

AMEDD Civilian Corps Chief Msg # 34----And the Beat Goes On....(3 May 2013)

Hi again Folks,

It seems the new key information is accumulating faster than I can get it out to you. Seems like these messages always get longer than intended too, so my apologies for the length of the message/update. Again, have tried to do headlines so you can triage (I love it when we talk "medical") the contents and get to what is important to you. Two specific requests if I may:

1. Please make sure you read at least the FIRST FOUR (the "CONGRATULATIONS" count as one!) topics. They are important and all our Corps members should know about/be aware of them.
2. Please make some time to read the rest of the contents. It's important to know what else is going on in our Corps.

OK thanx! So, let's get started.

NEW MAILING LIST:

You all know that we have moved/are moving (yep, there are a few left to go) to the new enterprise email system which means new email addresses for everyone. What that meant for us was generating a new email list for sending these messages. We will be checking with random folks across the AMEDD to be sure they received once we pushed the button. We're not sure just how that will go so, to preclude any potential snags from interfering with our communication stream, please be sure to check around you and see if your workmates received this message. If not PLEASE share it with them and, while you're at it, please share with your military co-workers as well. Gracias! (BTW, if you are looking for me in the global, you'll find me under "Charles" not "Gregg" since the former is my "official" Army name and the latter is my "go by".)

[NOTE: These messages are all posted to our Civilian Corps Website at (<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>) under the "About Us/Corps Chief/Corps Chief Messages" drop down links. We also made it easy for you to find the latest message by using the indicator on the top right of the website page.]

CONGRATULATIONS I:

A grand "HOOAH!" to the MEDCOM Civilian Employees of the year for 2012. Congratulations to Ms. Samone Hill, Ms. Sil Finamore, and Dr. Evan Steil! Ms. Hill and Ms. Finamore from the HQ MEDCOM/OTSG OneStaff and Dr. Steil from the Warrior Transition Battalion-Europe were selected from the quarterly winners from across MEDCOM.

CONGRATULATIONS II:

Congratulations to the folks up at Bassett Army Community Hospital in Alaska! Their "Arctic Baby Boomers" have been selected as the 3rd quarter FY 13 Wolf Pack Award winners for their great work in using evidenced-based approaches to accomplish a 100% increase in the number of infant deliveries they were able to do in house and recover from the network. Well done, Boomers!!

A reminder that the suspense for submission of the 4th quarter Wolf Pack Award nominations is 8 July. This is a great way to recognize the work of your teams of combined civilians and military (may include contractors) who do great things in support of the AMEDD mission. Remember, this is a lot like basketball----if you never throw it over the hoop, it has zero chance of going through. So take a shot and nominate your team for the Wolf Pack Award.

CONGRATULATIONS III:

Congratulations and welcome to all the new members of the Army Medical Department Regiment!!! On the 26th of March, the AMEDD Civilian Corps birthday, we had a great ceremony hosted by The Surgeon General (TSG) here in San Antonio to induct a large number of civilians as new members of the Regiment. We were able to VTC the ceremony to numerous locations so many folks could participate. LTG Horoho inducted individuals from six different MEDCOM organizations here on Fort Sam and in her comments made it very clear that she sees AMEDD civilians as an absolutely essential component of the Army Medicine Team. You can see photos in the May edition of the MEDCOM Mercury or on the AMEDD Civilian Corps website under "Photos/Cool Stuff".

A quick story from one of the folks who affiliated during the Fort Sam ceremony: "There is a bit of a story behind this opportunity to become affiliated with the regiment. I missed out on having a military career by an odd quirk of fate. I come from a military family - my father was a career Army officer, and both of my brothers served, and being in the Army was my only vision when I was younger. While affiliation is not "wearing the uniform", it does bring a sort of closure to that lost opportunity a long time ago. But now, the dream comes back - at age 66, I am invited to be part of the US ARMY AMEDD Regiment, duly 'Certificated' by The Surgeon General. Cool! I accept!"

It's not too late if you would like to join the Regiment or originally decided not to and have changed your mind. Your unit should have a designated POC for this, normally the S-1, G-1, or Personnel Section. All they need to do is collect the names and forward them to the AMEDD Regiment. The Regimental folks will send the certificates for presentation. Pretty simple! This is another way to demonstrate that we are all on one Team and pursuing one mission, that of Army Medicine. So those of you who would like to join, "Come on down!!" One additional note, if I may. If you are a former military member of the AMEDD, whether retired or served a shorter time, you are already a member of the Regiment and there is no need to reapply.

FURLOUGH:

I suspect most of you are up to date on this as the news travels like wild fire. Unfortunately, so do rumors. Your AMEDD senior leadership is working hard to deal with some significant fiscal restrictions. Ground truth as we know it today is that the furlough requirement is currently at 14 days with a start date in late June and running through September. Actual implementation will be local because execution of the furlough process is governed by the negotiations each organization has completed with its supporting union(s). The MEDCOM OPORD that guides the process has been published and includes a requirement for supervisor training as part of that process. If you are a supervisor make plans to attend. We'll keep you posted as other developments come along, so stay tuned.

COMPETENCY MANAGEMENT SYSTEM (CMS)

Over the past couple of years we've mentioned several times about the Civilian Workforce Transformation that is going on in the Army. A significant effort in the transformation process is movement toward a competency-based job description and management system across all Army Career Programs (CP). Congress has directed the Department of Defense (DoD) to assess competency gaps of Mission Critical Occupations (MCOs), series that experience high turnover, are challenging to recruit, or have a large number of optional retirement eligibles.

While this applies to all Army CPs, we have a particular interest in CP 53-Medical because it covers approximately two thirds of the entire AMEDD Civilian Corps.

Recently, employees in the 180-Psychology; 185-Social Work; 602-Physician; 610-Nurse; and 660-Pharmacist series received e-mails requesting their participation in the CMS survey. If you are in one of those specialties, your participation is really important—even if you may not be performing in exactly the type of position toward which the survey is directed. The CMS survey is Army's effort to assess core competencies and the proficiency levels of Army's civilian workforce and define the competencies related to these jobs. We in Army Medicine have nearly two thirds of all the MCOs in the inventory, including the five listed above, so these surveys are REALLY important. Employee and supervisor input are critical and will provide vital information to help define competencies and develop strategies to prepare a ready workforce.

Your subject-matter expert thoughts will help assess competency gaps and identify gap closure recommendations (i.e., training, developmental assignments, etc.), and will be used to develop the Army input for DoD's report to Congress. If you have received a request to make input to this process it is CRITICAL that you participate. This is truly your chance to make a difference.

If you have questions on the process or how to proceed, our POC CMS survey issues is Mr. Ison Zibowsky, 210-221-1333 or by e-mail at Ison.A.Zibowsky.civ@mail.mil <<mailto:Ison.A.Zibowsky.civ@mail.mil>> .

IF YOU ARE GS 14 OR 15:

The Senior Enterprise Talent Management (SETM) program is one of the Army's primary efforts identify, train, and build its future civilian senior leaders. The program is open to GS14/15s (and equivalent) across the Army. There are numerous ongoing actions to identify interested participants. Employees use a self-nomination process that ends with consideration for entry into the Army's SETM program. An effort developed collaboratively as a Civilian Workforce Transformation initiative and administered by the Civilian Senior Leader Management Office (CSLMO), Assistant Secretary of the Army (Manpower and Reserve Affairs), SETM prepares participants for positions of greater responsibility through advanced senior-level educational and developmental experiences. The program develops enterprise leaders who are networked, future-oriented, agile, and able to set the context by which their Army organizations thrive and grow for future operations and sustainment.

The application window has been open for a month and the Army needs many more applicants. Numerous factors contribute to an individual wanting to compete (or not) for the SETM programs but I believe there are also some misperceptions that deter folks. With the help of CSLMO, I'd like to dispel some of them. Despite multiple communication efforts, some existing misperceptions and resolutions include:

Ø ISSUE: Many ideal candidates have professional or personal reasons for not wanting to move and they avoid the SETM Program, believing that moves are always required. RESOLUTION: In truth, not every SETM component requires a mobility agreement. SETM -TDY, for example, and the Non-Resident (Distant Learning) Senior Service College do not. In addition, the Enterprise Placement Program does not require a mobility agreement until a proffered assignment is accepted. So it is quite possible to enhance one's skills and potential without relocating.

Ø ISSUE: In the minds of supervisors there is sometimes fear about their losing a valuable employee and creating a hole in their team. RESOLUTION: In fact, if someone from your Command is selected for the Senior Service College, SETM- TDY can be used to provide two 179 day assignments to backfill the vacancy. Additionally, SETM-TDY is DA funded and not affected by a hiring freeze. It isn't hard to do.

On the AMEDD Civilian Corps website (<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>) under "What's New" you can find a "SETM Myths" paper that will help dispel some of the other questions/concerns about the program. I encourage you to consider participation in this great opportunity and, if you are at all interested, to check it out and see what reality really looks like for the SETM program. For more information on SETM program and the self-nomination procedures, access CSLMO at: <https://www.csldo.army.mil/SETM/SETMIndex.aspx> <<https://www.csldo.army.mil/SETM/SETMIndex.aspx>> . You can find instructions for applying on the left side of the homepage, as well as a User's Guide for the SETM-System. If you have additional questions you can contact Rene Ruiz or Ray Mendoza in the G-3 Civilian Training Office at HQ MEDCOM. They are in global. There is currently a 31 May suspense for applications so go for it!! Thanx!

VTC MENTOR SESSIONS: In the last message we laid out a schedule for conduct of some VTC mentor/communication sessions for folks to talk with the Corps Chief's Office folks. First, many thanx to those of you who participated. Believe we had some good discussions and, frankly, Marty, Nancy, and I very much enjoyed the sessions and the exchange of thoughts, ideas, and concerns. We tried to schedule the events by time zone to optimize participation. We will continue to reach out to the Corps in different ways. The VTCs went well but we're also considering Defense Connect Online (DCO) as an option among others. We would really like to know what your thoughts are about how best to reach you and how to best schedule the times, so give the "Contact Us" link on the Corps website a punch and let us know, OK? Thanx.

REMINDERS:

Ø PERFORMANCE TRIAD: We've talked before about The Surgeon General's and the Army's emphasis on nutrition, activity, and sleep as part of the AMEDD 2020 strategic movement from a healthcare system to a system for health. Two of the three are getting special national emphasis this month. May has some special celebrations so check out these items and their related slogans:

- o National Mental Health Month—"Break the silence"
- o Activity Awareness Month—"Stay strong, live long, and commit to be fit"
- o Sleep Awareness Month---"As Important as Diet & Exercise"
- o Women's Health Month
- o Better Hearing and Speech Month

Do a little introspection and see how these celebrations can help you. I also want to let you know that the AMEDD Civilian Corps is working on a health and wellness-related BLOG that will be on line in the not-too-distant future. Stay tuned!!

Ø SOME KEY LINKS FOR YOUR USE:

o AMEDD Civilian Photos celebrating our 17th Anniversary and Regiment Affiliation Day - Civilian Corps Photos - Cool Stuff tab

<https://ameddciviliancorps.amedd.army.mil/PhotoGal.aspx?catid=2>
<<https://ameddciviliancorps.amedd.army.mil/PhotoGal.aspx?catid=2>> .

o What's New Link for latest information -

<https://ameddciviliancorps.amedd.army.mil/CivilianCorps.aspx?ID=be93978f-6015-4937-aa93-e132b291177f>

o Updated MEDCOM Career Program Manager list for your career program - <https://ameddciviliancorps.amedd.army.mil/CivilianCorps.aspx?ID=4fc12e62-e641-44ce-9929-9cc956c01a26>
<<https://ameddciviliancorps.amedd.army.mil/CivilianCorps.aspx?ID=4fc12e62-e641-44ce-9929-9cc956c01a26>>

o The MEDCOM Civilian HR Newsletter for May is available on AKO at: <https://www.us.army.mil/suite/doc/40046144>
<<https://www.us.army.mil/suite/doc/40046144>> . Topics include: 2nd Window for 2013 VERA/VSIP; MEDCOM Civilian Employee of the Year Award Program; Update - Aspects of a Furlough - Things to Consider #4; Command Hiring Freeze Guidance for Local Nationals; Temporary Suspension of Requirement to Rotate 25% of Overseas Employees; OPF - Email Notifications (Documents Added to OPF); Furlough Implementation Planning Guidance Issued; Employment Verification on DCPDS Portal Page; Rated PG - National Nurses Week and International Nurses Day

Ø STUFF YOU CAN HELP US WITH:

o What is it you want to know and want us to focus on/communicate with you about more? Let us know by using the Corps website (<https://ameddciviliancorps.amedd.army.mil> <<https://ameddciviliancorps.amedd.army.mil>>) “Contact Us” link on the upper right of the home page.

o Send us photos of your celebrations and accomplishments to use on the website so the rest of the Team can share your happiness.

o Get to know your MEDCOM Career Program manager. You should know who that is and use their expertise and advice as tools for mentoring and planning for your careers. Hope you saw that the latest list is posted on the Corps website and the link is in the list of key links in the section above.

o Send us a message and tell us what makes you proud to be an Army Medical Department Civilian. I know what makes me proud and what motivates Nancy and Marty in our Corps Office so, if you’ll tell me, we’ll put it all together and make it part of the Strategic Communication Message for our Corps. This is an area where your input can really make an impact. Thanx!

o Remember, if you became an Army Civilian, regardless of experience or background, after 30 Sep 06 you need to complete the Foundation Course if you haven’t done so already. It is dL so anyone can access it. Information on the course is available on the Corps website. It provides good information (even some rehired, retired military folks have told me they learned a lot). Also please remember that current CES status is considered in the funding decision process for CP 53 central funding of education and training as well as other developmental opportunities.

Ø KEY DATES TO REMEMBER:

- o 6-12 May is National Nurses Week, celebrating International Nurses Day on 12 May, recognizing Florence Nightingale's Birthday.
- o 14 May marks the creation of The Surgeon General's Office in 1818.
- o 31 May 13--Due date for applications for the Senior Enterprise Talent Management (SETM) Program
- o 8 July 13--Due date for applications for the 4th Quarter FY 13 Wolf Pack Award. Details on the award and application are on the website under the "Celebrate Success" link.
- o 31 Oct 13--Due date for Army Baylor Program application. Read more by going to our website under the "What's New" link.

TIME TO CLOSE: Well, guess that's about it for now. Thanx for hanging with me. To be honest, it's always sort of a challenge for me to get myself off the dime and write these messages. I know the info is important but the writing is just somehow a real challenge but, when I get to this part of it, I realize it really does energize me. We in Army Medicine are blessed with a great mission and such a great group of people to go after accomplishing it that I get charged up making any small contribution---like these messages. This part of the message also gives me the opportunity to thank you again for what you do every day to contribute to the AMEDD's mission. Having been with Army Medicine in one form or another for nearly 45 years, I know from experience (both giver and receiver) that we have no idea of the impact we can have on those with whom we come in contact. The choices we make every day to contribute positively to the Army Medical Department Team have impacts far beyond the moment in which we made that choice or took the action it impelled. So, "Thanks!" for the things you do every day to move us into a successful future far beyond what we envisioned or thought possible.

Finally, think safety, act safely, be safe!! You are all such a key component of our Team and its success it just wouldn't be the same without you. Take care.

Sincerely,

gregg

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