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FIELD UNIT READINESS STUDY (FURS)

by

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20. ABSTRACT (Continue on reverse side if necessary and identify by block number) The study assessed the perceived level of MOS proficiency training of 91B TOE personnel, the number of tasks in which 91Bs felt proficient, where the training was provided, and the job satisfaction of the 460 medical enlisted personnel surveyed at Fort Hood, Texas. There were significant differences in the distribution of respondents at the work centers (Darnall Army Hospital, Troop Medical Clinic, Bn Aid Station, Evac Hospital, Motor Pool, and Other). Work center location significantly affected the amount of training the 91Bs received, the level of proficiency perceived, and the satisfaction of the respondent.		

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FIELD UNIT READINESS STUDY (FURS)

1. INTRODUCTION.

a. **Problem.** Commanders have the responsibility for insuring their personnel have the level of proficiency appropriate to the individual's rank and military occupational skills (MOS). In field units, division commanders have unit training responsibilities; however, the personnel may be under the operational control of the MEDDAC/MEDCEN commander. There may be conflicts between providing patient care services at the medical treatment facility (MTF) and receiving training in field situations. Table of Organization and Equipment (TOE) assets are often utilized primarily to staff MTFs. This fact may inhibit skill enhancement since training is subordinated to service needs. Further skill level training, where provided by MTFs, may be highly variable. If no standard on-the-job training programs exist at the MTFs, training may be inadequate for the personnel. These factors may influence the job satisfaction and work performance of medical enlisted personnel.

b. **Purpose.** The present study will assess the perceived level of MOS proficiency training of 91B TOE personnel, the number of tasks in which 91Bs feel proficient, where the training was provided, and the job satisfaction of these medical enlisted personnel.

c. **Background.** The need for MOS proficiency training is reported in Field Manual 8-21: "To enable AMEDD TOE unit personnel to maintain acceptable levels of individual/team proficiency, periodic training and experience in actual patient care and related activities is required. Medical personnel from TOE units performing duties in the MEDDAC/MEDCEN under on-the-job training/experience (OJT) or direct support programs should not be considered as just extra manpower to provide patient care services or details. Along with training programs for organic personnel, similar training assistance should be provided to all TOE personnel working in the MEDDAC/MEDCEN. Special training assistance to accommodate the requirements of particular unit situations should be coordinated by the MEDDAC/MEDCEN and the unit concerned." It is apparent that for medical MOS proficiency training to be effective, a uniform OJT program should provide the participant with a non-interrupted period of training (i.e., 90 days, with the exception of certain exercises which involve no, or limited, notice) and a program of instruction based on training objectives requiring exposure (to a full range in all aspects of the MOS.) It is essential that the OJT experience is provided on an acceptable level of training for AMEDD personnel in terms of preparation for the wartime mission. There must be realistic training provided in all aspects of patient care by the MTF. Training objectives for each MOS at specific levels are documented in the soldier's manual which provides a way of identifying deficiencies in individual training. Acquiring proficiency in certain common and critical tasks is dependent on the OJT experience. If the OJT experience is lacking, it is reasonable to assume that proficiency in those dependent tasks is not satisfactory. Deficiencies in individual training reflect upon individual readiness and ultimately upon unit readiness. (FM 8-21 is a test manual and its contents have interim, but not final, Department of the Army approval.)

2. OBJECTIVE. The study objective is the identification of the level of MOS perceived proficiency of 91B TOE personnel, the number of tasks in which 91Bs feel proficient, where the training was provided, and his job satisfaction.

3. METHODOLOGY.

a. Subjects. Subjects were 91B and 91C enlisted personnel assigned to Fort Hood, Texas (N = 460).

b. Procedure. A survey instrument (see Appendix A) was developed to determine the amount and type of training 91Bs are receiving in critical MOS tasks, the perceived level of proficiency, and where the training was provided. Demographic items and job satisfaction were also assessed.

c. A factor analysis of the 20 satisfaction items were performed to reduce the number of variables into a smaller number of clusters. Tasks were broken down as to whether the task was performed primarily in the field, in a hospital setting, or in both a field or hospital setting. The number of tasks on which the individual perceived himself proficient was calculated for field, hospital, or both settings. For each of the settings the number of tasks which the individual was trained by the unit was also determined. The overall number of tasks trained by the unit and the overall number of tasks perceived proficient were calculated.

4. FINDINGS.

a. Sample characteristics. The sample of respondents consisted of 460 personnel with an average age of 23.4 years, 4.1 years of active Army service, and 12.1 years of education. The sample was 86.6% male; 35.5% Black and 40.1% Caucasian; 95.4% were 91Bs.

b. The factor analysis of the 20 satisfaction items revealed four factors with eigenvalues greater than 1.0 accounting for a cumulative 59.7% of the variance. Following a varimax rotation, these four factors were labeled: (1) work, job, (2) how to do (affecting production or work), (3) educational training and skills, and (4) pay, promotion. The tasks were broken down into hospital setting (N = 30), field setting (N = 53), and both settings (N = 22). Table 1 depicts the correlation matrix between demographic variables (age, rank, years in army, education, and four satisfaction item clusters, satisfaction item 12, the three subtotals for tasks, the three subtotals for proficiency, the total for tasks trained by unit, and overall total for tasks perceived as proficient. Table 2 depicts the comparisons between responses as a function of work place for the 91B respondents.

5. DISCUSSION.

Of the 105 tasks for which a 91B requires proficiency, the overall average number of tasks the 91Bs felt they were trained by their unit and which they perceived themselves as proficient was 49 tasks. The relationship between the overall number of tasks and the overall level of perceived proficiency was $r = .34$, implying the more tasks in which trained, generally the more tasks in which the individual felt proficient. For the three categories of tasks, the relationships between training and proficiency were: Hospital

tasks ($r = .49$), Field tasks ($r = .33$), and for Both Hospital and Field tasks ($r = .27$). The enlisted medical personnel were moderately dissatisfied with the amount of on-the-job training received on critical tasks (reporting a mean score of 3.0 on a 7-point scale where 1 = extremely dissatisfied and 4 = neutral). The 91Bs expressed a significant positive relationship between their satisfaction with training and the number of tasks on which trained ($r = .32$) and the level of perceived proficiency ($r = .21$); this indicates the more tasks on which the 91B was trained and felt proficient, the greater satisfaction reported with training.

There were significant differences in the distribution of respondents at the work centers. Work center location significantly affected the amount of training the 91Bs received, the level of proficiency perceived, and the satisfaction of the respondent. The 91Bs assigned to the medical treatment facility were of significantly greater rank, age, and years in the Army. These 91Bs were the most satisfied, particularly with the amount of on-the-job training on critical tasks. This satisfaction was reflected in these 91Bs reporting the highest proficiency in Hospital tasks, Both Hospital and Field tasks, and second in the overall number of tasks perceived proficient. These 91Bs, in comparison to 91Bs at other work centers, were last in the number of tasks trained for the Field settings and last for the number of tasks in which trained. These 91Bs also were very dissatisfied with their pay and promotion opportunities, perhaps reflecting their feelings about performing tasks or skills for which other medical personnel of higher rank and/or experience are paid more.

The 91Bs performing principle duty in the Motor Pool work center were among the youngest, with the fewest years of service in the Army, and second lowest level of education. They reported the lowest levels of satisfaction as compared with the other work centers. As a group, the 91Bs in the Motor Pool ranked last or next to last in all categories of number of tasks on which trained as well as categories of perceived proficiency. These 91Bs reported general dissatisfaction with their training and level of proficiency. Training of 91Bs in the Motor Pool appears to have low priority. One could conjecture that the low satisfaction perception can be related to the lack of opportunity to utilize their job skills (i.e. medic) for which they thought they were prepared.

6. CONCLUSIONS.

The 91Bs studied were trained in their units to perform on the average, 48 of a possible 105 tasks and perceived themselves proficient on 50 tasks. The 91Bs are moderately dissatisfied with the amount of on-the-job training received on critical tasks. The 91B work place affects the training, performance, perceived proficiency, and level of satisfaction.

7. RECOMMENDATIONS.

Recommend the results be forwarded to HSC and OTSG for review and possible development of more standardized individual MOS training programs across work assignments.

Table 1

INTERCORRELATION OF VARIABLES

Variables	1	2	3	4	5	6	7	88	9	10	11	12	13	14	15	16	17
1 = Age	1.0	.74	.68	.27	.12	.13	.06	.08	.04	.13	.02	-.03	.27	.19	.13	.02	.19
2 = Rank		1.0	.69	.22	.11	.16	.10	.10	.15	.05	-.02	-.07	.24	.21	.15	-.03	.20
3 = Years in Army			1.0	.15	.03	.04	.00	-.01	-.00	.02	-.08	-.14	.17	.12	.08	-.09	.12
4 = Level of Education				1.0	.06	.03	.02	.01	-.00	.01	-.02	-.07	.14	.12	.07	-.04	.10
* 5 = Amount of OJT Tng on Critical Tasks					1.0	.42	.43	.62	.13	.32	.31	.28	.24	.19	.17	.32	.21
* 6 = Work, Job Factors affecting Satisf.						1.0	.82	.83	.44	.11	.12	.10	.21	.25	.21	.12	.24
* 7 = "How to do work" factors - satisf.							1.0	.79	.45	.10	.10	.10	.19	.28	.25	.11	.26
* 8 = Educational Tng & Skills - satisf.								1.0	.44	.18	.21	.18	.24	.29	.26	.21	.28
* 9 = Pay, Promotion - affecting satisf.									1.0	-.00	.00	.03	.07	.08	.08	.02	.08
10 = Tasks usually performed in Hosp										1.0	.80	.62	.49	.24	.25	.83	.33
11 = Tasks usually performed in Hosp & Fld											1.0	.84	.36	.27	.32	.94	.34
12 = Tasks usually performed in Field												1.0	.25	.18	.33	.94	.94
13 = Perceived Proficiency in Hospital Tasks													1.0	.81	.74	.37	.87
14 = Perceived Proficiency in Both Hosp & Fld tasks														1.0	.90	.23	.95
15 = Perceived Proficiency in Field Tasks															1.0	.34	.96
16 = Number of tasks in which Trained																1.0	.34
17 = Number of tasks in which perceived proficient																	1.0

* A 7-point Likert Scale was used with (1) Extremely Dissatisfied to (7) Extremely Satisfied

All coefficients $\geq .10$ are significant at the $p < .01$ level or greater.

Table 2

ANALYSIS OF VARIANCE: VARIABLES BY WORK PLACE

Variable	Darnall Army Hosp		Troop Med Cl		Bn Aid Station		Evac Hospital		Motor Pool		Other		OVERALL			F	df	signif.
	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	N	Mean	SD	N			
1 = Age	25.30	39	22.22	27	24.04	61	23.00	9	22.46	228	25.03	58	23.30	5.01	422	4.44	5/416	.0006
2 = Rank	4.22	40	3.33	27	4.01	61	3.25	8	3.43	227	3.96	58	3.65	1.21	421	5.62	5/415	.0000
3 = Years in Army	5.25	40	2.85	27	4.77	62	4.00	9	3.49	228	4.94	59	4.01	4.42	425	2.52	5/419	.0285
4 = Level of Education (yrs)	12.20	40	12.11	27	12.01	61	12.11	9	12.08	228	12.21	60	12.10	1.32	425	0.19	5/419	.9650
* 5 = Ant of OJT Trng on Critical Care Tasks	3.91	36	3.84	26	3.51	58	3.55	9	2.57	217	3.34	58	3.04	1.76	404	7.29	5/398	.0000
* 6 = Work, Job Factors Affecting Satisfaction	4.45	40	4.14	27	3.96	62	3.55	9	2.75	229	3.80	60	3.33	1.78	427	11.59	5/421	.0000
* 7 = "How to do work" Factors Affecting Satisfaction	4.07	40	4.33	27	3.54	62	3.55	9	2.58	229	3.78	60	3.16	1.69	427	12.61	5/421	.0000
* 8 = Educational Trng & Skills Affecting Satisfaction	4.00	40	3.88	27	3.43	62	3.56	9	2.49	229	3.45	60	3.02	1.68	427	10.37	5/421	.0000
* 9 = Pay, Promotion Factors Affecting Satisfaction	2.57	40	2.85	27	3.25	62	2.11	9	2.67	229	3.48	60	2.86	1.58	427	3.92	5/421	.0017
10 = Tasks usually performed in Hospital setting	14.42	40	10.59	27	10.66	62	13.88	9	8.44	229	9.06	60	9.66	9.23	427	3.54	5/421	.0037
11 = Tasks usually performed in Both Hosp & Fld sett.	10.62	40	10.44	27	11.32	62	10.77	9	9.20	229	9.45	60	9.79	6.79	427	1.20	5/421	.3039
12 = Tasks usually performed in Field setting	18.10	40	30.62	27	32.01	62	28.77	9	28.59	229	30.63	60	28.52	17.41	427	3.62	5/421	.0032
13 = Perceived Proficiency in Hospital tasks	14.60	40	9.59	27	10.88	62	5.22	9	9.06	229	11.71	60	10.17	7.38	427	5.38	5/421	.0001
14 = Perceived Proficiency in Both Hosp & Fld Tasks	14.52	40	12.85	27	13.04	62	6.77	9	11.03	229	13.56	60	12.03	6.89	427	3.99	5/421	.0015
15 = Perceived Proficiency in Field Tasks	26.25	40	28.51	27	30.27	62	13.88	9	25.99	229	32.56	60	27.46	14.88	427	3.87	5/421	.0019
16 = Number of Tasks in which Trained	43.15	40	51.66	27	54.00	62	53.44	9	46.24	229	49.15	60	47.98	30.93	427	0.95	5/421	.4435
17 = Number of Tasks in which Perceived Proficient	55.37	40	50.96	27	54.20	62	25.88	9	46.09	229	57.85	60	49.67	27.53	427	3.86	5/421	.0019

* A 7-point Likert Scale was used with (1) Extremely Dissatisfied to (7) Extremely Satisfied

Appendix A

FIELD UNIT READINESS STUDY SURVEY INSTRUMENT

INFORMATION TO PARTICIPANTS

The reason for this survey is to find out whether or not you are receiving "on-the-job" training in the tasks outlined in your soldier's manual. You will be asked to tell us about yourself and your job at this post. You will also be asked about your training for specific tasks. The findings will be used to evaluate the training you receive and to make recommendations to change it if needed. All the items are very important so please answer each one with your most correct response.

DATA REQUIRED BY THE PRIVACY ACT

TITLE OF FORM: Training Survey for 91Bs

PRESCRIBING DIRECTIVES: AR 600-46

AUTHORITY: Section 3012, Title 10, USC

PRINCIPAL AND ROUTINE USES: The data will be used to support the research, evaluation, training requirements, or other mission requirements of Health Services Command. The confidentiality of this information will be respected. No information which might allow identifying a single individual or small groups of individuals will be given. The data may be retained on computer cards, computer files, or individual survey forms to be processed for statistical analysis.

COMPLIANCE IS VOLUNTARY: YOU DO NOT HAVE TO FILL OUT THE SURVEY. THERE IS NO EFFECT UPON THE INDIVIDUAL FOR FAILURE TO DISCLOSE INFORMATION.

FIELD UNIT READINESS STUDY
(91B-Level 1/2)

PART I

Please answer all questions by writing the appropriate numbered answer in the box or boxes at the end of each question. Use only one digit for each box.

1. How old are you, in years?..... (1,2)
2. What rank are you?..... (3)
3. What is your race or ethnic group? Write 1 if Black; 2 if White; 3 if Hispanic; 4 if Asian-American; 5 if Native American and 6 if Other..... (4)
4. How long have you been in the Army, to the nearest year? (Round off to the nearest year-for example, if you have been on active duty for 2 years and 3 months, round off to the nearest whole year and write 02 in the boxes; if 11 years 2 months write 11 and etc.)..... (5,6)
5. Please indicate to which of the following MOS categories you belong. Write 1 if 91B; 2 if 91C and 3 if other (Specify _____) (7)
6. What is the highest grade in school that you have completed? Use two digits, for example; graduated high school or GED write 12; one year of college write 13; ninth grade completed write 09 and etc..... (8,9)
7. How many months have you been at your present assignment/unit? (Use two digits-example; write 02 if 2 months, 14 if 14 months and etc.)..... (10)
8. Where do you usually work? Write 1 if Darnall Hospital; 2 if Troop Medical Clinic; 3 if Evacuation Hospital; 4 if Motor Pool; and 5 if Other (Please Specify _____)..... (11)
9. What sex are you? Write 1 if male or 2 if female..... (12)
10. Have you worked in the Troop Medical Clinic on this post in the last 12 months? Write 1 if yes or 2 if no..... (13)
11. Have you worked in the main hospital on this post over the last 12 months? Write 1 if yes or 2 if no..... (14)
12. Have you received training in the main hospital on this post in last 12 months? Write 1 if yes or 2 if no..... (15)
13. Have you gone on a field exercise as a medic in the last 12 months? Write 1 if yes or 2 if no..... (16)
- (17)

PART II

We are interested in knowing whether or not you are receiving "on-the-job" training in the following tasks from your Soldier's Manual. We also would like to know if the training you have received has actually prepared you to carry out the task. Look at each task and write a 1 in the box or boxes that most closely describes your training in that task on this post. Then write a 1 in the most appropriate box describing your level of proficiency in that task.

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
1. Administer emergency medical care for burns							(18-24)
2. Apply mask-to-mouth respiration							(25-31)
3. Administer emergency medical care to a chemical-agent casualty							(32-38)
4. Immobilize a fracture							(39-45)
5. Apply wireladder splint to a fractured upper extremity							(46-52)
6. Apply a splint to a fractured lower extremity							(53-59)

PART II

WRITE A 1 IN THE BOX OR BOXES THAT MOST CLOSELY DESCRIBES YOUR TRAINING IN THAT TASK ON THIS POST AND WRITE A 1 IN THE APPROPRIATE BOX DESCRIBING YOUR LEVEL OF PROFICIENCY IN THAT TASK.

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
7. Initiate a US Field Medical Care (DD Form 1380)							(60-66)
8. Apply a field first aid dressing to a wound							(67-73)
9. Perform the Heimlich hug							(74-80)
10. Perform chest-pressure arm-life method of artificial respiration (Modified silvester)							(1-7)
11. Open airway							(8-14)
12. Administer artificial respiration (mouth-to-mouth/mouth-to-nose)							(15-21)
13. Stop the bleeding							(22-28)
14. Identify signs and treat for shock							(29-35)
15. Transport a patient on an improvised litter							(36-42)

PART II

TASKS	Training						Proficiency	
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient		Not Proficient
	3	3	3	3	3	3	3	(36-42)
25. Apply dressing to wound of the head								(43-49)
26. Apply the Thomas leg splint								(50-56)
27. Administer morphine syrette								(57-63)
28. Measure a patient's blood pressure								(64-70)
29. Obtain an oral temperature								(71-77)
30. Obtain a rectal temperature								(1-7)
31. Obtain a radial pulse								(8-14)
32. Make up an occupied bed								(15-21)
33. Clean a patient unit								(22-28)
34. Survey a patient								(29-35)

PART 11

TASKS	Training							Proficiency
	No Training	Self Training	OJT Hospital	OJT TMC	Training in My Unit	Proficient	Not Proficient	
35. Administer emergency medical care to a patient with a cold injury(frostbite)	4	4	4	4	4	4	4	(36-42)
36. Transport casualty with a fractured back								(43-49)
37. Prepare to transport casualty with fractured neck								(50-56)
38. Administer emergency medical care to a heat injury casualty								(57-63)
39. Administer emergency medical care to an open neck								(64-70)
40. Immobilize a casualty with a fractured neck								(71-77)
41. Administer emergency medical care to a patient who has ingested a corrosive poison								(1-7)
42. Manage a patient who is unruly and/or emotionally disturbed								(8-14)
43. Administer emergency care to a patient who has suffered insect bites and/or stings								(15-21)
								(22-28)

PART. II

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
35. Administer emergency medical care to a patient with a cold injury(frostbite)	4	4	4	4	4	4	(36-42)
36. Transport casualty with a fractured back							(43-49)
37. Prepare to transport casualty with fractured neck							(50-56)
38. Administer emergency medical care to a heat injury casualty							(57-63)
39. Administer emergency medical care to an open neck							(64-70)
40. Immobilize a casualty with a fractured neck							(71-77)
41. Administer emergency medical care to a patient who has ingested a corrosive poison							(1-7)
42. Manage a patient who is unruly and/or emotionally disturbed							(8-14)
43. Administer emergency care to a patient who has suffered insect bites and/or stings							(15-21)
							(22-28)

PART II

TASKS	Training						Proficiency
	No Training	Self Training	QJT Hospital	QJT TMC	Training in My Unit	Proficient	
	5	5	5	5	5	5	(29-35)
44. Administer emergency medical care for a diabetic emergency							(36-42)
45. Administer emergency medical care to a casualty with a sucking chest wound							(43-49)
46. Perform medical sorting (triage)							(50-56)
47. Obtain a blood specimen (syringe)							(57-63)
48. Obtain a blood specimen (vacutainer)							(64-70)
49. Initiate an intravenous infusion of a prescribed fluid							(71-77)
50. Administer a blood transfusion							(1-7)
51. Measure intake and output							(8-14)
52. Administer a cooling sponge bath							(15-21)
53. Put on gown							(22-28)

PART II

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
54. Remove a soiled gown	6	6	6	6	6	6	(29-35)
55. Prepare an open wound for operative treatment							(36-42)
56. Change a sterile dressing							(43-49)
57. Suction patient's tracheostomy/endotracheal tube							(50-56)
58. Irrigate an ear							(57-63)
59. Administer eye irrigation							(64-70)
60. Instill eye drops							(71-77)
61. Apply heat applications to a patient							(1-7)
62. Apply an ice bag							(8-14)
63. Administer tube feeding (gavage) to a patient							(15-21)
							(22-28)

PART II

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
	7	7	7	7	7	7	(29-35)
64. Administer a rectal suppository							(36-42)
65. Administer an intramuscular injection							(43-49)
66. Administer an intradermal injection							(50-56)
67. Administer a cleaning enema							(57-63)
68. Administer a subcutaneous injection							(64-70)
69. Complete a Clinical Record - Temperature - Pulse - Respiration (Fahrenheit) (SF 511)							(71-77)
70. Mechanically restrain a patient							(1-7)
71. Ambulate a postoperative patient							(8-14)
72. Administer passive exercise							(15-21)

PART II

TASKS	Training						Proficiency	
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient		Not Proficient
73. Ambulate a patient with crutches	8	8	8	8	8	8	8	(22-28)
74. Move patient from a bed into a wheelchair								(29-35)
75. Transfer patient from bed to stretcher using a three-man carry								(36-42)
76. Perform routine mouth care on a bed patient								(43-49)
77. Monitor signs of increased intracranial pressure								(50-56)
78. Collect specimens for diagnostic tests								(57-63)
79. Assist patient with postural drainage								(64-70)
80. Perform Foley catheter care								(71-77)
81. Provide a controlled environment in a croup tent								(1-7)
82. Check oxygen content of an isolette of croup								(8-14)
								(15-21)

PART II

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
83. Perform the preoperative skin prep	9	9	9	9	9	9	(22-28)
84. Scrub, gown, and glove							(29-35)
85. Remove sutures							(36-42)
86. Put on a protective mask							(43-49)
87. Maintain protective mask and accessories							(50-56)
88. Give NBC alarm							(57-63)
89. Interpret NBC alarms and signals							(64-70)
90. Take cover as protection against NBC hazards							(71-77)
91. Decontaminate self, equipment, and supplies							(1-7)
92. Disinfect a thirty-six (36) gallon water purification bag (Lyster)							(8-14)
							(15-21)

PART II

TASKS	Training							Proficiency
	No Training	Self Training	OJT Hospital	OJT TMC	Training in My Unit	Proficient	Not Proficient	
93. Set up/maintain garbage and litter disposal facilities	1	1	1	1	1	1	1	(22-28)
94. Set up/maintain human wastes disposal facilities								(29-35)
95. Disinfect a canteen of water with iodine tablets								(36-42)
96. Collect/report information - SALUTE								(43-49)
97. Use challenge and password								(50-56)
98. Camouflage/conceal equipment								(57-63)
99. Camouflage yourself, your load-bearing equipment, and your individual weapon, and equipment								(64-70)
100. Construct individual/patient defensive positions								(71-77)
101. Engage targets with an M16A1 rifle								(1-7) (8-14)

PART II

TASKS	Training						Proficiency
	No Training	Self Training	OUT Hospital	OUT TMC	Training in My Unit	Proficient	
93. Set up/maintain garbage and litter disposal facilities	1	1	1	1	1	1	(22-28)
94. Set up/maintain human wastes disposal facilities							(29-35)
95. Disinfect a canteen of water with iodine tablets							(36-42)
96. Collect/report information - SALUTE							(43-49)
97. Use challenge and password							(50-56)
98. Camouflage/conceal equipment							(57-63)
99. Camouflage yourself, your load-bearing equipment, and your individual weapon, and equipment							(64-70)
100. Construct individual/patient defensive positions							(71-77)
101. Engage targets with an M16A1 rifle							(1-7)
							(8-14)

PART II

TASKS	Training						Proficiency
	No Training	Self Training	OJT Hospital	OJT TMC	Training in My Unit	Proficient	
102. Load, reduce a stoppage, unload, and clear an M16A1 rifle							(15-21)
103. Load and unload an M16A1 rifle magazine							(22-28)
104. Zero an M16A1 rifle							(29-35)
105. Maintain an M16A1 rifle, magazine, and ammunition							(36-42)
106. React to and move under direct and indirect fire							(43-49)
107. Guide a wheeled vehicle or track vehicle							(50-56)

PART III

Please examine the following statements which concern your work and working conditions in the unit where you usually work. Read each statement and indicate your level of satisfaction-dissatisfaction with the condition it describes by using the scale below and writing the appropriate number (1-7) in the box. DO NOT OMIT ANY STATEMENTS.

EXTREMELY DISSATISFIED	1	2	3	NEUTRAL 4	5	6	7	EXTREMELY SATISFIED
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EXAMPLE:

HOW SATISFIED/DISSATISFIED ARE YOU WITH:

The cash bonus you have received?.....

- HOW SATISFIED/DISSATISFIED ARE YOU WITH:
1. Your job in general?..... (57)
 2. The unit to which you are assigned?..... (58)
 3. Your work schedule, the hours or times at which you work each week?..... (59)
 4. The amount of pay you receive?..... (60)
 5. Your rank at this time?..... (61)
 6. The physical characteristics of your work area (such as cleanliness, amount of space, temperature, lighting, noise, etc.)?..... (62)
 7. The amount of time you have to do your work?..... (63)
 8. The way you are evaluated (your EER)?..... (64)
 9. The availability of medical equipment and facilities to do your work?..... (65)
 10. The quality of the equipment you have to do your work?..... (66)
 11. The amount of education and training you have received to do your job?..... (67)

EXTREMELY DISSATISFIED	1	2	3	NEUTRAL 4	5	6	7	EXTREMELY SATISFIED
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HOW SATISFIED/DISSATISFIED ARE YOU WITH:

- 12. The amount of OJT (on the job training) you receive on the "critical tasks" listed in your Soldiers' Manual?..... (68)
 - 13. The amount of work-related knowledge and skill your supervisor has?..... (69)
 - 14. The chance to learn new skills in your MOS?..... (70)
 - 15. The feeling of pride you get from doing your work in this unit?. (71)
 - 16. The degree to which you feel that your work is valuable and would be missed if not performed?..... (72)
 - 17. The amount of recognition or appreciation you get from others when you do your job?..... (73)
 - 18. The amount of responsibility you have in your job?..... (74)
 - 19. The opportunity to keep busy at your job?..... (75)
 - 20. The chance to go to school/college on your own time when not working?..... (76)
- (77,78)
 (79,80)

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