAMES	100
F208	NEUTRALIZE SPECTACLES	97
F214	ORDER SPECTACLES	91
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	88
F209	NOTIFY PATIENTS OF FILLED ORDERS	85
F305	VERIFY SPECTACLES PRESCRIPTION ORDERS	82
F186	FIT GAS MASK INSERTS	82
F181	DILATE EYES	82
F265	PERFORM VISUAL ACUITY TESTS	79
F284	RECORD EYE TEST RESULTS	76
F153	ADJUST SPECTACLES FRAMES TO FIT FLIGHT EQUIPMENT	74
F296	SCREEN PATIENTS	71
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	71
F224	PERFORM COLOR VISION TESTS	68
E118	FILL OUT PRESCRIPTION FORMS	56
F159	ANSWER PATIENT MEDICAL INQUIRIES	56
F241	PERFORM INTRAOCULAR PRESSURE (IOP) TESTS USING THE APPLANATION METHOD	53
F302	TAKE PATIENT HISTORIES	50
F201	MAINTAIN PRESCRIPTION LOGBOOK	47

II. OPERATING ROOM PERSONNEL - GRP060 (N=349)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	20
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	15
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	11
15	CLEANING FACILITIES AND EQUIPMENT	10
12A	ASSISTING IN THE OPERATING ROOM	9
16	ORDERING SUPPLIES	9
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	5
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4
4C	PROVIDING GENERAL PATIENT CARE	2
7A	HANDLING AND IDENTIFYING DRUGS	2
17	OTHER TECHNICAL TASKS	2

REPRESENTATIVE TASKS PERFORMED BY GRP060 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	99
G358	PERFORM HAND AND ARM SCRUBS	99
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	99
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	99
G378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	99
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	99
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	99
G387	STOCK OPERATING ROOMS WITH SUPPLIES SUCH AS TAPE OR SHEETS	99
G385	SELECT SUPPLIES AND INSTRUMENTS FOR MAJOR SURGERY	99
G331	DISPOSE OF STERILE GOWNS OR GLOVES	98
G355	PASS SURGICAL SPECIMENS TO CIRCULATORS	98
G341	MAINTAIN CLEANLINESS OF OPERATING ROOM SUPPORT AREAS	98
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	98
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	98
G322	ASSIST SURGEONS IN DRESSING INCISIONS	98
G356	PERFORM AS CIRCULATING TECHNICIAN IN SURGICAL SUITE	98
G372	PREPARE INSTRUMENTS, SUTURES, OR SUPPLIES FOR OPERATING SURGEONS	98
G320	ASSIST STERILE TEAM MEMBERS WITH DONNING OR REMOVING STERILE CLOTHING	98
G389	TRANSFER STERILE ITEMS TO OR FROM STERILE FIELDS	98
G357	PERFORM GERMICIDAL DAMP WIPING OF FURNITURE, FLOORS, OR FIXTURES OF OPERATING ROOMS	97

IIa. OPERATING ROOM ASSISTANTS - GRP123 (N=249)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	23
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	17
15	CLEANING FACILITIES AND EQUIPMENT	11
12A	ASSISTING IN THE OPERATING ROOM	10
16	ORDERING SUPPLIES	9
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	6
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES, A+B+C+D)	5
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	4
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4
17	OTHER TECHNICAL TASKS	2
4C	PROVIDING GENERAL PATIENT CARE	2
7	HANDLING AND IDENTIFYING DRUGS	2

REPRESENTATIVE TASKS PERFORMED BY GRP123 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	100
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	100
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	99
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	99
G378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	99
G355	PASS SURGICAL SPECIMENS TO CIRCULATORS	99
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	99
G358	PERFORM HAND AND ARM SCRUBS	99
G387	STOCK OPERATING ROOMS WITH SUPPLIES SUCH AS TAPE OR SHEETS	98
H410	PACK INSTRUMENT SETS	98
G385	SELECT SUPPLIES AND INSTRUMENTS FOR MAJOR SURGERY	98
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	98
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	98
G389	TRANSFER STERILE ITEMS TO OR FROM STERILE FIELDS	98
H411	PERFORM BETWEEN-CASE CLEANING OF SUPPLIES OR EQUIPMENT	98
G372	PREPARE INSTRUMENTS, SUTURES, OR SUPPLIES FOR OPERATING SURGEONS	98
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	98
G331	DISPOSE OF STERILE GOWNS OR GLOVES	98
G341	MAINTAIN CLEANLINESS OF OPERATING ROOM SUPPORT AREAS	97
G357	PERFORM GERMICIDAL DAMP WIPING OF FURNITURE, FLOORS, OR FIXTURES OF OPERATING ROOMS	97

IIb. NCOICs, OPERATING ROOM - GRP130 (N=99)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	29
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	14
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	10
16	ORDERING SUPPLIES	9
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	7
12A	ASSISTING IN THE OPERATING ROOM	6
15	CLEANING FACILITIES AND EQUIPMENT	6
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4
17	OTHER TECHNICAL TASKS	2
4C	PROVIDING GENERAL PATIENT CARE	2
7	HANDLING AND IDENTIFYING DRUGS	2

REPRESENTATIVE TASKS PERFORMED BY GRP130 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
G337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	100
G341	MAINTAIN CLEANLINESS OF OPERATING ROOM SUPPORT AREAS	100
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	100
G358	PERFORM HAND AND ARM SCRUBS	100
G331	DISPOSE OF STERILE GOWNS OR GLOVES	100
G356	PERFORM AS CIRCULATING TECHNICIAN IN SURGICAL SUITE	99
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	99
G320	ASSIST STERILE TEAM MEMBERS WITH DONNING OR REMOVING STERILE CLOTHING	99
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	99
G385	SELECT SUPPLIES AND INSTRUMENTS FOR MAJOR SURGERY	99
G371	POSITION STERILE TABLES	99
G322	ASSIST SURGEONS IN DRESSING INCISIONS	99
G378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	99
G347	OBTAIN EQUIPMENT AND SUPPLIES FOR MAJOR SURGERY	98
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	98
H401	COORDINATE WITH MEDICAL MAINTENANCE FOR MAINTENANCE OF EQUIPMENT	98
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	98
G365	PLACE OR POSITION PATIENTS ON OPERATING TABLES	98
G372	PREPARE INSTRUMENTS, SUTURES, OR SUPPLIES FOR OPERATING SURGEONS	98

III. SMALLER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS - GRP298 (N=7)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	19
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	18
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	9
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	9
16	ORDERING SUPPLIES	7
5	APPLYING CASTS AND TRACTION	6
14	PATIENT RELATIONAL TASKS	5
12A	ASSISTING IN THE OPERATING ROOM	4
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	4
15	CLEANING FACILITIES AND EQUIPMENT	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
4C	PROVIDING GENERAL PATIENT CARE	3
9C	X-RAY RELATED TASKS	3
7	HANDLING AND IDENTIFYING DRUGS	2

REPRESENTATIVE TASKS PERFORMED BY GRP298 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	100
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	100
F274	PREPARE CASTING MATERIAL	100
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	100
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	100
G322	ASSIST SURGEONS IN DRESSING INCISIONS	100
F215	ORDER X-RAYS	100
F163	APPLY TRACTION DEVICES	100
F173	CLEAN CLINIC EXAMINING ROOMS	100
F296	SCREEN PATIENTS	100
F172	CHANGE DRESSINGS	100
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	100
F297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	100
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	100
G349	REMOVE SUTURES	100
G349	OBTAIN OR DISTRIBUTE X-RAYS FROM RADIOLOGY DEPARTMENT	100
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	100
G358	PERFORM HAND AND ARM SCRUBS	100
F280	PREPARE PATIENTS FOR X-RAYS	100

IV. UROLOGY SURGICAL ASSISTANTS - GRP255 (N=14)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	17
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	16
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	12
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	9
16	ORDERING SUPPLIES	8
15	CLEANING FACILITIES AND EQUIPMENT	5
12A	ASSISTING IN THE OPERATING ROOM	5
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDRUES	3
9C	X-RAY RELATED TASKS	3
14	PATIENT RELATIONAL TASKS	3
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	3
4C	PROVIDING GENERAL PATIENT CARE	3
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	2
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	2
6B	ADMINISTERING OTHER MEDICATIONS (THAN EYE OR EAR)	2
7	HANDLING AND IDENTIFYING DRUGS	2

REPRESENTATIVE TASKS PERFORMED BY GRP255 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	100
F273	PREPARE AND DRAPE PATIENTS FOR DIAGNOSTIC PROCEDURES	100
F295	SCHEDULE PATIENTS FOR SURGERY	100
I442	CATHETERIZE PATIENTS	100
F173	CLEAN CLINIC EXAMINING ROOMS	100
G358	PERFORM HAND AND ARM SCRUBS	100
G322	ASSIST SURGEONS IN DRESSING INCISIONS	100
I453	OBTAIN PATIENT RECORDS	100
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	100
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	100
E141	PREPARE MICROBIOLOGY I FORMS (SF 553)	100
F270	POSITION PATIENTS FOR DIAGNOSTIC PROCEDURES	100
G337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	100
H422	PERFORM SPECIAL CLEANING OF DELICATE SUPPLIES OR EQUIPMENT	100
F165	ASSEMBLE INSTRUMENTS FOR BIOPSIES	100
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	100
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	100
H409	ORDER STERILE SUPPLIES	100
E140	PREPARE MEDICAL RECORD-TISSUE EXAMINATION FORMS (SF 515)	100
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	100

V. CLINICAL-SURGICAL OTORHINOLARYNGEAL TECHNICIANS - GRP265 (N=10)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	16
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	15
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	10
9D	CONDUCTING ENT TESTS	9
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	7
16	ORDERING SUPPLIES	7
4B	PROVIDING CARE TO ENT PATIENTS	5
14	PATIENT RELATIONAL TASKS	4
12A	ASSISTING IN THE OPERATING ROOM	4
15	CLEANING FACILITIES AND EQUIPMENT	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
4C	PROVIDING GENERAL PATIENT CARE	2
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	2
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	2
7	HANDLING AND IDENTIFYING DRUGS	2
6B	ADMINISTERING OTHER MEDICATIONS	2

REPRESENTATIVE TASKS PERFORMED BY GRP265 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	100
F287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	100
F288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	100
F296	SCREEN PATIENTS	100
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	100
F219	PERFORM AIR CONDUCTION HEARING TESTS	100
F256	PERFORM SPEECH DISCRIMINATION TESTS	100
F289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	100
F295	SCHEDULE PATIENTS FOR SURGERY	100
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	100
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	100
F234	PERFORM EXAMINATIONS OF EARS USING MICROSCOPE	100
F222	PERFORM BONE CONDUCTION TESTS	100
F290	REMOVE SUTURES	100
F172	CHANGE DRESSINGS	100
H406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	100
I445	COUNSEL PATIENTS	100
F306	VISUALLY CHECK FOR COMPLETENESS OF SURGICAL INSTRUMENT SETS FOR SURGICAL PROCEDURE	100
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	100

VI. LARGER FACILITY ORTHOPAEDIC SURGICAL ASSISTANTS - GRP145 (N=12)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	22
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	13
16	ORDERING SUPPLIES	9
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	8
5	APPLYING CASTS AND TRACTION	6
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	6
14	PATIENT RELATIONAL TASKS	5
15	CLEANING FACILITIES AND EQUIPMENT	5
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	4
4C	PROVIDING GENERAL PATIENT CARE	4
12A	ASSISTING IN THE OPERATING ROOM	4
9C	X-RAY RELATED TASKS	3
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
6B	ADMINISTERING OTHER MEDICATIONS	2
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	2

REPRESENTATIVE TASKS PERFORMED BY GRP145 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F274	PREPARE CASTING MATERIAL	100
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	100
F172	CHANGE DRESSINGS	100
F173	CLEAN CLINIC EXAMINING ROOMS	100
F290	REMOVE SUTURES	100
E131	PREPARE CLINICAL RECORD-CONSULTATION SHEET FORMS (SF 513)	100
G322	ASSIST SURGEONS IN DRESSING INCISIONS	100
F296	SCREEN PATIENTS	100
E143	PREPARE MISCELLANEOUS FORMS (SF 577)	100
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	92
G358	PERFORM HAND AND ARM SCRUBS	92
F295	SCHEDULE PATIENTS FOR SURGERY	92
G369	POSITION OR TRANSPORT PATIENTS IN WHEEL CHAIRS	92
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	92
G370	POSITION OR TRANSPORT PATIENTS ON WHEELED LITTERS	92
G384	SECURE DRESSINGS	92
F297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	92
H409	ORDER STERILE SUPPLIES	92
G359	PERFORM NON-SURGICAL SKIN CLEANSING	92
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	92

VII. OTORHINOLARYNGEAL SURGICAL ASSISTANTS - GRP149 (N=10)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	14
9D	CONDUCTING ENT TESTS	13
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	12
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	10
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	10
4B	PROVIDING CARE TO ENT PATIENTS	6
12A	ASSISTING IN THE OPERATING ROOM	6
14	PATIENT RELATIONAL TASKS	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	4
16	ORDERING SUPPLIES	3
4C	PROVIDING GENERAL PATIENT CARE	3
15	CLEANING FACILITIES AND EQUIPMENT	3

REPRESENTATIVE TASKS PERFORMED BY GRP149 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	100
F257	PERFORM SPEECH RECEPTION THRESHOLD (SRT) TESTS	100
F219	PERFORM AIR CONDUCTION HEARING TESTS	100
F288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	100
F256	PERFORM SPEECH DISCRIMINATION TESTS	100
G316	ARRANGE INSTRUMENTS, SPONGES, OR LINEN ON BACK TABLES	100
F295	SCHEDULE PATIENTS FOR SURGERY	100
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	100
F222	PERFORM BONE CONDUCTION TESTS	100
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	100
G322	ASSIST SURGEONS IN DRESSING INCISIONS	100
F286	REMOVE FOREIGN BODIES FROM EARS BY IRRIGATION	100
F287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	100
G355	PASS SURGICAL SPECIMENS TO CIRCULATORS	100
F251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	100
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	100
F289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	100
B42	SCHEDULE OPERATIVE PROCEDURES	100
G342	MAINTAIN CONTINUOUS COUNT OF SPONGES OR NEEDLES USED DURING OPERATIONS	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	100

VIII. GENERAL UROLOGY ASSISTANTS - GRP129 (N=5)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	21
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	12
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	11
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	7
9C	X-RAY RELATED TASKS	6
12A	ASSISTING IN THE OPERATING ROOM	5
14	PATIENT RELATIONAL TASKS	5
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	4
4C	PROVIDING GENERAL PATIENT CARE	4
15	CLEANING FACILITIES AND EQUIPMENT	4
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	4
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	3
16	ORDERING SUPPLIES	3
9F	PERFORMING UROLOGY RELATED TESTS	3
6B	ADMINISTERING OTHER MEDICATIONS	2
17	OTHER TECHNICAL TASKS	2

REPRESENTATIVE TASKS PERFORMED BY GRP129 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F166	ASSEMBLE INSTRUMENTS FOR CYSTOSCOPIES	100
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	100
G312	ADJUST UROLOGY EXAM TABLE HEIGHT OR POSITION	100
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	100
E141	PREPARE MICROBIOLOGY I FORMS (SF 553)	100
I442	CATHETERIZE PATIENTS	100
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	100
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	100
F300	SHOOT KIDNEY-URETER-BLADDER (KUB) X-RAYS	100
E127	PREPARE CHEMISTRY I FORMS (SF 546)	100
F212	OBTAIN URINE SPECIMENS FROM MALE PATIENTS	100
E135	PREPARE HEMATOLOGY FORMS (SF 549)	100
E165	ASSEMBLE INSTRUMENTS FOR BIOPSIES	100
G348	OBTAIN EQUIPMENT AND SUPPLIES FOR MINOR SURGERY	100
G307	ADJUST ELECTRIC TABLE HEIGHT OR POSITION	100
E132	PREPARE CLINICAL RECORD-ELECTROCARDIOGRAPHIC RECORD FORMS (SF 520)	100
G360	PERFORM PREOPERATIVE SHAVES	100
F290	REMOVE SUTURES	100
F280	PREPARE PATIENTS FOR X-RAYS	80

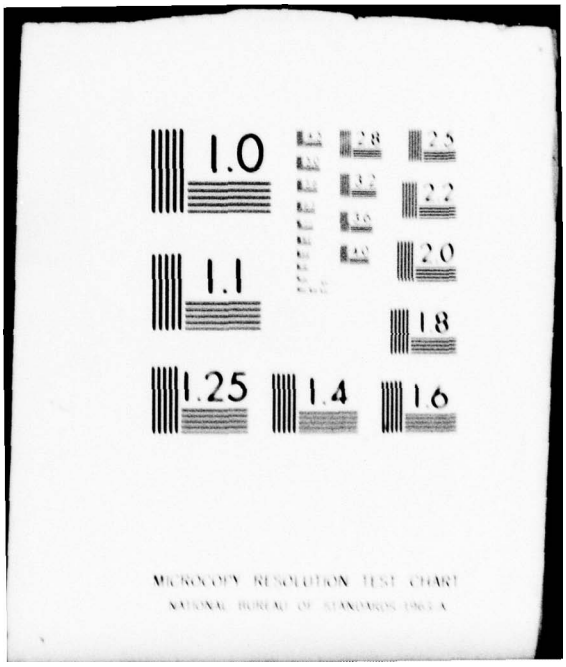
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IX. OPHTHALMOLOGY PERSONNEL - GRP103 (N=38)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
9A	PERFORMING EYE TESTS	18
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	12
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	11
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	9
11	SPECTACLE OR CONTACT LENS RELATED TASKS	7
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	7
14	PATIENT RELATIONAL TASKS	5
16	ORDERING SUPPLIES	4
9B	TAKING, DEVELOPING, DISTRIBUTING PHOTOS	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
12A	ASSISTING IN THE OPERATING ROOM	3
15	CLEANING FACILITIES AND EQUIPMENT	3
6A	ADMINISTERING EYE MEDICATIONS	2
4C	PROVIDING GENERAL PATIENT CARE	2
7	HANDLING AND IDENTIFYING DRUGS	2
17	OTHER TECHNICAL TASKS	2
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	2

REPRESENTATIVE TASKS PERFORMED BY GRP103 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F265	PERFORM VISUAL ACUITY TESTS	100
F284	RECORD EYE TEST RESULTS	100
F269	PLOT RESULTS OF VISUAL FIELD TESTS	100
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	100
F181	DILATE EYES	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	100
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	100
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	100
F306	VISUALLY CHECK FOR COMPLETENESS OF SURGICAL INSTRUMENT SETS FOR SURGICAL PROCEDURE	100
F296	SCREEN PATIENTS	97
F237	PERFORM FORMAL GLAUCOMA FIELD TESTS	97
F193	INSTILL MEDICATION INTO EYES	97
F260	PERFORM TESTS TO DETERMINE BASE-LINE VISUAL FIELD	97
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	97
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	97
I439	APPLY OCULAR DRESSINGS	97
G335	HANDLE DRUGS OR SOLUTIONS	97
F254	PERFORM SLIT LAMP EXAMINATIONS	95
F155	ADMINISTER EYE MEDICATIONS	95
F208	NEUTRALIZE SPECTACLES	95

X. CENTRAL STERILE SUPPLY PERSONNEL - GRP065 (N=17)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	31
16	ORDERING SUPPLIES	29
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	10
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	9
15	CLEANING FACILITIES AND EQUIPMENT (PRIMARILY EQUIPMENT)	7
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	3
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	2
17	OTHER TECHNICAL TASKS	2

REPRESENTATIVE TASKS PERFORMED BY GRP065 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
H405	ORDER MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	100
H403	OPERATE STERILIZERS	100
H406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	100
H434	STORE UNPROCESSED OR PRE-STERILIZED MATERIALS	100
H402	MAKE SUPPLY DELIVERIES FROM CENTRAL SUPPLY TO USING UNITS	94
H426	PREPARE SURGICAL LINENS, INSTRUMENTS, OR OTHER EQUIPMENT IN PACKS OR PACKAGES FOR STERILIZATION	94
H423	PREPARE ROUTINE LINEN, INSTRUMENTS, OR OTHER EQUIPMENT FOR USE THROUGHOUT HOSPITAL FOR STERILIZATION	94
H410	PACK INSTRUMENT SETS	94
H433	STORE PROCESSED ITEMS	94
H407	ORDER NON-MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	94
H431	REVIEW EXPIRATION DATES ON STERILE EQUIPMENT, DISPOSABLE SUPPLIES, OR DRUGS	94
B25	DIRECT SUPPLY FUNCTIONS	88
H409	ORDER STERILE SUPPLIES	88
H404	ORDER LINEN SUPPLIES	88
H399	CLEAN GAS STERILIZERS	88
H400	CLEAN OR FLUSH STEAM STERILIZERS	88
H401	COORDINATE WITH MEDICAL MAINTENANCE FOR MAINTENANCE OF EQUIPMENT	88
H427	PREPARE, MAINTAIN, OR UPDATE SUPPLY RECORDS	82
H414	PERFORM DATE CHECKS OF LOCALLY PROCESSED DATED ITEMS	82
H424	PREPARE SHOPPING GUIDES	76

XI. ORTHOPAEDIC CLINIC PERSONNEL - GRP025 (N=33)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	24
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS	24
5	APPLYING CASTS AND TRACTION	8
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	6
14	PATIENT RELATIONAL TASKS	5
16	ORDERING SUPPLIES	5
4C	PROVIDING GENERAL PATIENT CARE	4
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	4
9C	X-RAY RELATED TASKS	3
15	CLEANING FACILITIES AND EQUIPMENT	3
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	2
12A	ASSISTING IN THE OPERATING ROOM	2
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	2
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	2

REPRESENTATIVE TASKS PERFORMED BY GRP025 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F290	REMOVE SUTURES	97
E149	PREPARE URINALYSIS FORMS (SF 550)	91
F172	CHANGE DRESSINGS	88
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	88
E135	PREPARE HEMATOLOGY FORMS (SF 549)	85
E127	PREPARE CHEMISTRY I FORMS (SF 546)	85
E123	MAINTAIN OUTPATIENT APPOINTMENT BOOKS	82
F274	PREPARE CASTING MATERIAL	82
E131	PREPARE CLINICAL RECORD-CONSULATATION SHEET FORMS (SF 513)	82
F161	APPLY CASTING MATERIAL	79
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	79
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	79
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	76
E133	PREPARE CLINICAL RECORD-RADIOGRAPHIC REPORT FORMS (SF 519) OR RADIOGRAPHIC REPORT FORMS (SF 519A)	76
F297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	73
F173	CLEAN CLINIC EXAMINING ROOMS	70
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	70
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	70
F163	APPLY TRACTION DEVICES	70
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	70

XIa. NCOICs, ORTHOPAEDIC CLINIC - GRP049 (N=11)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	44
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS	20
5	APPLYING CASTS AND TRACTION	5
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	5
14	PATIENT RELATIONAL TASKS	4
16	ORDERING SUPPLIES	3
4C	PROVIDING GENERAL PATIENT CARE	3
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	3
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	2
9C	X-RAY RELATED TASKS	2
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	2

REPRESENTATIVE TASKS PERFORMED BY GRP049 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F290	REMOVE SUTURES	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	100
D88	CONDUCT ON-THE-JOB TRAINING (OJT)	100
A2	COORDINATE ACTIVITIES BETWEEN CLINIC AND OPERATING ROOM (OR) STAFFS	100
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	91
F274	PREPARE CASTING MATERIAL	91
A8	ESTABLISH EQUIPMENT REQUIREMENTS	91
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	91
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	91
F161	APPLY CASTING MATERIAL	82
B57	SUPERVISE ORTHOPAEDIC CLINIC SPECIALISTS (AFSC 91233)	82
F297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	82
F296	SCREEN PATIENTS	82
F172	CHANGE DRESSINGS	82
E133	PREPARE CLINICAL RECORD-RADIOGRAPHIC REPORT FORMS (SF 519) OR RADIOGRAPHIC REPORT FORMS (SF 519A)	82
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	82
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	82
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	82
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	82
E123	MAINTAIN OUTPATIENT APPOINTMENT BOOKS	82
F295	SCHEDULE PATIENTS FOR SURGERY	82

XIb. ORTHOPAEDIC CLINIC SPECIALISTS - GRP051 (N=15)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	26
5	APPLYING CASTS AND TRACTION	13
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	8
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	7
14	PATIENT RELATIONAL TASKS	7
16	ORDERING SUPPLIES	6
4C	PROVIDING GENERAL PATIENT CARE	5
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	5
12A	ASSISTING IN THE OPERATING ROOM	4
15	CLEANING FACILITIES AND EQUIPMENT	4
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	3
9C	X-RAY RELATED TASKS	2
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	2
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	2

REPRESENTATIVE TASKS PERFORMED BY GRP051 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F290	REMOVE SUTURES	100
F172	CHANGE DRESSINGS	100
F279	PREPARE PATIENT FOR REMOVAL OR PLASTER OR FIBERGLASS	93
F161	APPLY CASTING MATERIAL	93
E149	PREPARE URINALYSIS FORMS (SF 550)	93
E135	PREPARE HEMATOLOGY FORMS (SF 549)	93
E147	PREPARE SEROLOGY FORMS (SF 551)	93
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	87
F274	PREPARE CASTING MATERIAL	87
E123	MAINTAIN OUTPATIENT APPOINTMENT BOOKS	87
F173	CLEAN CLINIC EXAMINING ROOMS	87
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	87
E131	PREPARE CLINICAL RECORD-CONSULTATION SHEET FORMS (SF 513)	87
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	87
F163	APPLY TRACTION DEVICES	87
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	80
F297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	73
I453	OBTAIN PATIENT RECORDS	73
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	73
F215	ORDER X-RAYS	67

XII. NCOICs, OTORHINOLARYNGEAL CLINIC - GRP040 (N=11)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	29
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	21
9D	CONDUCTING ENT TESTS	15
4B	PROVIDING CARE TO ENT PATIENTS	7
16	ORDERING SUPPLIES	6
14	PATIENT RELATIONAL TASKS	5
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
4C	PROVIDING GENERAL PATIENT CARE	2
15	CLEANING FACILITIES AND EQUIPMENT	2

REPRESENTATIVE TASKS PERFORMED BY GRP040 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F257	PERFORM SPEECH RECEPTION THRESHOLD (SRT) TESTS	100
F256	PERFORM SPEECH DISCRIMINATION TESTS	100
F222	PERFORM BONE CONDUCTION TESTS	100
F159	ANSWER PATIENT MEDICAL INQUIRIES	91
F234	PERFORM EXAMINATIONS OF EARS USING MICROSCOPE	91
F288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	91
F251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	91
F219	PERFORM AIR CONDUCTION HEARING TESTS	91
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	91
F173	CLEAN CLINIC EXAMINING ROOMS	91
F223	PERFORM CALIBRATION CHECKS ON AUDIOLOGY AND VESTIBULAR LABORATORY EQUIPMENT	82
F287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	82
F286	REMOVE FOREIGN BODIES FROM EARS BY IRRIGATION	82
F289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	82
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	82
A12	INSURE SECURITY OF DRUGS, NARCOTICS, OR SUPPLIES	82
F174	CLEAN MASTOID CAVITIES	82
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	82
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	82
E124	MAINTAIN STOCK LEVELS OF FORMS	73

XIII. SUPERVISORS - GRP029 (N=86)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	86
DUTY B	DIRECTING AND IMPLEMENTING	(35)
DUTY C	INSPECTING AND EVALUATING	(21)
DUTY A	ORGANIZING AND PLANNING	(17)
DUTY D	TRAINING	(13)
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5
16	ORDERING SUPPLIES	2

REPRESENTATIVE TASKS PERFORMED BY GRP029 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	95
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	95
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	93
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	93
B26	DRAFT GENERAL CORRESPONDENCE	90
A5	DETERMINE PERSONNEL REQUIREMENTS	90
B23	DIRECT ADMINISTRATIVE FUNCTIONS	88
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	88
B38	PARTICIPATE IN STAFF MEETINGS	87
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	86
B34	INITIATE PERSONNEL ACTIONS	85
C68	EVALUATE COMPLIANCE WITH WORK STANDARDS	84
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	84
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	83
C71	EVALUATE JOB DESCRIPTIONS	83
C70	EVALUATE INSPECTION REPORTS OR PROCEDURES	81
C65	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	81
B39	PREPARE DEPARTMENTAL REPORTS	80
A9	ESTABLISH ORGANIZATIONAL POLICIES, OR HOSPITAL OR RESEARCH OPERATING INSTRUCTIONS (HOI OR ROI)	78
C78	EVALUATE WORK SCHEDULES	77

XIIIa. SUPERINTENDENTS OF NURSING SERVICE - GRP079 (N=63)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	90
DUTY B	DIRECTING AND IMPLEMENTING	(37)
DUTY C	INSPECTING AND EVALUATING	(22)
DUTY A	ORGANIZING AND PLANNING	(17)
DUTY D	TRAINING	(14)
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5

REPRESENTATIVE TASKS PERFORMED BY GRP079 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	100
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	98
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	98
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	97
A5	DETERMINE PERSONNEL REQUIREMENTS	97
B26	DRAFT GENERAL CORRESPONDENCE	94
B34	INITIATE PERSONNEL ACTIONS	94
C68	EVALUATE COMPLIANCE WITH WORK STANDARDS	90
C71	EVALUATE JOB DESCRIPTIONS	90
B27	DRAFT OR REVISE JOB DESCRIPTIONS	90
B23	DIRECT ADMINISTRATIVE FUNCTIONS	89
C70	EVALUATE INSPECTION REPORTS OR PROCEDURES	89
A18	SCHEDULE LEAVES OR PASSES	89
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	87
C65	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	87
B38	PARTICIPATE IN STAFF MEETINGS	86
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	86
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	84
A9	ESTABLISH ORGANIZATIONAL POLICIES, OR HOSPITAL OR RESEARCH OPERATING INSTRUCTIONS (HOI OR ROI)	84

XIIIb. NCOICs, SURGICAL SERVICES - GRP072 (N=10)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	64
DUTY B	DIRECTING AND IMPLEMENTING	(27)
DUTY A	ORGANIZING AND PLANNING	(16)
DUTY C	INSPECTING AND EVALUATING	(13)
DUTY D	TRAINING	(8)
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	7
16	ORDERING SUPPLIES	6
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	5
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	4
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	3
12A	ASSISTING IN THE OPERATING ROOM	3
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	2
15	CLEANING FACILITIES AND EQUIPMENT	2

REPRESENTATIVE TASKS PERFORMED BY GRP072 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
B51	SUPERVISE OPERATING ROOM SPECIALISTS (AFSC 90252)	100
B23	DIRECT ADMINISTRATIVE FUNCTIONS	100
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
A10	ESTABLISH PERFORMANCE STANDARDS	100
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	100
B31	IMPLEMENT SAFETY PROGRAMS OR PROCEDURES	100
B26	DRAFT GENERAL CORRESPONDENCE	100
B24	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	100
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A18	SCHEDULE LEAVES OR PASSES	100
B36	MAINTAIN DUTY ROSTERS	100
B34	INITIATE PERSONNEL ACTIONS	100
B52	SUPERVISE OPERATING ROOM TECHNICIANS (AFSC 90272)	90
H406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	90
B38	PARTICIPATE IN STAFF MEETINGS	90
B25	DIRECT SUPPLY FUNCTIONS	90
H401	COORDINATE WITH MEDICAL MAINTENANCE FOR MAINTENANCE OF EQUIPMENT	90
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	90
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	90
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	90

XIIIc. SUPERINTENDENTS - GRP062 (N=5)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	94
DUTY B	DIRECTING AND IMPLEMENTING	(48)
DUTY C	INSPECTING AND EVALUATING	(24)
DUTY A	ORGANIZING AND PLANNING	(21)
DUTY D	TRAINING	(1)
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5

REPRESENTATIVE TASKS PERFORMED BY GRP062 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
B23	DIRECT ADMINISTRATIVE FUNCTIONS	100
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	100
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
B38	PARTICIPATE IN STAFF MEETINGS	100
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	100
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	100
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	80
A9	ESTABLISH ORGANIZATIONAL POLICIES, OR HOSPITAL OR RESEARCH OPERATING INSTRUCTIONS (HOI OR ROI)	80
B50	SUPERVISE MEDICAL SERVICE TECHNICIANS (AFSC 90270)	80
A5	DETERMINE PERSONNEL REQUIREMENTS	80
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	80
C78	EVALUATE WORK SCHEDULES	60
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	60
A13	PLAN OR PREPARE BRIEFINGS	60
B46	SUPERVISE CIVILIAN PERSONNEL	60
C79	INVESTIGATE OR REPORT ACCIDENTS OR INCIDENTS	60
B19	CONDUCT STAFF MEETINGS	60
C83	WRITE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY APPRAISALS	60
C76	EVALUATE SAFETY OR SECURITY PROGRAMS	60
A18	SCHEDULE LEAVES OR PASSES	60

XIV. TRAINING PERSONNEL - GRP042 (N=6)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	87
DUTY D	TRAINING	(45)
DUTY B	DIRECTING AND IMPLEMENTING	(22)
DUTY A	ORGANIZING AND PLANNING	(13)
DUTY C	INSPECTING AND EVALUATING	(7)
16	ORDERING SUPPLIES	2
9A	PERFORMING EYE TESTS	2
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	2
15B	CLEANING EQUIPMENT	2
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	2
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	2

REPRESENTATIVE TASKS PERFORMED BY GRP042 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
D87	CONDUCT FORMAL RESIDENCE TECHNICAL TRAINING COURSES	100
D85	ADMINISTER OR SCORE TESTS	100
D86	ARRANGE FOR TRAINING AIDS, SPACE, OR EQUIPMENT	100
D103	PREPARE LESSON PLANS	100
D105	PREPARE TRAINING AIDS	100
D104	PREPARE STUDY GUIDES OR WORKBOOKS	100
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	100
D110	WRITE TEST QUESTIONS	100
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	83
B38	PARTICIPATE IN STAFF MEETINGS	83
D99	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	67
D90	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	67
A13	PLAN OR PREPARE BRIEFINGS	67
D92	DEVELOP OR REVIEW COURSE CONTROL DOCUMENTS, SUCH AS PLANS OF INSTRUCTION (POI) OR SPECIALTY TRAINING STANDARDS (STS)	67
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	67
A7	DRAFT BUDGET ESTIMATES	50
B25	DIRECT SUPPLY FUNCTIONS	50
B26	DRAFT GENERAL CORRESPONDENCE	50
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	50
B22	DEVELOP STATUS BOARDS, GRAPHS, OR CHARTS	50

APPENDIX B

DAFSC GROUP DESCRIPTIONS

OPERATING ROOM SPECIALISTS - AFSC 90252 (N=241)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	21
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	16
16	ORDERING SUPPLIES	10
12A	ASSISTING IN THE OPERATING ROOM	9
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	9
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	5
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4

REPRESENTATIVE TASKS PERFORMED BY 90252 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
H410	PACK INSTRUMENT SETS	95
H403	OPERATE STERILIZERS	95
G378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	95
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	94
G385	SELECT SUPPLIES AND INSTRUMENTS FOR MAJOR SURGERY	94
G372	PREPARE INSTRUMENTS, SUTURES, OR SUPPLIES FOR OPERATING SURGEONS	94
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	94
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	94
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	94
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	94
G358	PERFORM HAND AND ARM SCRUBS	93
G337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	93
G387	STOCK OPERATING ROOMS WITH SUPPLIES SUCH AS TAPE OR SHEETS	93
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	93
G355	PASS SURGICAL SPECIMENTS TO CIRCULATORS	93
G320	ASSIST STERILE TEAM MEMBERS WITH DONNING OR REMOVING STERILE CLOTHING	93
H411	PERFORM BETWEEN-CASE CLEANING OF SUPPLIES OR EQUIPMENT	93
G322	ASSIST SURGEONS IN DRESSING INCISIONS	93
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	93
G389	TRANSFER STERILE ITEMS TO OR FROM STERILE FIELDS	93

OPERATING ROOM TECHNICIANS - AFSC 90272 (N=123)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	34
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	13
16	ORDERING SUPPLIES	11
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	10
15	CLEANING FACILITIES AND EQUIPMENT	6
12A	ASSISTING IN THE OPERATING ROOM	6
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5
10	PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	4
3	PERPARING AND TRANSPORTING PATIENTS FOR SURGERY	3

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90272 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	88
B51	SUPERVISE OPERATING ROOM SPECIALISTS (AFSC 90252)	87
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	85
G337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	85
H403	OPERATE STERILIZERS	85
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	85
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	85
G388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	85
G332	DON OR REMOVE STERILE GROWNS OR GLOVES	85
H401	COORDINATE WITH MEDICAL MAINTENANCE FOR MAINTENANCE OF EQUIPMENT	84
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	84
G356	PERFORM AS CIRCULATING TECHNICIAN IN SURGICAL SUITE	84
G331	DISPOSE OF STERILE GOWNS OR GLOVES	84
H405	ORDER MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	83
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	83
G328	CORRECT BREAKS IN STERILE TECHNIQUE BY MEMBERS OF OPERATING TEAMS	83
H431	REVIEW EXPIRATION DATES ON STERILE EQUIPMENT, DISPOSABLE SUPPLIES, OR DRUGS	82
G347	OBTAIN EQUIPMENT AND SUPPLIES FOR MAJOR SURGERY	82
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	82
H406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	81

OPHTHALMOLOGY SURGICAL APPRENTICES - AFSC 91230 (N=19)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
9A	PERFORMING EYE TESTS	21
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	13
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	9
11	SPECTACLE OR CONTACT LENS RELATED TASKS	8
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	7
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	5
14	PATIENT RELATIONAL TASKS	5
9B	TAKING, DEVELOPING, DISTRIBUTING PHOTOS	4
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
16	ORDERING SUPPLIES	3

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91230 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F265	PERFORM VISUAL ACUITY TESTS	95
F296	SCREEN PATIENTS	95
F237	PERFORM FORMAL GLAUCOMA FIELD TESTS	95
F284	RECORD EYE TEST RESULTS	95
F269	PLOT RESULTS OF VISUAL FIELD TESTS	95
F181	DILATE EYES	95
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	95
F155	ADMINISTER EYE MEDICATIONS	95
F235	PERFORM EXTERNAL EXAMINATIONS OF THE EYE	95
F224	PERFORM COLOR VISION TESTS	95
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	95
F188	FIT SPECTACLES FRAMES TO PATIENTS	89
F208	NEUTRALIZE SPECTACLES	89
F193	INSTILL MEDICATION INTO EYES	89
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	89
F302	TAKE PATIENT HISTORIES	89
F254	PERFORM SLIT LAMP EXAMINATIONS	89
F226	PERFORM COVER TESTS	89
F159	ANSWER PATIENT MEDICAL INQUIRIES	89
F253	PERFORM SCHIRMER'S TESTS	89

OPHTHALMOLOGY SURGICAL TECHNICIANS - AFSC 91270 (N=26)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
9A	PERFORMING EYE TESTS	15
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	15
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	13
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	8
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	7
11	SPECTACLE OR CONTACT LENS RELATED TASKS	5
16	ORDERING SUPPLIES	4
14	PATIENT RELATIONAL TASKS	4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91270 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
G334	HAND INSTRUMENTS TO OPERATING SURGEONS	100
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	96
F290	REMOVE SUTURES	96
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	92
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	92
G386	SELECT SUPPLIES AND INSTRUMENTS FOR MINOR SURGERY	92
G358	PERFORM HAND AND ARM SCRUBS	92
G335	HANDLE DRUGS OR SOLUTIONS	92
F172	CHANGE DRESSINGS	92
G355	PASS SURGICAL SPECIMENS TO CIRCULATORS	92
E135	PREPARE HEMATOLOGY FORMS (SF 549)	92
F296	SCREEN PATIENTS	88
F265	PERFORM VISUAL ACUITY TESTS	88
F284	RECORD EYE TEST RESULTS	88
F269	PLOT RESULTS OF VISUAL FIELD TESTS	88
F193	INSTILL MEDICATION INTO EYES	88
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	88
F181	DILATE EYES	88
F260	PERFORM TESTS TO DETERMINE BASE-LINE VISUAL FIELD	88
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	88
G322	ASSIST SURGEONS IN DRESSING INCISIONS	88

OTORHINOLARYNGOLOGY SURGICAL APPRENTICES - AFSC 91231 (N=9)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	18
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	16
9D	CONDUCTING ENT TESTS	15
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	7
4B	PROVIDING CARE TO ENT PATIENTS	6
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	6
16	ORDERING SUPPLIES	6
14	PATIENT RELATIONAL TASKS	5

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91231 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F257	PERFORM SPEECH RECEPTION THRESHOLD (SRT) TESTS	100
F256	PERFORM SPEECH DISCRIMINATION TESTS	100
F219	PERFORM AIR CONDUCTION HEARING TESTS	100
F222	PERFORM BONE CONDUCTION TESTS	100
F251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	100
F258	PERFORM STENGER TESTS	100
F288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	89
F286	REMOVE FOREIGN BODIES FROM EARS BY IRRIGATION	89
F287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	89
F234	PERFORM EXAMINATIONS OF EARS USING MICROSCOPE	89
F289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	89
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	89
F159	ANSWER PATIENT MEDICAL INQUIRIES	78
E124	MAINTAIN STOCK LEVELS OF FORMS	78
F223	PERFORM CALIBRATION CHECKS ON AUDIOLOGY AND VESTIBULAR LABORATORY EQUIPMENT	78
F268	PLACE COTTON WICKS IN EARS	78
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	78
F290	REMOVE SUTURES	78
F262	PERFORM TONE DECAY HEARING TESTS	78
F296	SCREEN PATIENTS	78
F261	PERFORM THROAT CULTURES	78

OTORHINOLARYNGOLOGY SURGICAL TECHNICIANS - AFSC 91271 (N=22)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	22
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	15
9D	CONDUCTING ENT TESTS	10
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	8
4B	PROVIDING CARE TO ENT PATIENTS	6
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	6
16	ORDERING SUPPLIES	5
14	PATIENT RELATIONAL TASKS	4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91271 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	100
F288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	100
F287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	100
F256	PERFORM SPEECH DISCRIMINATION TESTS	100
F289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	100
F219	PERFORM AIR CONDUCTION HEARING TESTS	100
F222	PERFORM BONE CONDUCTION TESTS	100
F257	PERFORM SPEECH RECEPTION THRESHOLD (SRT) TESTS	95
A12	INSURE SECURITY OF DRUGS, NARCOTICS, OR SUPPLIES	95
F261	PERFORM THROAT CULTURES	95
F290	REMOVE SUTURES	95
A8	ESTABLISH EQUIPMENT REQUIREMENTS	95
F234	PERFORM EXAMINATIONS OF EARS USING MICROSCOPE	91
F286	REMOVE FOREIGN BODIES FROM EARS BY IRRIGATION	91
F173	CLEAN CLINIC EXAMINING ROOMS	91
F268	PLACE COTTON WICKS IN EARS	91
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	91
F172	CHANGE DRESSINGS	91
F239	PERFORM HILGER NERVE STIMULATIONS	91
F295	SCHEDULE PATIENTS FOR SURGERY	86
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	86

UROLOGY SURGICAL APPRENTICES - AFSC 91232 (N=13)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	20
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	12
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	11
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	9
16	ORDERING SUPPLIES	6
9C	X-RAY RELATED TASKS	5
15	CLEANING FACILITIES AND EQUIPMENT	5
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	4
12A	ASSISTING IN THE OPERATING ROOM	4
14	PATIENT RELATIONAL TASKS	4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91232 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
E141	PREPARE MICROBIOLOGY I FORMS (SF 553)	100
E143	PREPARE MISCELLANEOUS FORMS (SF 557)	100
E142	PREPARE MICROBIOLOGY II FORMS (SF 554)	100
E149	PREPARE URINALYSIS FORMS (SF 550)	92
E151	SCHEDULE INPATIENT APPOINTEMENTS	92
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	92
I442	CATHETERIZE PATIENTS	92
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	92
G352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	92
G353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	92
E127	PREPARE CHEMISTRY I FORMS (SF 546)	92
G375	PREPARE SURGICAL SPECIMENS FOR FORWARDING TO THE LABORATORY	92
G348	OBTAIN EQUIPMENT AND SUPPLIES FOR MINOR SURGERY	92
E135	PREPARE HEMATOLOGY FORMS (SF 549)	92
G362	PERFORM SURGICAL SKIN CLEANSING	92
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	85
G333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	85
F166	ASSEMBLE INSTRUMENTS FOR CYSTOSCOPIES	85
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	85
F273	PREPARE AND DRAPE PATIENTS FOR DIAGNOSTIC PROCEDURES	85

UROLOGY SURGICAL TECHNICIANS - AFSC 91272 (N=12)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	24
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	22
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	9
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	8
16	ORDERING SUPPLIES	5
12A	ASSISTING IN THE OPERATING ROOM	5
9C	X-RAY RELATED TASKS	4
14	PATIENT RELATIONAL TASKS	3
15	CLEANING FACILITIES AND EQUIPMENT	3
13	ASSISTING WITH CLINICAL SURGICAL PROCEDURES	2

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91272 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
E135	PREPARE HEMATOLOGY FORMS (SF 549)	100
E141	PREPARE MICROBIOLOGY I FORMS (SF 553)	100
E132	PREPARE CLINICAL RECORD-ELECTROCARDIOGRAPHIC RECORD FORMS (SF 520)	100
E149	PREPARE URINALYSIS FORMS (SF 550)	100
E127	PREPARE CHEMISTRY I FORMS (SF 546)	100
E128	PREPARE CHEMISTRY II FORMS (SF 547)	100
E133	PREPARE CLINICAL RECORD-RADIOGRAPHIC REPORT FORMS (SF 519) OR RADIOGRAPHIC REPORT FORMS (SF 519A)	92
E129	PREPARE CHEMISTRY III FORMS (SF 548)	92
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	92
F212	OBTAIN URINE SPECIMENS FROM MALE PATIENTS	92
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	92
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	92
F169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	83
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	83
E131	PREPARE CLINICAL RECORD-CONSULTATION SHEET FORMS (SF 513)	83
F166	ASSEMBLE INSTRUMENTS FOR CYSTOSCOPIES	83
F165	ASSEMBLE INSTRUMENTS FOR BIOPSIES	83
F180	DEVELOP X-RAY FILMS	83
G322	ASSIST SURGEONS IN DRESSING INCISIONS	83
G312	ADJUST UROLOGY EXAM TABLE HEIGHT OR POSITION	83
I442	CATHETERIZE PATIENTS	83

ORTHOPAEDIC CLINIC APPRENTICES - AFSC 91233 (N=30)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS	23
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	14
5	APPLYING CASTS AND TRACTION	9
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	8
16	ORDERING SUPPLIES	6
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	6
14	PATIENT RELATIONAL TASKS	5
4C	PROVIDING GENERAL PATIENT CARE	5
12A	ASSISTING IN THE OPERATING ROOM	4

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91233 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F290	REMOVE SUTURES	93
F172	CHANGE DRESSINGS	90
F161	APPLY CASTING MATERIAL	87
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	83
F163	APPLY TRACTION DEVICES	83
E135	PREPARE HEMATOLOGY FORMS (SF 549)	83
E149	PREPARE URINALYSIS FORMS (SF 550)	83
E143	PREPARE MISCELLANEOUS FORMS (SF 557)	83
F274	PREPARE CASTING MATERIAL	80
F173	CLEAN CLINIC EXAMINING ROOMS	80
E131	PREPARE CLINICAL RECORD-CONSULTATION SHEET FORMS (SF 513)	80
E147	PREPARE SEROLOGY FORMS (SF 551)	80
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	77
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	77
G332	DON OR REMOVE STERILE GOWNS OR GLOVES	77
E127	PREPARE CHEMISTRY I FORMS (SF 546)	77
E141	PREPARE MICROBIOLOGY I FORMS (SF 553)	77
E123	MAINTAIN OUTPATIENT APPOINTMENT BOOKS	73
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	73
G321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	73
F281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	73

ORTHOPAEDIC CLINIC TECHNICIANS - AFSC 91273 (N=29)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	32
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	21
5	APPLYING CASTS AND TRACTION	6
12B	MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	6
16	ORDERING SUPPLIES	6
14	PATIENT RELATIONAL TASKS	5
12C	MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	4
4C	PROVIDING GENERAL PATIENT CARE	3
12A	ASSISTING IN THE OPERATING ROOM	3
3	PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	3
9C	X-RAY RELATED TASKS	2
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	2

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91273 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F290	REMOVE SUTURES	93
D88	CONDUCT ON-THE-JOB TRAINING (OJT)	93
F274	PREPARE CASTING MATERIAL	90
E133	PREPARE CLINICAL RECORD-RADIOGRAPHIC REPORT FORMS (SF 519) OR RADIOGRAPHIC REPORT FORMS (SF 519A)	90
A2	COORDINATE ACTIVITIES BETWEEN CLINIC AND OPERATING ROOM (OR) STAFFS	90
F172	CHANGE DRESSINGS	86
F168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	86
F278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	83
E131	PREPARE CLINICAL RECORD-CONSULTATION SHEET FORMS (SF 513)	83
G323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	83
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	83
E149	PREPARE URINALYSIS FORMS (SF 550)	83
E127	PREPARE CHEMISTRY I FORMS (SF 546)	83
A12	INSURE SECURITY OF DRUGS, NARCOTICS, OR SUPPLIES	83
B57	SUPERVISE ORTHOPAEDIC CLINIC SPECIALISTS (AFSC 91233)	79
F279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	79
E123	MAINTAIN OUTPATIENT APPOINTMENT BOOKS	79
E147	PREPARE SEROLOGY FORMS (SF 551)	79
F297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	76
F163	APPLY TRACTION DEVICES	76
E114	COMPLETE PHYSICAL PROFILE SERIAL REPORT FORMS (AF FORM 442)	76

OPTOMETRY SPECIALISTS - AFSC 91255 (N=86)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
9A	PERFORMING EYE TESTS	24
11	SPECTACLE OR CONTACT LENS RELATED TASKS	24
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	13
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	11
14	PATIENT RELATIONAL TASKS	11
16	ORDERING SUPPLIES	3
6A	ADMINISTERING EYE MEDICATIONS	3
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	3
15	CLEANING FACILITIES OR EQUIPMENT	2
4A	PROVIDING CARE TO EYE PATIENTS	1

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91255 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F291	REPAIR SPECTACLES FRAMES	99
F188	FIT SPECTACLES FRAMES TO PATIENTS	98
F208	NEUTRALIZE SPECTACLES	98
F206	MEASURE STRENGTHS OF LENSES WITH LENSOMETER	91
F305	VERIFY SPECTACLES PRESCRIPTION ORDERS	91
F265	PERFORM VISUAL ACUITY TESTS	91
F209	NOTIFY PATIENTS OF FILLED ORDERS	90
F181	DILATE EYES	90
F186	FIT GAS MASK INSERTS	88
F214	ORDER SPECTACLES	87
F284	RECORD EYE TEST RESULTS	87
F224	PERFORM COLOR VISION TESTS	86
F153	ADJUST SPECTACLES FRAMES TO FIT FLIGHT EQUIPMENT	84
F296	SCREEN PATIENTS	83
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	83
F158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	78
F159	ANSWER PATIENT MEDICAL INQUIRIES	77
F302	TAKE PATIENT HISTORIES	73
F195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	72
F226	PERFORM COVER TESTS	72

OPTOMETRY TECHNICIANS - AFSC 91275 (N=21)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	30
9A	PERFORMING EYE TESTS	25
11	SPECTACLE OR CONTACT LENS RELATED TASKS	17
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	8
14	PATIENT RELATIONAL TASKS	7
16	ORDERING SUPPLIES	3
9G	PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	2
4A	PROVIDING CARE TO EYE PATIENTS	1

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91275 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
F305	VERIFY SPECTACLES PRESCRIPTION ORDERS	95
F291	REPAIR SPECTACLES FRAMES	95
F188	FIT SPECTACLES FRAMES TO PATIENTS	95
F265	PERFORM VISUAL ACUITY TESTS	90
F206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	90
F208	NEUTRALIZE SPECTACLES	90
F186	FIT GAS MASK INSERTS	86
F296	SCREEN PATIENTS	81
F292	REPORT EYE TEST RESULTS TO PHYSICIAN	81
F209	NOTIFY PATIENTS OF FILLED ORDERS	81
F245	PERFORM MUSCLE IMBALANCE TESTS	81
F218	PERFORM ACCOMMODATION TESTS	81
F229	PERFORM DEPTH PERCEPTION TESTS USING VTAND METHOD	81
F224	PERFORM COLOR VISION TESTS	81
F228	PERFORM DEPTH PERCEPTION TESTS USING VERHOEFF METHOD	81
F194	INSTRUCT PATIENTS IN WEAR AND CARE OF CONTACT LENSES	81
F284	RECORD EYE TEST RESULTS	76
E124	MAINTAIN STOCK LEVELS OF FORMS	76
F226	PERFORM COVER TESTS	76
F181	DILATE EYES	76

MEDICAL SERVICE SUPERINTENDENTS - AFSC 90292 (N=9)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	86
DUTY B	DIRECTING AND IMPLEMENTING	(34)
DUTY C	INSPECTING AND EVALUATING	(22)
DUTY A	ORGANIZING AND PLANNING	(16)
DUTY D	TRAINING	(14)
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	5
14	PATIENT RELATIONAL TASKS	1
16	ORDERING SUPPLIES	1

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91292 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	92
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	91
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	90
B40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	90
B26	DRAFT GENERAL CORRESPONDENCE	89
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	89
A5	DETERMINE PERSONNEL REQUIREMENTS	89
B23	DIRECT ADMINISTRATIVE FUNCTIONS	86
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	83
B38	PARTICIPATE IN STAFF MEETINGS	83
B34	INITIATE PERSONNEL ACTIONS	81
C78	EVALUATE WORK SCHEDULES	80
C65	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	80
C71	EVALUATE JOB DESCRIPTIONS	80
B27	DRAFT OR REVISE JOB DESCRIPTIONS	80
C68	EVALUATE COMPLIANCE WITH WORK STANDARDS	79
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	79
A9	ESTABLISH ORGANIZATIONAL POLICIES, OR HOSPITAL OR RESEARCH OPERATING INSTRUCTIONS (HOI OR ROI)	77
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	76
B50	SUPERVISE MEDICAL SERVICE TECHNICIANS (AFSC 90270)	74

CLINIC SUPERINTENDENTS - AFSC 91295 (N=7)

RELATIVE PERCENT TIME SPENT ON TASK FAMILY GROUPINGS

GROUPING NUMBER	TASK FAMILY GROUPING/DUTY	RELATIVE PERCENT TIME SPENT
1	MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	76
DUTY B	DIRECTING AND IMPLEMENTING	(38)
DUTY A	ORGANIZING AND PLANNING	(18)
DUTY C	INSPECTING AND EVALUATING	(16)
DUTY D	TRAINING	(4)
16	ORDERING SUPPLIES	7
2	ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	6
4C	PROVIDING GENERAL PATIENT CARE	2
6C	ADMINISTERING OTHER MEDICATIONS (THAN EYE OR EAR)	2
8	PROVIDING EMERGENCY CARE	2

REPRESENTATIVE TASKS PERFORMED BY DAFSC 91295 PERSONNEL

TASK	TITLE	PERCENT PERFORMING
A5	DETERMINE PERSONNEL REQUIREMENTS	86
A1	ASSIGN PERSONNEL TO DUTY POSITIONS	86
B23	DIRECT ADMINISTRATIVE FUNCTIONS	71
B35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	71
C69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	71
A18	SCHEDULE LEAVES OR PASSES	71
B38	PARTICIPATE IN STAFF MEETINGS	71
B20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	71
C82	WRITE AIRMEN PERFORMANCE REPORTS (APRs)	71
A14	PLAN OR SCHEDULE WORK ASSIGNMENTS	57
B50	SUPERVISE MEDICAL SERVICE TECHNICIANS (AFSC 90270)	57
A9	ESTABLISH ORGANIZATIONAL POLICIES, OR HOSPITAL OR RESEARCH OPERATING INSTRUCTIONS (HOI OR ROI)	57
C68	EVALUATE COMPLIANCE WITH WORK STANDARDS	57
B21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	57
A4	COORDINATE SURGICAL SERVICES ACTIVITIES WITH OTHER SECTIONS OF HOSPITAL	57
B30	IMPLEMENT COST REDUCTION PROGRAMS	57
B61	SUPERVISE PERSONNEL WITH AFSCs OTHER THAN 902XX, 908X0, OR 912XX	57
C70	EVALUATE INSPECTION REPORTS OR PROCEDURES	57
A16	PLAN WORK PRIORITIES	57
C74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	57

APPENDIX C

RELATIVE PERCENT TIME SPENT AND PERCENT MEMBERS PERFORMING BY TASK FAMILY GROUPINGS

APPENDIX C

RELATIVE PERCENT TIME SPENT AND PERCENT MEMBERS PERFORMING BY TASK FAMILY GROUPINGS

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS — FCPR38 P — EXECUTIVE SUMMARY

UNDER TASK FAMILY HEADINGS, COMPONENT TASKS ARE LISTED WITH PERCENT TIME SPENT BY ALL MEMBERS AND, IN THE EXECUTIVE SUMMARY, CUMULATIVE PERCENT TIME SPENT FOR AFSC'S 902X2, 912X0, 912X1, 912X2, 912X3 AND 912X5.

D	TSK	TITLES	902 X2 (T)	912 X0 (T)	912 X1 (T)	912 X2 (T)	912 X3 (T)	912 X5 (T)	NUM TSK (-)	TSK DIF (F)
	001	1. MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)	15.8	12.5	20.6	16.5	22.6	14.4	111	5.60
	002	2. ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)	4.8	12.9	16.0	21.9	21.9	10.4	50	4.02
	003	3. PREPARING AND TRANSPORTING PATIENTS FOR SURGERY	4.6	1.3	1.2	2.7	3.1	.1	9	4.09
	004	4. PROVIDING PATIENT CARE	.0	.0	.0	.0	.0	.0	0	.00
	005	4 A PROVIDING CARE TO EYE PATIENTS	.1	1.3	.1	.1	.1	.6	4	5.67
	006	4 B PROVIDING CARE TO ENT PATIENTS	.1	.3	5.9	.0	.0	.2	2	5.69
	009	4 C PROVIDING GENERAL PATIENT CARE	2.0	1.7	2.0	2.7	4.0	.3	9	5.19
	010	5. APPLYING CASTS AND TRACTION	.4	.4	.8	.1	7.9	.0	6	5.06
	011	6. ADMINISTERING MEDICATIONS	.0	.0	.0	.0	.0	.0	0	.00
	012	6 A ADMINISTERING EYE MEDICATIONS	.1	2.4	.1	.0	.1	3.1	3	4.77
	014	6 B ADMINISTERING OTHER MEDICATIONS	.4	1.3	1.0	1.6	1.2	.9	6	5.29
	015	7. HANDLING AND IDENTIFYING DRUGS	.0	.0	.0	.0	.0	.0	0	.00
	016	7 A HANDLING DRUGS	1.4	1.4	1.1	1.1	1.1	.3	4	5.00
	017	7 B IDENTIFYING DRUGS	.6	.4	.4	.4	.2	.1	1	5.48
	018	8. PROVIDING EMERGENCY CARE	.6	.5	.8	.7	1.2	.1	6	6.14
	019	9. DIAGNOSING PROCEDURES	.0	.0	.0	.0	.0	.0	0	.00
	020	9 A PERFORMING EYE TESTS	.3	17.8	1.1	.2	.1	25.0	38	5.52
	021	9 B TAKING, DEVELOPING, DISTRIBUTING PHOTOS	.1	3.3	.6	.1	.0	.4	8	4.90
	022	9 C XRAY RELATED TASKS	.5	.4	.8	4.2	2.3	.1	11	4.98
	023	9 D CONDUCTING ENT TESTS	.2	.7	11.7	.2	.2	.2	19	5.65
	024	9 E ASSISTING IN SURGICAL DIAGNOSTIC PROCEDURES	.4	.4	.5	.7	.1	.0	1	5.19
	025	9 F PERFORMING UROLOGY RELATED TESTS	.1	.0	.0	1.6	.1	.0	3	4.97
	026	9 G PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES	.8	3.2	3.3	3.8	2.2	2.5	9	5.56
	027	10. PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT	3.7	.8	1.3	1.3	.5	.4	14	4.31
	028	11. SPECTACLE OR CONTACT LENS RELATED TASKS	.1	6.7	.3	.1	.1	23.7	15	5.17
	029	12. SURGERY (CLINICAL OR OPERATING ROOM) RELATED TASKS	.0	.0	.0	.0	.0	.0	0	.00
	030	12 A ASSISTING IN THE OPERATING ROOM	8.2	3.0	3.1	4.4	3.2	.1	14	4.73
	031	12 B MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS	14.2	6.0	5.9	8.5	7.0	.2	19	4.57
	032	12 C MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY	18.6	7.6	7.8	10.8	4.9	.7	31	4.31
	033	13. ASSISTING WITH CLINICAL SURGICAL PROCEDURES	.6	1.0	1.0	2.4	1.5	.1	4	5.59
	034	14. PATIENT RELATIONAL TASKS	.3	4.6	4.0	3.3	4.8	10.1	11	5.42
	035	15. CLEANING TASKS	.0	.0	.0	.0	.0	.0	0	.00
	036	15 A CLEANING FACILITIES	5.1	1.1	1.4	2.3	2.0	1.0	8	3.60
	037	15 B CLEANING EQUIPMENT	3.9	1.4	1.4	1.8	1.1	1.0	6	4.14
	038	16. ORDERING SUPPLIES	10.2	3.8	5.5	5.4	5.9	2.9	17	4.41
	039	17. OTHER TECHNICAL TASKS	2.1	1.5	1.0	1.4	.6	.8	15	4.71
		TASKS NOT REFERENCED	.0	.0	.0	.0	.0	.0	0	.00

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

UNDER TASK FAMILY HEADINGS, COMPONENT TASKS ARE LISTED WITH PERCENT MEMBERS PERFORMING AND TASK DIFFICULTY FOR AFSC'S 902X2, 912X0, 912X1, 912X2, 912X3 AND 912X5.

VECTOR TYPE CODES:

(T) = % TIME SPENT BY ALL MEMBERS
(M) = % MEMBERS PERFORMING
(F) = TASK FACTOR
(D) = DICHOTOMOUS SET
(B) = % TIME SPENT BY MEMBERS PERFORMING
(-) = PROGRAM GENERATED VECTOR

COL	TYPE	VECTOR	MEMBS/MEAN	DESCRIPTION	FACTOR #
1	M	902 X2	402	ALL 902X2 AIRMEN (EXCLUDING 90292'S)	74
2	M	912 X0	45	ALL 912X0 AIRMEN	9
3	M	912 X1	31	ALL 912X1 AIRMEN	22
4	M	912 X2	25	ALL 912X2 AIRMEN	33
5	M	912 X3	59	ALL 912X3 AIRMEN	93
6	M	912 X5	123	ALL 912X5 AIRMEN (EXCLUDING 91295'S)	54
7	F	TSKDIF	5.00	TASK DIFFICULTY FOR 902X2/912XX	350
8	-	SEQNUM		SEQUENTIAL NUMBERING	

8

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

UNDER TASK FAMILY HEADINGS, COMPONENT TASKS ARE LISTED WITH PERCENT MEMBERS PERFORMING AND TASK DIFFICULTY FOR AFSC'S 902X2, 912X0, 912X1, 912X2, 912X3 AND 912X5.

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
001		1. MANAGEMENT, SUPERVISION, & TRAINING RELATED TASKS (SUM OF DUTIES A+B+C+D)								
A	1	ASSIGN PERSONNEL TO DUTY POSITIONS	43.3	42.2	58.1	44.0	39.0	22.8	4.20	1
A	2	COORDINATE ACTIVITIES BETWEEN CLINIC AND OPERATING ROOM (OR) STAFFS	34.3	77.8	77.4	72.0	74.6	7.3	4.75	2
A	3	COORDINATE ACTIVITIES BETWEEN OR STAFF AND CHAIRMAN OF SURGERY	22.1	22.2	12.9	36.0	16.9	8.1	4.59	3
A	4	COORDINATE SURGICAL SERVICES ACTIVITIES WITH OTHER SECTIONS OF HOSPITAL	28.6	24.4	35.5	48.0	27.1	5.7	4.90	4
A	5	DETERMINE PERSONNEL REQUIREMENTS	27.9	26.7	38.7	32.0	27.1	17.1	5.10	5
A	6	DEVELOP ORGANIZATIONAL CHARTS	18.7	17.8	22.6	20.0	20.3	10.6	5.23	6
A	7	DRAFT BUDGET ESTIMATES	30.8	33.3	45.2	28.0	28.8	27.6	4.72	7
A	8	ESTABLISH EQUIPMENT REQUIREMENTS	37.8	64.4	77.4	60.0	45.8	39.0	5.97	8
A	9	ESTABLISH ORGANIZATIONAL POLICIES, OR HOSPITAL OR RESEARCH OPERATING INSTRUCTIONS (HOI OR ROI)	25.9	8.9	29.0	20.0	15.3	15.9	6.91	9
A	10	ESTABLISH PERFORMANCE STANDARDS	31.1	33.3	45.2	28.0	40.7	19.5	6.14	10
A	11	ESTABLISH REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	29.4	35.6	45.2	40.0	37.3	28.5	5.39	11
A	12	INSURE SECURITY OF DRUGS, NARCOTICS, OR SUPPLIES	41.0	80.0	93.5	72.0	74.6	35.8	4.50	12
A	13	PLAN OR PREPARE BRIEFINGS	30.3	17.8	25.8	40.0	30.5	13.8	5.54	13
A	14	PLAN OR SCHEDULE WORK ASSIGNMENTS	48.0	46.7	67.7	40.0	42.4	27.6	4.84	14
A	15	PLAN SECURITY PROGRAMS OTHER THAN DRUGS, NARCOTICS, OR SUPPLIES	16.9	13.3	19.4	16.0	13.6	9.8	5.07	15
A	16	PLAN WORK PRIORITIES	41.8	48.9	58.8	48.0	45.8	28.5	5.23	16
A	17	PREPARE UNIT EMERGENCY OR DISASTER PLANS	15.9	8.9	12.9	20.0	10.2	9.8	5.94	17
A	18	SCHEDULE LEAVES OR PASSES	32.3	40.0	61.3	32.0	39.0	26.0	3.87	18
B	19	CONDUCT STAFF MEETINGS	19.4	15.6	19.4	16.0	10.2	8.9	5.20	19
B	20	COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	46.0	62.2	74.2	36.0	45.8	30.1	6.09	20
B	21	DEVELOP OR IMPROVE WORK METHODS OR PROCEDURES	53.2	66.7	80.6	68.0	57.6	58.5	6.06	21
B	22	DEVELOP STATUS BOARDS, GRAPHS, OR CHARTS	20.9	24.4	25.8	12.0	18.6	14.6	5.31	22
B	23	DIRECT ADMINISTRATIVE FUNCTIONS	26.4	44.4	67.7	44.0	39.0	32.5	5.93	23
B	24	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	39.3	44.4	61.3	60.0	42.4	35.0	5.23	24
B	25	DIRECT SUPPLY FUNCTIONS	43.8	55.6	67.7	48.0	37.3	38.2	5.71	25
B	26	DRAFT GENERAL CORRESPONDENCE	30.8	44.4	61.3	32.0	35.6	33.3	5.21	26
B	27	DRAFT OR REVISE JOB DESCRIPTIONS	24.9	35.6	35.5	28.0	32.2	15.4	6.08	27
B	28	DRAFT TECHNICAL CORRESPONDENCE	19.2	22.2	32.3	20.0	16.9	23.6	6.49	28
B	29	ESTABLISH OR MAINTAIN PUBLICATIONS LIBRARIES	23.9	24.4	22.6	20.0	16.9	24.4	5.05	29
B	30	IMPLEMENT COST REDUCTION PROGRAMS	29.1	15.6	32.3	24.0	20.3	20.3	5.86	30
B	31	IMPLEMENT SAFETY PROGRAMS OR PROCEDURES	32.3	37.8	38.7	44.0	32.2	26.8	5.24	31
B	32	IMPLEMENT SECURITY PROGRAMS OR PROCEDURES	22.9	24.4	25.8	36.0	20.3	17.9	5.22	32
B	33	IMPLEMENT SUGGESTION PROGRAMS	22.4	17.8	32.3	28.0	23.7	17.9	4.72	33
B	34	INITIATE PERSONNEL ACTIONS	28.9	28.9	22.6	28.0	13.6	17.9	5.04	34
B	35	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	42.5	44.4	67.7	44.0	37.3	25.2	5.28	35
B	36	MAINTAIN DUTY ROSTERS	36.1	22.2	45.2	28.0	28.8	18.7	4.54	36

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

UNDER TASK FAMILY HEADINGS, COMPONENT TASKS ARE LISTED WITH PERCENT MEMBERS PERFORMING AND TASK DIFFICULTY FOR AFSC'S 902X2, 912X0, 912X1, 912X2, 912X3 AND 912X5.

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
B	37	MAINTIAN STATUS BOARDS, GRAPHS, OR CHARTS	23.4	20.0	29.0	24.0	27.1	13.8	4.59	37
B	38	PARTICIPATE IN STAFF MEETINGS	38.8	37.8	41.9	48.0	30.5	32.5	4.01	38
B	39	PREPARE DEPARTMENTAL REPORTS	27.9	31.1	54.8	28.0	25.4	22.0	5.21	39
B	40	PROVIDE SUPERVISORY INDOCTRINATION OF NEWLY ASSIGNED PERSONNEL	40.0	37.8	71.0	32.0	32.2	23.6	4.85	40
B	41	REVIEW OR IMPLEMENT PROCEDURES FOR BASE DISASTER CONTROL EXERCISES	18.7	22.2	25.8	44.0	16.9	10.6	5.65	41
B	42	SCHEDULE OPERATIVE PROCEDURES	30.1	64.4	77.4	68.0	59.3	9.8	4.75	42
B	43	SUPERVISE APPRENTICE MEDICAL SERVICE SPECIALISTS (AFSC 90230)	14.9	8.9	12.9	16.0	13.6	4.9	5.77	43
B	44	SUPERVISE APPRENTICE OPERATING ROOM SPECIALISTS (AFSC 90232)	50.0	11.1	6.5	8.0	3.4	2.4	6.12	44
B	45	SUPERRVISE APPRENTICE OPTOMETRY SPECIALISTS (AFSC 91235)	7.5	37.8	16.1	4.0	.0	23.6	5.65	45
B	46	SUPERVISE CIVILIAN PERSONNEL	13.7	11.1	22.6	20.0	13.6	7.3	5.97	46
B	47	SUPERVISE CLINIC SUPERINTENDENTS (AFSC 91295)	6.2	6.7	3.2	4.0	3.4	2.4	5.93	47
B	48	SUPERVISE MEDICAL SERVICE SPECIALISTS (AFSC 90250)	8.7	8.9	9.7	12.0	8.5	5.7	5.78	48
B	49	SUPERVISE MEDICAL SERVICE SUPERINTENDENTS (AFSC 90292)	6.5	6.7	3.2	4.0	.0	2.4	5.76	49
B	50	SUPERVISE MEDICAL SERVICE TECHNICIANS (AFSC 90270)	7.2	8.9	6.5	8.0	.0	2.4	5.81	50
B	51	SUPERVISE OPERATING ROOM SPECIALISTS (AFSC 90252)	48.5	11.1	3.2	12.0	.0	2.4	5.76	51
B	52	SUPERVISE OPERATING ROOM TECHNICIANS (AFSC 90272)	21.9	11.1	3.2	8.0	.0	2.4	5.17	52
B	53	SUPERVISE OPHTHALMOLOGY SURGICAL SPECIALISTS (AFSC 91230)	8.0	35.6	6.5	4.0	.0	4.9	5.71	53
B	54	SUPERVISE OPHTHALMOLOGY SURGICAL TECHNICIANS (AFSC 91270)	8.2	13.3	12.9	4.0	.0	4.1	5.58	54
B	55	SUPERVISE OPTOMETRY SPECIALISTS (AFSC 91255)	6.7	35.6	12.9	4.0	.0	22.0	5.45	55
B	56	SUPERVISE OPTOMETRY TECHNICIANS (AFSC 91275)	6.5	17.8	6.5	4.0	.0	4.9	5.72	56
B	57	SUPERVISE ORTHOPAEDIC CLINIC SPECIALISTS (AFSC 91233)	7.7	8.9	3.2	4.0	47.5	2.4	5.91	57
B	58	SUPERVISE ORTHOPAEDIC CLINIC TECHNICIANS (AFSC 91273)	7.7	4.4	6.5	4.0	28.8	2.4	5.49	58
B	59	SUPERVISE OTORHINOLARYNGOLOGY SURGICAL SPECIALISTS (AFSC 91231)	7.0	15.6	51.6	4.0	.0	3.3	5.50	59
B	60	SUPERVISE OTORHINOLARYNGOLOGY SURGICAL TECHNICIANS (AFSC 91271)	7.2	11.1	32.3	4.0	.0	4.1	5.33	60
B	61	SUPERVISE PERSONNEL WITH AFSCS OTHER THAN 902XX, 908X0, OR 912XX	7.7	8.9	19.4	4.0	1.7	4.1	6.08	61
B	62	SUPERVISE UROLOGY SURGICAL SPECIALISTS (AFSC 91232)	9.2	4.4	3.2	28.0	.0	2.4	5.93	62
B	63	SUPERVISE UROLOGY SURGICAL TECHNICIANS (AFSC 91272)	7.5	4.4	3.2	12.0	.0	2.4	5.58	63
B	64	SUPERVISE VETERINARY PERSONNEL (AFSC 908X0)	7.0	6.7	3.2	4.0	.0	2.4	5.42	64
C	65	EVALUATE ADMINISTRATIVE FORMS, FILES, OR PROCEDURES	22.4	35.6	51.6	48.0	28.8	39.0	5.54	65
C	66	EVALUATE ALERT OR EMERGENCY PROCEDURES	17.2	22.2	25.8	28.0	16.9	9.8	5.94	66
C	67	EVALUATE BUDGET REQUIREMENTS	29.4	28.9	48.4	40.0	33.9	30.9	6.62	67
C	68	EVALUATE COMPLIANCE WITH WORK STANDARDS	32.6	40.0	38.7	28.0	39.0	26.8	5.69	68
C	69	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	30.8	28.9	32.3	28.0	20.3	14.6	6.22	69
C	70	EVALUATE INSPECTION REPORTS OR PROCEDURES	20.4	35.6	22.6	28.0	20.3	21.1	5.54	70
C	71	EVALUATE JOB DESCRIPTIONS	23.9	37.8	35.5	32.0	27.1	20.3	5.84	71
C	72	EVALUATE LAYOUT OF FACILITIES	18.4	26.7	25.8	28.0	16.9	17.1	5.87	72
C	73	EVALUATE MAINTENANCE AND USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	32.1	46.7	48.4	44.0	39.0	30.9	5.60	73

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

UNDER TASK FAMILY HEADINGS, COMPONENT TASKS ARE LISTED WITH PERCENT MEMBERS PERFORMING AND TASK DIFFICULTY FOR AFSC'S 902X2, 912X0, 912X1, 912X2, 912X3 AND 912X5.

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
C	74	EVALUATE PERSONNEL FOR SPECIAL RECOGNITION	30.6	37.8	48.4	24.0	32.2	22.0	5.79	74
C	75	EVALUATE PROCEDURES FOR STORAGE, INVENTORY, OR INSPECTION OF PROPERTY ITEMS	30.1	35.6	41.9	36.0	30.5	21.1	5.23	75
C	76	EVALUATE SAFETY OR SECURITY PROGRAMS	20.6	22.2	22.6	28.0	18.6	15.4	5.20	76
C	77	EVALUATE SUGGESTIONS	22.6	28.9	32.3	24.0	20.3	22.0	5.39	77
C	78	EVALUATE WORK SCHEDULES	27.4	31.1	32.3	36.0	28.8	13.8	5.09	78
C	79	INVESTIGATE OR REPORT ACCIDENTS OR INCIDENTS	22.9	24.4	22.6	32.0	16.9	13.8	5.16	79
C	80	PREPARE WORK REQUEST FORMS (AF FORM 332)	19.7	22.2	25.8	28.0	22.0	10.6	4.56	80
C	81	SELECT INDIVIDUALS FOR SPECIALIZED TRAINING	17.9	15.6	16.1	16.0	10.2	9.8	5.21	81
C	82	WRITE AIRMEN PERFORMANCE REPORTS (APRS)	48.8	48.9	78.2	36.0	45.8	23.6	6.82	82
C	83	WRITE CIVILIAN PERFORMANCE RATINGS OR SUPERVISORY APPRAISALS	9.0	8.9	19.4	20.0	13.6	5.7	6.54	83
D	84	ACT AS TRAINING ADVISOR AT STAFF LEVEL	10.2	6.7	6.5	8.0	5.1	5.7	6.60	84
D	85	ADMINISTER OR SCORE TESTS	7.7	8.9	6.5	12.0	5.1	6.5	4.94	85
D	86	ARRANGE FOR TRAINING AIDS, SPACE, OR EQUIPMENT	19.4	28.9	9.7	24.0	16.9	9.8	4.91	86
D	87	CONDUCT FORMAL RESIDENCE TECHNICAL TRAINING COURSES	7.5	4.4	6.5	8.0	3.4	5.7	6.75	87
D	88	CONDUCT ON-THE-JOB TRAINING (OJT)	51.2	51.1	45.2	44.0	66.1	30.1	6.18	88
D	89	CONDUCT TRAINING CONFERENCES OR BRIEFINGS	24.4	20.0	25.8	36.0	22.0	8.9	5.86	89
D	90	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	33.6	31.1	25.8	28.0	18.6	15.4	5.10	90
D	91	DETERMINE TRAINING REQUIREMENTS	27.1	31.1	32.3	24.0	22.0	13.0	5.90	91
D	92	DEVELOP OR REVIEW COURSE CONTROL DOCUMENTS, SUCH AS PLANS OF INSTRUCTION (POI) OR SPECIALTY TRAINING STANDARDS (STS)	10.9	13.3	6.5	16.0	5.1	11.4	6.44	92
D	93	DIRECT FORMAL TECHNICAL TRAINING COURSES	6.5	4.4	3.2	8.0	5.1	5.7	6.84	93
D	94	DIRECT OJT PROGRAMS	21.1	11.1	16.1	28.0	15.3	9.8	6.27	94
D	95	ESTABLISH OR MAINTAIN STUDY REFERENCE FILES	16.9	22.2	12.9	24.0	10.2	15.4	5.34	95
D	96	EVALUATE TRAINING METHODS, TECHNIQUES OR PROGRAMS	22.1	20.0	19.4	28.0	13.6	8.9	5.95	96
D	97	EVALUATE TRAINING PROGRESS OF INDIVIDUALS	33.3	37.8	25.8	32.0	27.1	17.9	5.94	97
D	98	INSTRUCT RESIDENT RESEARCH STAFF IN ASEPTIC TECHNIQUES	2.7	6.7	3.2	8.0	6.8	2.4	5.93	98
D	99	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	31.6	37.8	38.7	28.0	35.6	17.9	5.35	99
D	100	MONITOR PROGRESSION OF PERSONNEL IN CAREER DEVELOPMENT COURSES (CDC)	27.6	17.8	16.1	8.0	8.5	13.0	5.27	100
D	101	PLAN OR SCHEDULE INSTRUCTOR TRAINING PROGRAMS	7.5	8.9	6.5	4.0	6.8	3.3	5.94	101
D	102	PLAN OR SCHEDULE OJT	25.1	33.3	22.6	28.0	27.1	10.6	5.57	102
D	103	PREPARE LESSON PLANS	12.2	11.1	9.7	16.0	10.2	9.8	6.42	103
D	104	PREPARE STUDY GUIDES OR WORKBOOKS	9.5	11.1	3.2	16.0	6.8	7.3	6.71	104
D	105	PREPARE TRAINING AIDS	16.2	11.1	9.7	24.0	20.3	8.9	5.83	105
D	106	SCHEDULE OR PREPARE IN-SERVICE TRAINING LECTURES	35.8	31.1	35.5	28.0	30.5	8.1	5.85	106
D	107	SELECT OR ASSIGN INSTRUCTORS OR TRAINERS	20.9	8.9	16.1	12.0	15.3	6.5	5.41	107
D	108	WRITE JOB PROFICIENCY GUIDES (JPG)	10.4	26.7	19.4	28.0	6.8	11.4	6.85	108
D	109	WRITE JUSTIFICATIONS FOR TRAINING FACILITIES, EQUIPMENT, PUBLICATIONS, OR MATERIALS	12.4	20.0	29.0	16.0	20.3	13.0	6.50	109
D	110	WRITE TEST QUESTIONS	9.7	13.3	9.7	24.0	10.2	6.5	6.71	110
D	111	WRITE TRAINING REPORTS	10.2	6.7	9.7	20.0	1.7	5.7	5.99	111

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM
J02		2. ADMINISTRATIVE TASKS (DUTY E PLUS OTHER ADMINISTRATIVE RELATED TASKS)								
E	112	ADMIT PATIENTS TO HOSPITALS	9.7	60.0	71.0	64.0	57.6	7.3	4.41	1
E	113	COMPLETE MEDICAL CARE THIRD PARTY LIABILITY NOTIFICATION FORMS (AF FORM 438)	7.0	11.1	6.5	16.0	10.2	3.3	4.81	2
E	114	COMPLETE PHYSICAL PROFILE SERIAL REPORT FORMS (AF FORM 422)	8.5	44.4	74.2	44.0	57.6	14.6	4.39	3
E	115	COMPLETE REPORT OF PATIENTS FORMS (AF FORM 235 SERIES)	6.7	20.0	25.8	16.0	15.3	16.3	4.80	4
E	116	DRAFT CORRESPONDENCE OR REPORTS	18.2	33.3	51.6	28.0	22.0	27.6	5.01	5
E	117	FILE MEDICAL RECORDS	10.9	37.8	35.5	32.0	27.1	35.8	2.98	6
E	118	FILL OUT PRESCRIPTION FORMS	10.7	80.0	64.5	64.0	40.7	67.5	3.89	7
E	119	MAINTAIN BULLETINS, MANUALS, OR PUBLICATIONS	27.6	44.4	51.6	44.0	39.0	47.2	4.10	8
E	120	MAINTAIN DOCTORS' FILES OR RECORDS	9.2	48.9	38.7	72.0	28.8	39.0	4.31	9
E	121	MAINTAIN OR FILE LABORATORY RECORDS OR REPORTS	16.4	46.7	51.6	68.0	50.8	8.9	3.61	10
E	122	MAINTAIN OR PROCESS ADMISSION, DISCHARGE, OR RELEASE RECORDS	7.5	28.9	48.8	36.0	15.3	5.7	4.80	11
E	123	MAINTAIN OUTPATIENT APPOINTMENT BOOKS	11.9	68.9	54.8	68.0	76.3	50.8	4.59	12
E	124	MAINTAIN STOCK LEVELS OF FORMS	28.4	51.1	71.0	68.0	59.3	57.7	4.00	13
E	125	ORGANIZE OR MAINTAIN HEALTH RECORDS-MEDICAL/DENTAL FORMS (AF FORM 2100 SERIES)	6.5	24.4	19.4	28.0	18.6	18.6	4.13	14
E	126	PREPARE AUTHORIZATION FOR ADMINISTRATION OF ANESTHESIA OR PERFORMANCE OF OPERATIONS OR PROCEDURES FORMS	35.8	80.0	71.0	72.0	61.0	8.1	4.11	15
E	127	PREPARE CHEMISTRY I FORMS (SF 546)	30.6	84.4	83.9	96.0	79.7	8.9	3.70	16
E	128	PREPARE CHEMISTRY II FORMS (SF 547)	29.4	75.6	83.9	92.0	69.5	7.3	3.66	17
E	129	PREPARE CHEMISTRY III FORMS (SF 548)	23.6	66.7	67.7	92.0	50.8	7.3	3.63	18
E	130	PREPARE CLINICAL RECORD-ANESTHESIA FORMS (SF 517)	18.2	53.3	51.6	56.0	47.5	4.1	3.90	19
E	131	PREPARE CLINICAL RECORD-CONSULTATION SHEET FORMS (SF 513)	12.8	75.6	83.9	88.0	81.4	30.9	3.84	20
E	132	PREPARE CLINICAL RECORD-ELECTROCARDIOGRAPHIC RECORD FORMS (SF 520)	7.7	77.8	74.2	96.0	64.4	6.5	3.77	21
E	133	PREPARE CLINICAL RECORD-RADIOGRAPHIC REPORTS FORMS (SF 519) OR RADIOGRAPHIC REPORT FORMS (SF 519A)	13.2	82.2	83.9	88.0	79.7	7.3	3.91	22
E	134	PREPARE EMERGENCY REPORTS, SUCH AS INJURY, ANIMAL BITE, OR POISONING REPORTS	7.7	24.4	25.8	20.0	22.0	6.5	4.35	23
E	135	PREPARE HEMATOLOGY FORMS (SF 549)	23.9	84.4	87.1	96.0	78.0	8.1	3.56	24
E	136	PREPARE IMMUNOHEMATOLOGY FORMS (SF 556)	7.2	28.9	48.4	52.0	25.4	3.3	3.56	25
E	137	PREPARE LABORATORY REPORT DISPLAY FORMS (SF 545)	9.5	22.2	25.8	48.0	16.9	4.1	3.37	26
E	138	PREPARE LINE OF DUTY DETERMINATION FORMS (AF FORM 348)	6.7	6.7	25.8	16.0	11.9	3.3	4.21	27
E	139	PREPARE MEDICAL ILLUSTRATION REQUEST AND RELEASE FORMS (AF FORM 365)	7.0	48.9	54.8	20.0	22.0	1.6	3.87	28
E	140	PREPARE MEDICAL RECORD-TISSUE EXAMINATION FORMS (SF 515)	50.2	71.1	80.6	84.0	37.3	4.9	4.00	29
E	141	PREPARE MICROBIOLOGY I FORMS (SF 553)	46.5	82.2	90.3	100.0	76.3	10.6	3.62	30
E	142	PREPARE MICROBIOLOGY II FORMS (SF 554)	41.0	60.0	77.4	88.0	54.2	8.9	3.61	31
E	143	PREPARE MISCELLANEOUS FORMS (SF 557)	36.6	75.6	83.9	96.0	76.3	9.8	3.63	32
E	144	PREPARE PARISITOLOGY FORMS (SF 552)	7.7	37.8	29.0	52.0	22.0	3.3	3.41	33
E	145	PREPARE REPORT OF MEDICAL EXAMINATION FORMS (SF 88)	6.0	51.1	32.3	40.0	23.7	15.4	4.34	34
E	146	PREPARE REPORT OF MEDICAL HISTORY FORMS (SF 93)	6.2	28.9	32.3	36.0	25.4	4.1	4.28	35
E	147	PREPARE SEROLOGY FORMS (SF 551)	12.9	71.1	80.6	80.0	79.7	5.7	3.51	36
E	148	PREPARE SPINAL FLUID FORMS (SF 555)	6.2	17.8	22.6	32.0	25.4	2.4	3.61	37
E	149	PREPARE URINALYSIS FORMS (SF 550)	25.9	77.8	83.9	96.0	83.1	7.3	3.56	38

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
E	150	PROCESS LEAVES, PASSES, OR INTERWARD TRANSFERS OF PATIENTS	8.2	26.7	48.4	36.0	28.8	6.5	4.06	39
E	151	SCHEDULE INPATIENT APPOINTMENTS	10.2	80.0	77.4	76.0	49.2	30.1	3.90	40
E	152	TYPE CORRESPONDENCE OR REPORTS	19.4	22.2	51.6	44.0	18.6	37.4	5.08	41
F	167	ASSIGN MEDICAL PROFILES TO PATIENTS	6.7	20.0	51.6	28.0	35.6	9.8	5.64	42
F	201	MAINTAIN PRESCRIPTION LOGBOOK	7.2	11.1	3.2	4.0	1.7	52.0	3.72	43
F	275	PREPARE LOCAL FORMS FOR AUDIT TRAIL OF PATIENTS SEEN OR TREATED	4.5	31.1	35.5	12.0	22.0	10.6	4.82	44
F	295	SCHEDULE PATIENTS FOR SURGERY	21.9	80.0	83.9	80.0	71.2	8.9	4.65	45
G	326	CONSULT DAILY ASSIGNMENT SHEETS	74.1	11.1	22.6	32.0	16.9	4.1	3.08	46
G	327	CONSULT SCHEDULE OF OPERATIONS	81.8	60.8	45.2	64.0	32.2	3.3	3.35	47
I	449	LOG PROCEDURES IN RECORD BOOKS	34.1	53.3	29.0	52.0	27.1	11.4	4.38	48
I	450	MAINTAIN IMMUNIZATION ROSTERS	6.0	4.4	3.2	8.0	1.7	1.6	8.88	49
I	493	OBTAIN PATIENT RECORDS	35.1	71.1	51.6	72.0	62.7	48.8	3.07	50
		003 3. PREPARING AND TRANSPORTING PATIENTS FOR SURGERY								
G	351	OBTAIN WHEELED VEHICLES FOR PATIENT TRANSPORT	76.9	35.6	19.4	52.0	40.7	3.3	3.05	1
G	360	PERFORM PREOPERATIVE SHAVES	80.8	15.6	16.1	68.0	28.8	1.6	4.81	2
G	362	PERFORM SURGICAL SKIN CLEANSING	85.1	62.2	38.7	80.0	49.2	1.6	4.56	3
G	365	PLACE OR POSITION PATIENTS ON OPERATING TABLES	88.3	48.9	38.7	76.0	40.7	1.6	4.29	4
G	367	POSITION OR TRANSPORT PATIENTS ON CATARACT BEDS	21.4	40.0	3.2	4.0	1.7	1.6	4.34	5
G	368	POSITION OR TRANSPORT PATIENTS ON STRYKER FRAMES	19.4	6.7	3.2	8.0	28.8	1.6	5.11	6
G	369	POSITION OR TRANSPORT PATIENTS ON WHEEL CHAIRS	20.9	48.9	29.0	60.0	61.0	6.5	3.57	7
G	370	POSITION OR TRANSPORT PATIENTS ON WHEELED LITTERS	79.4	33.3	35.5	68.0	59.2	5.7	3.66	8
S	388	TRANSFER PATIENTS TO OR FROM OPERATING ROOM TABLES	91.0	51.1	45.2	72.0	42.4	1.6	3.88	9
		004 4. PROVIDING PATIENT CARE								
		005 4 A PROVIDING CARE TO EYE PATIENTS								
F	236	PERFORM EYE IRRIGATIONS	7.2	82.2	9.7	8.0	3.4	43.1	4.48	1
F	243	PERFORM LACRIMAL IRRIGATIONS	5.7	44.4	3.2	8.0	.0	4.1	6.50	2
F	293	RETURN EYE SOCKET TO COSMETICALLY ACCEPTABLE APPEARANCE	4.5	20.0	3.2	4.0	.0	3.3	7.00	3
I	439	APPLY OCULAR DRESSINGS	11.2	84.4	9.7	8.0	3.4	30.1	4.71	4
		006 4 B PROVIDING CARE TO ENT PATIENTS								
F	160	APPLY ANTERIOR AND POSTERIOR NASAL PACKS	7.0	6.7	77.4	4.0	3.4	4.1	6.45	1

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

C	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
F	174	CLEAN MASTOID CAVITIES	4.2	6.7	80.6	8.0	.0	1.6	5.82	2
F	187	FIT HEARING AIDS	5.2	6.7	41.9	4.0	.0	5.7	5.70	3
F	190	INCISE AND DRAIN PERITONSLAR ABSCESSES	6.0	6.7	41.9	4.0	.0	8.1	6.02	4
F	268	PLACE COTTON WICKS IN EARS	6.7	11.1	87.1	4.0	1.7	2.4	4.88	5
F	286	REMOVE FOREIGN BODIES FROM EARS BY IRRIGATION	6.0	11.1	90.3	4.0	3.4	7.3	4.83	6
F	287	REMOVE FOREIGN BODIES FROM EARS USING ALLIGATORS	5.2	8.9	96.8	4.0	.0	2.4	5.65	7
F	288	REMOVE FOREIGN BODIES FROM EARS USING SUCTION	6.2	11.1	96.8	4.0	.0	2.4	5.60	8
F	289	REMOVE FOREIGN BODIES FROM EARS USING WIRE LOOPS	6.2	8.9	96.8	4.0	.0	3.3	5.87	9
	009	4 C PROVIDING GENERAL PATIENT CARE								
F	172	CHANGE DRESSINGS	21.6	80.0	87.1	80.0	88.1	19.5	4.49	1
F	290	REMOVE SUTURES	24.6	86.7	90.3	88.0	93.2	9.9	4.40	2
G	384	SECURE DRESSINGS	85.1	66.7	48.4	72.0	54.2	3.3	3.77	3
I	442	CATHETERIZE PATIENTS	95.0	4.4	3.2	88.0	5.1	1.6	5.68	4
I	456	PERFORM MINOR SURGERY ON OPERATING ROOM (OR) CLINIC PATIENTS	24.9	22.2	32.3	44.0	16.9	1.6	6.36	5
I	457	PRACTICE OR PERFORM INPATIENT CARE UNDER FIELD CONDITIONS	11.2	8.9	6.5	4.0	5.1	3.3	5.96	6
I	458	PRACTICE OR PERFORM OUTPATIENT CARE UNDER FIELD CONDITIONS	9.5	11.1	6.5	8.0	5.1	2.4	5.55	7
I	459	PROVIDE POST-ANESTHESIA NURSING CARE OF PATIENTS	37.3	11.1	6.5	16.0	6.8	2.4	5.99	8
I	460	TAKE OR RECORD VITAL SIGNS OF PATIENTS	55.6	51.1	51.6	56.0	49.2	9.8	4.53	9
	010	5. APPLYING CASTS AND TRACTION								
F	161	APPLY CASTING MATERIAL	26.6	13.3	19.4	8.0	79.7	4.1	5.84	1
F	163	APPLY TRACTION DEVICES	11.4	13.3	3.2	4.0	79.7	4.1	6.47	2
F	274	PREPARE CASTING MATERIAL	38.8	4.4	22.6	8.0	84.7	2.4	4.18	3
F	278	PREPARE PATIENT FOR APPLICATION OF PLASTER OR FIBERGLASS	17.4	4.4	29.0	4.0	79.7	2.4	4.45	4
F	279	PREPARE PATIENT FOR REMOVAL OF PLASTER OR FIBERGLASS	14.7	6.7	25.8	4.0	81.4	2.4	4.43	5
I	452	MEASURE PATIENTS FOR CUSTOM MADE SUPPORT HOSE	8.5	6.7	3.2	4.0	20.3	2.4	4.96	6
	011	6. ADMINISTERING MEDICATIONS								

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM
012	6 A	ADMINISTERING EYE MEDICATIONS								
F	155	ADMINISTER EYE MEDICATIONS	9.5	86.7	16.1	8.0	1.7	65.0	4.85	1
F	181	DILATE EYES	5.7	91.1	6.5	8.0	.0	87.0	8.52	2
F	193	INSTILL MEDICATION INTO EYES	10.0	68.9	9.7	4.0	5.1	68.3	4.94	3
014	6 B	ADMINISTERING OTHER MEDICATIONS								
F	154	ADMINISTER DRUGS TO COUNTERACT ALLERGIC REACTIONS TO CONTRAST MEDIA	5.7	28.9	9.7	32.0	1.7	12.2	5.80	1
F	157	ADMINISTER LOCAL ANESTHETICS	15.7	66.7	48.4	72.0	22.0	47.2	5.51	2
I	435	ADMINISTER INJECTABLE MEDICATION OR IMMUNIZATIONS TO PATIENTS	15.9	28.9	51.6	64.0	40.7	3.3	5.59	3
I	436	ADMINISTER ORAL MEDICATIONS OR IMMUNIZATIONS TO PATIENTS	6.7	28.9	32.3	36.0	16.9	2.4	5.18	4
I	437	ADMINISTER OXYGEN	32.3	28.9	19.4	32.0	11.9	2.4	4.67	5
I	436	ADMINISTER TOPICAL MEDICATIONS TO PATIENTS	18.2	73.3	58.1	60.0	44.1	21.1	4.97	6
015	7.	HANDLING AND IDENTIFYING DRUGS								
016	7 A	HANDLING DRUGS								
F	282	PRESCRIBE MEDICATIONS	4.5	20.0	9.7	8.0	6.8	3.3	7.29	1
G	335	HANDLE DRUGS OR SOLUTIONS	81.6	68.9	64.5	56.0	45.8	13.8	5.24	2
G	346	OBTAIN DRUGS FROM PHARMACY	57.5	66.7	54.8	64.0	39.0	11.4	3.91	3
G	381	RESTOCK MEDICATIONS USED DURING MINOR SURGERY PROCEDURES	56.0	64.4	38.7	68.0	39.0	1.6	3.55	4
017	7 B	IDENTIFYING DRUGS								
G	336	IDENTIFY DRUGS OR SOLUTIONS	80.6	73.3	58.1	60.0	33.9	9.8	5.48	1
018	8.	PROVIDING EMERGENCY CARE								
G	313	ADMINISTER CLOSED CHEST CARDIAC MASSAGE	27.6	22.2	25.8	48.0	23.7	1.6	6.14	1

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TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ #
G	314	ADMINISTER MEDICATIONS DURING CARDIO-RESPIRATORY FAILURE	7.0	11.1	9.7	16.0	5.1	2.4	7.33	2
G	315	ADMINISTER MOUTH-TO-MOUTH RESUSCITATION	29.1	24.4	25.8	52.0	27.1	4.9	5.79	3
I	441	ASSIST PATIENTS IN MAINTAINING PROPER AIRWAY	36.1	17.8	29.0	28.0	5.1	2.4	5.51	4
I	447	IDENTIFY BASIC PATIENT CARE IN MEDICAL EMERGENCIES	17.9	40.0	38.7	40.0	35.6	5.7	6.37	5
I	455	PERFORM BASIC PATIENT CARE IN MEDICAL EMERGENCIES	29.9	55.6	48.4	52.0	44.1	7.3	5.69	6
C19		9. DIAGNOSING PROCEDURES								
C20		9 A PERFORMING EYE TESTS								
F	156	ADMINISTER KERATOMETER TESTS	6.0	71.1	6.5	8.0	.0	30.9	5.83	1
F	158	ANALYZE EYE TEST RESULTS TO DETERMINE IMMEDIACY OF PATIENT'S NEED FOR TREATMENT	6.5	88.9	3.2	8.0	.0	74.0	6.07	2
F	171	CALIBRATE VISUAL FIELD TEST EQUIPMENT	5.0	82.2	3.2	4.0	.0	39.0	5.94	3
F	183	ENUCLEATE EYES	5.2	35.6	3.2	4.0	.0	4.1	6.44	4
F	204	MAKE KERATOMETRY READINGS	5.2	75.6	3.2	4.0	.0	30.9	6.02	5
F	217	PERFORM A-SCAN TESTS	5.5	20.0	3.2	4.0	.0	4.1	5.94	6
F	218	PERFORM ACCOMMODATION TESTS	5.0	80.0	9.7	4.0	.0	66.7	6.77	7
F	220	PERFORM AMBER GRID EXAMINATIONS	4.5	57.8	3.2	4.0	.0	18.7	4.88	8
F	221	PERFORM B-SCAN TESTS	4.5	31.1	3.2	4.0	.0	3.3	5.68	9
F	224	PERFORM COLOR VISION TESTS	4.7	88.9	6.5	4.0	.0	84.6	4.10	10
F	225	PERFORM CONVERGENCE (NPC) EXAMINATONS	4.2	75.6	3.2	4.0	.0	56.1	4.57	11
F	226	PERFORM COVER TESTS	4.5	80.0	3.2	4.0	.0	73.2	5.21	12
F	227	PERFORM DARK ADAPTOMETRY TESTS	3.7	28.9	3.2	4.0	.0	23.6	5.03	13
F	228	PERFORM DEPTH PERCEPTION TESTS USING VERHOEFF METHOD	4.0	62.2	9.7	4.0	.0	67.5	4.53	14
F	229	PERFORM DEPTH PERCEPTION TESTS USING VTAND METHOD	4.7	60.0	3.2	4.0	.0	65.0	4.46	15
F	230	PERFORM DIPLOPIA TESTS	4.5	64.4	3.2	4.0	.0	53.7	5.21	16
F	232	PERFORM ELECTROOCULOGRAMS (EOG)	4.2	8.9	3.2	4.0	.0	2.4	6.33	17
F	233	PERFORM ELECTRORETINOGRAMS (ERG)	4.2	11.1	3.2	4.0	.0	2.4	6.34	18
F	235	PERFORM EXTERNAL EXAMINATIONS OF THE EYE	5.0	86.7	9.7	4.0	1.7	53.7	5.51	19
F	237	PERFORM FORMAL GLAUCOMA FIELD TESTS	4.5	88.9	9.7	4.0	.0	65.9	6.24	20
F	241	PERFORM INTRAOCULAR PRESSURE (IOP) TESTS USING THE APPLANATION METHOD	4.7	77.8	6.5	4.0	.0	48.8	5.95	21
F	242	PERFORM IOP TESTS USING SCHIOTZ METHOD	5.5	88.9	3.2	8.0	.0	65.0	5.64	22
F	245	PERFORM MUSCLE IMBALANCE TESTS	5.0	62.2	3.2	8.0	.0	65.0	6.26	23
F	246	PERFORM NEURO-FIELD TESTS	4.5	71.1	3.2	8.0	.0	13.8	6.48	24
F	247	PERFORM NIGHT VISION TESTS	5.0	35.6	3.2	8.0	.0	24.4	5.45	25
F	249	PERFORM PUPIL FUNCTION EXAMINATIONS	4.7	73.3	3.2	4.0	1.7	56.9	5.25	26
F	250	PERFORM RETINITIS PIGMENTOSA TESTS	4.7	42.2	3.2	4.0	.0	4.9	6.14	27
F	253	PERFORM SCHIRMER'S TESTS	4.5	88.9	64.5	4.0	.0	13.8	4.83	28
F	254	PERFORM SLIT LAMP EXAMINATIONS	5.0	86.7	3.2	4.0	.0	35.0	6.91	29
F	259	PERFORM TANGENT SCREEN TESTS	4.7	84.4	3.2	4.0	.0	50.4	6.00	30
F	260	PERFORM TESTS TO DETERMINE BASE-LINE VISUAL FIELD	5.0	86.7	9.7	8.0	.0	40.7	5.67	31
F	263	PERFORM TONOGRAPHY TESTS	4.7	53.3	6.5	4.0	1.7	4.1	6.16	32

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 XC (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEC NUM
F	265	PERFORM VISUAL ACUITY TESTS	5.2	91.1	6.5	8.0	1.7	89.4	4.73	33
F	266	PERFORM VISUAL EVOKED RESPONSE (VER) TESTS	5.0	15.6	3.2	8.0	.0	4.1	5.86	34
F	269	PLOT RESULTS OF VISUAL FIELD TESTS	5.5	91.1	3.2	4.0	.0	67.5	5.30	35
F	276	PREPARE OCULAR DRESSINGS	9.2	62.2	9.7	4.0	1.7	25.2	4.71	36
F	284	RECORD EYE TEST RESULTS	4.2	91.1	6.5	4.0	.0	84.6	4.65	37
F	292	REPORT EYE TEST RESULTS TO PHYSICIAN	5.2	91.1	3.2	8.0	.0	81.3	4.48	38
	021	9 B TAKING, DEVELOPING, DISTRIBUTING PHOTOS								
F	179	DEVELOP FILMS OTHER THAN X-RAYS	4.2	8.9	3.2	4.0	.0	2.4	5.92	1
F	182	DISTRIBUTE DEVELOPED PHOTOGRAPHS OR SLIDES TO PHYSICIANS	5.5	66.7	38.7	12.0	5.1	6.5	3.10	2
F	185	FILE PHOTOGRAPHS OR SLIDES OTHER THAN X-RAYS	5.0	77.8	32.3	8.0	.0	8.1	3.25	3
F	197	LABEL PHOTOGRAPHS OR SLIDES OTHER THAN X-RAYS	6.0	77.8	29.0	12.0	.0	6.5	4.22	4
F	200	LOG PATIENTS INTO THE PHOTOBOOK	6.7	77.8	29.0	8.0	.0	7.3	3.90	5
F	301	TAKE FUNDUS PHOTOGRAPHS OR SLIDES OF THE EYE	5.2	80.0	3.2	4.0	.0	13.8	6.74	6
F	303	TAKE PHOTOGRAPHS OR SLIDES OF THE EXTERNAL EYE	5.5	80.0	3.2	4.0	.0	11.4	6.01	7
F	304	TAKE SLIT PHOTOGRAPHS OR SLIDES	5.0	37.8	3.2	4.0	.0	7.3	6.58	8
	022	9 C XRAY RELATED TASKS								
F	170	CALCULATE AMOUNT OF RADIATION	5.5	6.7	3.2	20.0	.0	3.3	6.61	1
F	175	CLEAN X-RAY DEVELOPING MACHINES	6.5	4.4	3.2	36.0	.0	2.4	5.27	2
F	180	DEVELOP X-RAY FILMS	5.5	4.4	3.2	72.0	1.7	2.4	5.64	3
F	198	LABEL X-RAY FILMS	5.7	4.4	3.2	64.0	5.1	4.1	3.71	4
F	202	MAINTAIN X-RAY FILM FILES	5.2	8.9	3.2	24.0	6.8	3.3	4.04	5
F	213	OPERATE FLUOROSCOPE UNIT	5.7	11.1	3.2	20.0	.0	8.9	5.89	6
F	215	ORDER X-RAYS	10.9	37.8	58.1	68.0	64.4	4.1	4.04	7
F	244	PERFORM MINOR MAINTENANCE ON X-RAY EQUIPMENT	5.0	4.4	3.2	24.0	.0	2.4	5.75	8
F	280	PREPARE PATIENTS FOR X-RAYS	12.2	6.7	9.7	76.0	47.5	2.4	4.30	9
F	300	SHOOT KIDNEY-URETER-BLADDER (KUB) X-RAYS	4.7	6.7	3.2	76.0	.0	2.4	5.95	10
G	349	OBTAIN OR DISTRIBUTE X-RAYS FROM RADIOLOGY DEPARTMENT	50.0	15.6	29.0	76.0	45.8	2.4	3.56	11
	023	9 D CONDUCTING ENT TESTS								
F	203	MAKE EAR MOLD IMPRESSIONS	5.5	4.4	48.4	8.0	.0	4.9	5.70	1
F	219	PERFORM AIR CONDUCTION HEARING TESTS	4.7	8.9	100.0	4.0	.0	2.4	5.11	2
F	222	PERFORM BONE CONDUCTION TESTS	4.7	8.9	100.0	4.0	.0	2.4	6.05	3
F	223	PERFORM CALIBRATION CHECKS ON AUDIOLOGY AND VESTIBULAR LABORATORY EQUIPMENT	4.7	6.7	64.5	4.0	.0	5.7	6.16	4
F	231	PERFORM ELECTRONYSTAGMOGRAMS (ENG)	4.2	6.7	22.6	4.0	.0	3.3	6.76	5
F	234	PERFORM EXAMINATIONS OF EARS USING MICROSCOPE	4.5	13.3	90.3	8.0	.0	2.4	5.79	6
F	238	PERFORM HEARING AID EVALUATIONS	4.5	6.7	38.7	4.0	.0	1.6	6.23	7

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
F	239	PERFORM HILGER NERVE STIMULATIONS	4.0	6.7	87.1	4.0	.0	2.4	6.02	8
F	240	PERFORM ICE-WATER/CALORIC TESTS	3.7	8.9	77.4	8.0	.0	4.9	5.85	9
F	248	PERFORM PROCTZ DISPLACEMENTS	4.7	8.9	85.2	4.0	.0	3.3	5.59	10
F	251	PERFORM ROUTINE EAR EXAMINATIONS WITH OTOSCOPE	5.2	6.7	100.0	4.0	.0	2.4	5.38	11
F	255	PERFORM SMALL INCREMENT SENSITIVITY TESTS (SISY)	4.7	8.9	71.0	8.0	.0	3.3	6.11	12
F	256	PERFORM SPEECH DISCRIMINATION TESTS	4.7	8.9	100.0	4.0	.0	3.3	5.29	13
F	257	PERFORM SPEECH RECEPTION THRESHOLD (SRT) TESTS	4.7	11.1	96.8	4.0	.0	3.3	5.35	14
F	258	PERFORM STENGER TESTS	5.0	8.9	71.0	4.0	.0	4.1	5.86	15
F	261	PERFORM THROAT CULTURES	13.9	24.4	90.3	40.0	25.4	3.3	3.65	16
F	262	PERFORM TONE DECAY HEARING TESTS	5.0	6.7	80.6	4.0	.0	2.4	5.96	17
F	264	PERFORM TYMPANOMETRY	4.5	8.9	67.7	4.0	1.7	4.1	6.11	18
F	271	PREP PATIENTS FOR LARYNGEAL EXAMINATIONS	9.2	6.7	61.3	4.0	.0	2.4	4.34	19
		024 9 E ASSISTING IN SURGICAL DIAGNOSTIC PROCEDURES								
F	165	ASSEMBLE INSTRUMENTS FOR BIOPSIES	53.7	71.1	80.6	84.0	13.6	5.7	5.19	1
		025 9 F PERFORMING UROLOGY RELATED TESTS								
F	210	OBTAIN CATHETERIZED URINE SPECIMENS FROM FEMALE PATIENTS	13.7	4.4	3.2	64.0	.0	4.1	5.13	1
F	212	OBTAIN URINE SPECIMENS FROM MALE PATIENTS	17.4	6.7	3.2	88.0	13.6	3.3	4.30	2
F	252	PERFORM ROUTINE URINALYSIS OR CENTRIFUGE SPECIMENS	5.0	6.7	3.2	68.0	.0	2.4	5.48	3
		026 9 G PERFORMING OR ASSISTING IN OTHER DIAGNOSTIC PROCEDURES								
F	169	ASSIST PHYSICIAN IN DIAGNOSTIC PROCEDURES	29.6	86.7	87.1	84.0	67.8	27.6	5.79	1
F	177	CULTURE EYE TISSUE	4.7	73.3	6.5	4.0	.0	16.3	5.41	2
F	191	INJECT CONTRAST MEDIA SUCH AS DYES OR FLUORESCEIN	7.5	40.0	3.2	44.0	3.4	21.1	6.33	3
F	195	INTERPRET RESULTS OF DIAGNOSTIC, CLINICAL, OR SCREENING TESTS	5.5	80.0	77.4	44.0	16.9	71.5	6.85	4
F	196	INTERPRET RESULTS OF LABORATORY TESTS	6.7	20.0	45.2	52.0	15.3	4.9	7.00	5
F	270	POSITION PATIENTS FOR DIAGNOSTIC PROCEDURES	26.1	77.8	80.6	80.0	28.8	22.0	4.50	6
F	272	PREPARE ACCESSORY EQUIPMENT SUCH AS LAMPS FOR DIAGNOSTIC PROCEDURES	28.1	60.0	67.7	56.0	25.4	13.8	3.98	7
F	273	PREPARE AND DRAPE PATIENTS FOR DIAGNOSTIC PROCEDURES	36.3	64.4	61.3	80.0	47.5	6.5	4.34	8
I	446	DRAW BLOOD SAMPLES	9.5	11.1	3.2	24.0	13.6	1.6	5.82	9
		027 10. PERFORMING PERIODIC MAINTENANCE ON EQUIPMENT								
H	392	CHANGE AGENT TANKS ON GAS STERILIZERS	48.5	4.4	3.2	16.0	1.7	1.6	4.79	1

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
H	393	CHANGE OR CLEAN TUBING OR FACE MASKS ON ANESTHESIA MACHINES	44.3	4.4	6.5	12.0	.0	1.6	3.86	2
H	394	CHANGE OXYGEN (02) TANKS	54.5	6.7	3.2	20.0	6.8	1.6	3.88	3
H	395	CHANGE REBREATHING BAGS ON ANESTHESIA MACHINES	35.3	4.4	3.2	8.0	.0	2.4	3.53	4
H	396	CHANGE SODA LIME CONTAINERS ON ANESTHESIA MACHINES	24.1	4.4	3.2	8.0	.0	1.6	3.79	5
H	397	CHANGE TANKS ON ANESTHESIA MACHINES	40.0	6.7	3.2	12.0	1.7	1.6	3.81	6
H	398	CHECK UTILITIES OPERATIONS	42.0	8.9	3.2	24.0	6.8	3.3	3.88	7
H	401	COORDINATE WITH MEDICAL MAINTENANCE FOR MAINTENANCE OF EQUIPMENT	63.9	44.4	54.8	52.0	27.1	17.9	4.30	8
H	416	PERFORM MIRCOSCOPIC EXAMINATIONS OF ALL MIRCOSCOPIC OR DELICATE SURGICAL INSTRUMENTS	13.9	35.6	41.9	4.0	1.7	2.4	4.94	9
H	417	PERFORM OPERATOR MAINTENANCE ON CLINICAL EQUIPMENT	20.1	51.1	61.3	48.0	22.0	16.3	4.85	10
H	418	PERFORM OPERATOR PREVENTIVE MAINTENANCE ON OPERATING ROOM EQUIPMENT	48.0	17.8	16.1	16.0	3.4	1.6	4.93	11
H	420	PERFORM ROUTINE MAINTENANCE INSPECTION OF OPERATING ROOM EQUIPMENT	61.7	11.1	6.5	28.0	1.7	1.6	4.55	12
H	429	REMOVE OR REPLACE OPERATING ROOM EQUIPMENT	68.4	24.4	12.9	40.0	6.8	1.6	3.89	13
I	440	ASSEMBLE OR DISASSEMBLE OPERATING ROOM EQUIPMENT FOR PORTABLE OR TACTICAL HOSPITALS	16.2	8.9	.0	12.0	1.7	1.6	5.31	14
		028 11. SPECTACLE OR CONTACT LENS RELATED TASKS								
F	153	ADJUST SPECTACLE FRAMES TO FIT FLIGHT EQUIPMENT	6.5	57.8	9.7	8.0	.0	80.5	5.08	1
F	162	APPLY PRESS-ON PRISMS TO SPECTACLES	6.0	75.6	3.2	4.0	1.7	30.1	5.13	2
F	186	FIT GAS MASK INSERTS	7.2	35.6	6.5	8.0	1.7	85.9	3.96	3
F	188	FIT SPECTACLES FRAMES TO PATIENTS	5.0	84.4	16.1	4.0	.0	96.7	4.73	4
F	194	INSTRUCT PATIENTS IN WEAR AND CARE OF CONTACT LENSES	5.7	84.4	3.2	8.0	.0	66.7	5.27	5
F	205	MEASURE POWER OF CONTACT LENSES	5.7	82.2	3.2	4.0	.0	48.0	5.69	6
F	206	MEASURE STRENGTH OF LENSES WITH LENSOMETER	5.5	88.9	6.5	8.0	.0	91.1	5.41	7
F	207	NEUTRALIZE CONTACT LENSES	6.0	77.8	3.2	8.0	.0	45.5	5.50	8
F	208	NEUTRALIZE SPECTACLES	5.7	86.7	3.2	4.0	.0	96.7	5.37	9
F	214	ORDER SPECTACLES	5.5	71.1	6.5	8.0	3.4	85.4	4.39	10
F	267	PLACE CONTACT LENSES IN PATIENT'S EYE	4.5	84.4	3.2	8.0	.0	44.7	5.73	11
F	291	REPAIR SPECTACLE FRAMES	5.2	80.0	6.5	8.0	.0	97.6	4.53	12
F	298	SELECT EYE PROTECTIVE DEVICES FOR WEAR IN EYE HAZARD AREAS	5.5	22.2	3.2	4.0	.0	38.2	5.28	13
F	299	SELECT PROPER SERIES CONTACT LENSES FOR TRIAL FITTINGS	4.7	96.7	3.2	4.0	.0	12.2	6.35	14
F	305	VERIFY SPECTACLE PRESCRIPTION ORDERS	5.2	82.2	3.2	4.0	.0	91.1	5.14	15
		029 12. SURGERY (CLINICAL OR OPERATING ROOM) RELATED TASKS								

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
	030	12 A ASSISTING IN THE OPERATING ROOM								
G	317	ASSIST ANESTHETIST DUPING SURGERY	69.2	8.9	16.1	36.0	5.1	1.6	5.39	1
G	318	ASSIST ANESTHETIST IN ADMINISTERING ENDOTRACHIAL INTUBATION	60.4	4.4	9.7	28.0	5.1	1.6	5.48	2
G	319	ASSIST ANESTHETIST IN ADMINISTERING INTRAVENOUS FLUIDS	57.7	6.7	9.7	36.0	3.4	1.6	5.18	3
G	322	ASSIST SURGEONS IN DRESSING INCISIONS	88.3	77.8	64.5	80.0	69.5	1.6	4.50	4
G	323	ASSIST SURGEONS WITH OPERATING ROOM (OR) SURGICAL PROCEDURES SUCH AS BY HOLDING RETRACTORS	90.0	84.4	67.7	88.0	78.0	2.4	5.97	5
G	324	CHANGE SOLUTIONS FOR ANESTHETISTS	40.3	4.4	3.2	8.0	.0	1.6	8.36	6
G	334	HAND INSTRUMENTS TO OPERATING SURGEONS	88.8	91.1	64.5	80.0	55.9	2.4	5.18	7
G	343	MAINTAIN POSITION OF PATIENT DURING ADMINISTRATION OF SPINAL OR REGIONAL ANESTHESIA	78.6	22.2	6.5	64.0	18.6	1.6	4.70	8
G	344	MAINTAIN SURGICAL SPECIMENS AT STERILE TABLES	87.1	57.8	51.6	56.0	16.9	1.6	4.43	9
G	355	PASS SURGICAL SPECIMENS TO CIRCULATORS	88.6	84.4	64.5	72.0	33.9	1.6	3.99	10
G	356	PERFORM AS CIRCULATING TECHNICIAN IN SURGICAL SUITE	89.8	48.9	41.9	56.0	18.6	1.6	5.69	11
G	363	PERFORM UNSTERILE BLOOD LOSS COUNTS SUCH AS SPONGE WEIGHT OR SUCTION	59.0	6.7	29.0	20.0	8.5	1.6	4.73	12
G	374	PREPARE OR HAND CLIPS (MICHELLE, AUTO)	79.4	17.8	12.9	44.0	6.8	1.6	4.16	13
G	379	REMOVE PERSPIRATION FROM BROW OF OPERATING TEAM MEMBERS	69.9	35.6	16.1	36.0	10.2	1.6	2.50	14
	031	12 B MAINTAINING STERILITY OF OPERATING AND CLINIC ROOMS								
F	281	PREPARE STERILE SET-UP FOR SURGICAL PROCEDURES	62.4	75.6	74.2	80.0	72.9	8.1	5.56	1
G	320	ASSIST STERILE TEAM MEMBERS WITH DONNING OR REMOVING STERILE CLOTHING	89.6	71.1	54.8	68.0	30.5	1.6	4.49	2
G	321	ASSIST SURGEONS IN APPLYING STERILE DRAPES	89.1	82.2	67.7	88.0	69.5	2.4	4.67	3
G	328	CORRECT BREAKS IN STERILE TECHNIQUE BY MEMBERS OF OPERATING TEAMS	87.8	62.2	51.6	68.0	35.6	1.6	5.00	4
G	332	DON OR REMOVE STERILE GOWNS OR GLOVES	91.3	84.4	61.3	88.0	76.3	2.4	4.20	5
G	333	ESTABLISH STERILE FIELDS IN OPERATING ROOM (OR)	90.3	68.9	48.4	76.0	33.9	1.6	4.98	6
G	352	OPEN INNER WRAPPERS OF STERILE SUPPLIES	89.8	80.0	61.3	84.0	54.2	1.6	3.90	7
G	353	OPEN OUTER WRAPPER OF STERILE SUPPLIES	89.3	71.1	54.8	84.0	55.9	3.3	3.46	8
G	358	PERFORM HAND AND ARM SCRUBS	90.0	86.7	61.3	76.0	69.5	2.4	4.22	9
G	359	PERFORM NON-SURGICAL SKIN CLEANSING	70.9	48.9	41.9	68.0	57.6	3.3	3.73	10
G	373	PREPARE OPERATING ROOMS FOR SEPTIC PROCEDURES	86.3	22.2	22.6	56.0	8.5	1.6	4.98	11
G	389	TRANSFER STERILE ITEMS TO OR FROM STERILE FIELDS	88.3	66.7	51.6	80.0	33.9	1.6	4.68	12
G	390	VISUALLY INSPECT CAPS, MASKS, OR SCRUBSUITS	83.6	55.6	29.0	56.0	22.0	1.6	3.40	13
H	403	OPERATE STERILIZERS	91.0	53.3	51.6	24.0	10.2	4.9	4.29	14
H	421	PERFORM SEPTIC CASE TECHNIQUES	84.6	28.9	22.6	44.0	20.3	2.4	5.17	15
H	423	PREPARE ROUTINE LINEN, INSTRUMENTS, OR OTHER EQUIPMENT FOR USE THROUGHOUT HOSPITAL FOR STERILIZATION	71.1	11.1	12.9	20.0	6.8	3.3	4.62	16
H	425	PREPARE SOLUTIONS FOR DISINFECTING SKIN OR INANIMATE MATERIALS	58.7	33.3	22.6	40.0	8.5	4.9	4.43	17
H	426	PREPARE SURGICAL LINENS, INSTRUMENTS, OR OTHER EQUIPMENT IN PACKS OR PACKAGES FOR STERILIZATION	84.1	42.2	41.9	48.0	6.8	1.6	4.71	18
I	451	MAINTAIN STERILITY OF STERILE ITEMS UNDER FIELD CONDITIONS	21.1	17.8	6.5	16.0	8.5	1.6	5.40	19

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM
		032 12 C MAINTAINING OR PROVIDING INSTRUMENTS FOR SURGERY								
F	306	VISUALLY CHECK FOR COMPLETENESS OF SURGICAL INSTRUMENT SETS FOR SURGICAL PROCEDURE	48.5	84.4	71.0	72.0	32.2	4.9	5.71	1
C	307	ADJUST ELECTRIC TABLE HEIGHT OR POSITION	47.0	40.0	38.7	76.0	16.9	5.7	3.24	2
G	308	ADJUST MANUAL TABLE HEIGHT OR POSITION	77.6	48.9	32.3	40.0	37.3	18.6	3.12	3
G	309	ADJUST OBSTETRIC TABLE HEIGHT OR POSITION	23.6	4.4	3.2	12.0	1.7	1.6	3.31	4
G	310	ADJUST OVERHEAD OPERATING LIGHTS	90.0	82.2	64.5	76.0	50.8	3.3	2.98	5
G	311	ADJUST STERILE MAYO STANDS	87.6	82.2	67.7	72.0	42.4	1.6	2.80	6
G	312	ADJUST UROLOGY EXAM TABLE HEIGHT OR POSITION	20.9	4.4	3.2	84.0	.0	1.6	3.84	7
G	316	ARRANGE INSTRUMENTS, SPONGES, OR LINEN ON BACK TABLES	86.6	68.9	64.5	68.0	22.0	1.6	5.26	8
G	329	COUNT SOILED LINEN	34.1	8.9	16.1	8.3	10.2	4.9	2.90	9
G	330	COUNT SURGICAL ITEMS USED FROM THE STERILE FIELD DURING OPERATIONS	83.1	24.4	58.1	40.0	22.0	1.6	3.90	10
G	331	DISPOSE OF STERILE GOWNS OR GLOVES	90.0	60.0	41.9	68.0	50.8	4.1	2.78	11
G	337	INSPECT EQUIPMENT FOR CLEANLINESS OR OPERATION	90.5	75.6	61.3	76.0	62.8	15.4	2.78	12
G	338	INVENTORY GENERAL SURGICAL EQUIPMENT	67.9	31.1	19.4	40.0	10.2	1.6	4.67	13
G	339	INVENTORY SPECIAL SURGICAL EQUIPMENT	66.8	55.6	38.7	48.0	22.0	1.6	4.96	14
G	340	INVENTORY SURGICAL INSTRUMENTS	69.2	51.1	35.5	44.0	22.0	1.6	4.82	15
G	342	MAINTAIN CONTINUOUS COUNT OF SPONGES OR NEEDLES USED DURING OPERATIONS	87.3	33.3	58.1	44.0	11.9	1.6	4.88	16
G	345	OBTAIN BLOOD FROM BLOOD BANKS	63.7	8.9	3.2	28.0	1.7	3.3	3.99	17
G	347	OBTAIN EQUIPMENT AND SUPPLIES FOR MAJOR SURGERY	86.1	51.1	32.3	68.0	15.3	3.3	4.87	18
G	348	OBTAIN EQUIPMENT AND SUPPLIES FOR MINOR SURGERY	81.8	68.9	45.2	80.0	45.8	3.3	4.46	19
G	350	OBTAIN OR POSITION CARDIAC RESUSCITATION CARTS	43.0	8.9	6.5	32.0	6.8	2.4	3.82	20
G	354	OPERATE HEART-LUNG MACHINES	6.5	4.4	3.2	4.0	.0	1.6	7.78	21
G	371	POSITION STERILE TABLES	86.8	53.3	48.4	76.0	25.4	1.6	3.81	22
G	372	PREPARE INSTRUMENTS, SUTURES, OR SUPPLIES FOR OPERATING SURGEONS	88.3	82.2	64.5	72.0	33.9	1.6	5.40	23
G	378	REMOVE LINEN, SPONGES, OR INSTRUMENTS FROM OPERATING AREAS	90.8	60.0	41.9	68.0	30.5	1.6	3.63	24
G	385	SELECT SUPPLIES AND INSTRUMENTS FOR MAJOR SURGERY	89.8	73.3	38.7	48.0	15.3	2.4	5.48	25
G	386	SELECT SUPPLIES AND INSTRUMENTS FOR MINOR SURGERY	85.6	80.0	48.4	72.0	42.4	2.4	4.91	26
G	387	STOCK OPERATING ROOMS WITH SUPPLIES SUCH AS TAPE OR SHEETS	89.1	17.8	9.7	40.0	8.5	1.6	3.48	27
H	391	ASSEMBLE OR DISASSEMBLE OPERATING ROOM (OR) EQUIPMENT	83.6	42.2	29.0	60.0	15.3	5.7	5.23	28
H	410	PACK INSTRUMENT SETS	91.3	62.2	45.2	44.0	16.9	2.4	4.88	29
H	428	PROCESS THERMOMETERS	52.0	4.4	3.2	20.0	3.4	1.6	3.36	30
I	454	PACK OR UNPACK OPERATING ROOM FIELD SUPPLIES	24.6	15.6	12.9	24.0	3.4	1.6	4.46	31
		033 13. ASSISTING WITH CLINICAL SURGICAL PROCEDURES								
F	166	ASSEMBLE INSTRUMENTS FOR CYSTOSCOPIES	22.6	8.9	3.2	84.0	1.7	4.9	5.30	1
F	168	ASSIST PHYSICIAN DURING CLINICAL SURGICAL PROCEDURES	40.0	91.1	87.1	88.0	81.4	17.1	5.64	2
I	443	CONDUCT GENERAL SURGICAL CLINICS	10.2	11.1	9.7	36.0	8.5	1.6	5.71	3
I	444	CONDUCT MINOR SURGICAL CLINICS	20.4	42.2	41.9	52.0	25.4	1.6	5.70	4

TASK FAMILY GROUPINGS- 902X2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
034		14. PATIENT RELATIONAL TASKS								
F	159	ANSWER PATIENT MEDICAL INQUIRIES	20.1	84.4	71.0	72.0	47.5	67.5	6.18	1
F	176	COUNSEL NEXT-OF-KIN ON DONATING BODY ORGANS	0.7	17.8	3.2	8.0	.0	3.3	6.60	2
F	199	LOCATE POTENTIAL EYE TISSUE RECIPIENTS	5.5	24.4	3.2	8.0	.0	3.3	5.98	3
F	209	NOTIFY PATIENTS OF FILLED ORDERS	8.0	48.9	6.5	12.0	6.8	85.4	3.17	4
F	211	OBTAIN EYE DONATION RELEASES FROM NEXT-OF-KIN	5.7	31.1	3.2	4.0	.0	3.3	5.84	5
F	285	REFER PATIENTS TO OTHER CLINICS	9.0	68.9	64.5	68.0	59.3	56.1	0.26	6
F	294	REVIEW PATIENT RECORDS AND BRIEF PHYSICIAN ON PATIENT FOLLOW-UPS	7.2	64.4	58.1	60.0	47.5	30.9	5.24	7
F	296	SCREEN PATIENTS	8.7	91.1	77.4	64.0	66.1	82.1	5.81	8
F	297	SCREEN RECORDS FOR PATIENT FOLLOW-UP	6.5	73.3	64.5	72.0	71.2	43.1	5.00	9
F	302	TAKE PATIENT HISTORIES	8.5	86.7	45.2	32.0	33.9	69.9	5.57	10
I	445	COUNSEL PATIENTS	9.5	57.8	77.4	60.0	47.5	23.6	5.99	11
035		15. CLEANING TASKS								
036		15 A CLEANING FACILITIES								
F	173	CLEAN CLINIC EXAMINING ROOMS	12.4	84.4	90.3	80.0	76.3	57.7	3.51	1
G	341	MAINTAIN CLEANLINESS OF OPERATING ROOM SUPPORT AREAS	88.3	22.2	19.4	52.0	8.5	2.4	0.50	2
G	357	PERFORM GERMICIDAL DAMP WIPING OF FURNITURE, FLOORS, OR FIXTURES OF OPERATING ROOMS	88.1	24.4	22.6	60.0	15.3	1.6	3.68	3
G	364	PERFORM WET-DRY VACUUMING OF OPERATING ROOM FLOORS	80.3	6.7	9.7	16.0	6.8	1.6	3.28	4
G	377	REMOVE FOREIGN MATERIAL OR DEVITALIZED TISSUE FROM POSTOPERATIVE SURGICAL SITES	41.8	28.9	29.0	28.0	28.8	1.6	4.97	5
G	380	REMOVE SOILED LINEN FROM PATIENTS	85.1	37.8	25.8	48.0	27.1	1.6	2.74	6
G	383	SCRUB OPERATING ROOM FLOORS OR WALLS	78.6	8.9	19.4	36.0	10.2	2.4	3.06	7
H	430	REMOVE WASTE MATERIALS	78.6	24.4	22.6	48.0	30.5	4.1	3.08	8
037		15 B CLEANING EQUIPMENT								
H	399	CLEAN GAS STERILIZERS	43.8	4.4	3.2	8.0	.0	2.4	3.81	1
H	400	CLEAN OR FLUSH STEAM STERILIZERS	70.6	8.9	16.1	8.0	.0	2.4	3.85	2
H	411	PERFORM BETWEEN-CASE CLEANING OF SUPPLIES OR EQUIPMENT	88.3	66.7	45.2	68.0	28.8	10.6	4.21	3
H	412	PERFORM CLEANING OF SUPPLIES OR EQUIPMENT FOR STORAGE	83.3	60.0	35.5	48.0	28.8	11.4	4.04	4
H	415	PERFORM END-OF-DAY CLEANING OF SUPPLIES OR EQUIPMENT	82.8	48.9	58.1	72.0	45.8	35.8	3.76	5
H	422	PERFORM SPECIAL CLEANING OF DELICATE SUPPLIES OR EQUIPMENT	71.4	66.7	48.4	76.0	18.6	13.8	5.15	6
038		16. ORDERING SUPPLIES								

TASK FAMILY GROUPINGS- 902A2 & 912XX AFSC GRPS FCPR37

D	TSK	TITLES	902 X2 (M)	912 X0 (M)	912 X1 (M)	912 X2 (M)	912 X3 (M)	912 X5 (M)	TSK DIF (F)	SEQ NUM #
G	376	PREPARE WRITTEN SUPPLY REQUESTS OR PROCEDURE REPORTS DURING OPERATIVE PROCEDURES	57.7	11.1	9.7	44.0	3.4	1.6	4.87	1
G	382	RETURN UNUSED SUPPLIES TO STORAGE AREAS	83.6	51.1	32.3	60.0	27.1	3.3	2.99	2
H	402	MAKE SUPPLY DELIVERIES FROM CENTRAL SUPPLY TO USING UNITS	67.7	13.3	6.5	12.0	3.4	4.1	3.83	3
H	404	ORDER LINEN SUPPLIES	62.9	33.3	45.2	64.0	59.3	10.6	3.69	4
H	405	ORDER MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	54.7	60.0	67.7	64.0	57.6	40.7	5.14	5
H	406	ORDER MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	52.2	60.0	74.2	64.0	55.9	35.8	5.70	6
H	407	ORDER NON-MEDICAL SUPPLIES FROM USAF SUPPLY AGENCIES	48.5	53.3	67.7	60.0	50.8	36.6	5.16	7
H	408	ORDER NON-MEDICAL SUPPLIES USING LOCAL PURCHASE PROCEDURES	38.3	53.3	64.5	48.0	42.4	30.1	5.59	8
H	409	ORDER STERILE SUPPLIES	63.2	66.7	61.3	76.0	66.1	8.1	4.38	9
H	414	PERFORM DATE CHECKS OF LOCALLY PROCESSED DATED ITEMS	78.1	48.9	41.9	56.0	30.5	8.1	3.50	10
H	424	PREPARE SHOPPING GUIDES	41.0	31.1	41.9	24.0	27.1	19.5	5.10	11
H	427	PREPARE, MAINTAIN, OR UPDATE SUPPLY RECORDS	49.3	35.6	48.4	60.0	28.8	22.8	4.99	12
H	431	REVIEW EXPIRATION DATES ON STERILE EQUIPMENT, DISPOSABLE SUPPLIES, OR DRUGS	86.1	68.9	61.3	64.0	50.8	23.6	3.70	13
H	432	STORE OR POSITION EQUIPMENT FOR CONVENIENT ACCESSABILITY	80.3	48.9	51.6	60.0	35.6	14.6	3.85	14
H	433	STORE PROCESSED ITEMS	85.6	55.6	38.7	56.0	27.1	6.5	3.61	15
H	434	STORE UNPROCESSED OR PRE-STERILIZED MATERIALS	84.8	57.8	32.3	60.0	32.2	4.9	3.58	16
I	448	IDENTIFY OPERATING ROOM FIELD SUPPLIES OR EQUIPMENT	32.8	15.6	22.6	28.0	8.5	1.6	5.39	17
039		17. OTHER TECHNICAL TASKS								
F	164	ARRANGE FOR TRANSPORTATION OF EYE TISSUE	7.0	55.6	6.5	4.0	1.7	8.9	5.49	1
F	178	DETERMINE DOSAGE OF MEDICATION, ANESTHESIA OR EMERGENCY DRUGS FOR RESEARCH ANIMALS	4.7	4.4	3.2	4.0	.0	2.4	7.46	2
F	184	FEED RESEARCH ANIMALS	4.7	4.4	3.2	4.0	.0	3.3	2.54	3
F	189	IDENTIFY AREAS HAZARDOUS TO EYES	6.0	31.1	3.2	4.0	.0	35.0	5.45	4
F	192	INSPECT EYE HAZARD AREAS FOR COMPLIANCE WITH EYE SAFETY REGULATIONS	5.0	11.1	3.2	4.0	.0	30.9	5.40	5
F	216	PACKAGE EYE TISSUE FOR TRANSPORTATION	5.5	33.3	3.2	4.0	.0	4.1	5.56	6
F	277	PREPARE OR MAINTAIN TREATMENT RECORDS ON RESEARCH ANIMALS	5.0	4.4	3.2	4.0	1.7	2.4	4.74	7
F	283	PRESERVE EYE TISSUE	6.0	40.0	3.2	4.0	.0	6.5	5.91	8
G	325	CHECK CONDUCTIVITY OF FOOTWEAR	43.8	28.9	9.7	12.0	11.9	1.6	3.27	9
G	361	PERFORM SURGICAL PROCEDURES ON RESEARCH ANIMALS	6.0	6.7	3.2	8.0	1.7	1.6	5.72	10
G	366	POSITION OR OPERATE AUDIO VISUAL EQUIPMENT	19.2	22.2	12.9	8.0	1.7	4.1	4.04	11
G	375	PREPARE SURGICAL SPECIMENS FOR FORWARDING TO THE LABORATORY	81.1	51.1	35.5	80.0	22.0	1.6	4.36	12
H	413	PERFORM CONDUCTIVITY CHECKS OF OPERATING ROOM FLOORS OR EQUIPMENT	22.1	4.4	6.5	16.0	1.7	2.4	4.12	13
H	419	PERFORM PERIODIC CULTURING	56.7	26.7	35.5	28.0	5.1	2.4	4.06	14
I	461	TAKE SPECIMENS TO LABORATORIES	73.1	71.1	61.3	76.0	54.2	8.1	2.58	15