

# Medical Soldiers OUTLOOK

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## From the Top

### The Plain Truth in Caring for Soldiers

“Taking care of soldiers” is a common phrase used when Noncommissioned Officers (NCOs) talk about leadership responsibilities. There is a fine line between taking care of soldiers and coddling, or covering up for soldiers. As leaders, we must have the moral courage to demand that our soldiers meet the standards in an environment that allows them to learn and grow.

The 2nd paragraph of the NCO Oath states, “Should I observe errors or actions detrimental to the service committed by any subordinate, I will have the moral courage to take immediate corrective actions. This I recognize as my greatest obligation as a NCO.” Wanting to be liked by your subordinates is understandable, but it can be dangerous for you as a leader. Valuable feedback is avoided because leaders don’t want to be the “bad guy” or to avoid disagreements or confrontation. This unwillingness to demonstrate moral courage is reflected when NCOs fail to accurately reflect substandard performance on an NCO Evaluation Report; deny a soldier’s request that benefits only him and is not in the best interest of the unit or the Army; confront a soldier who has an alcohol/drug problem because he is a good performer; or do something as simple as counsel a subordinate who needs focus or direction, or needs an extra push to attend a difficult course or take a challenging position that they are trying to avoid. General (Ret) Colin Powell stated, “Being responsible sometimes means pissing people off. Good leadership involves responsibility to the welfare of the group, which means that some people will get angry at your actions and decisions. It’s inevitable – if you’re honorable. Trying to get everyone to like you is a sign of mediocrity: you’ll avoid the tough decisions, you’ll avoid offering differential rewards based on differential performance, because some people might get upset. Ironically, by procrastinating on the difficult choices, by trying not to get anyone mad, and by treating everyone equally nice, regardless of their contributions, you simply ensure that the people you wind up angering are the most creative and productive people in the organization.”

Instead of wanting to be liked, your goal as a leader should be to earn the respect and trust of your subordinates. The discipline that makes soldiers reliable does not come from harsh tyrannical treatment where there is fear. Instead, treat soldiers with dignity, respect, justice, and firmness. Remember the traits of leaders that earned your respect. Also, remember what it was like to be led. Some of your worst leaders may be your best mentors, because you will remember how they made you feel, and hopefully, vow to never treat your subordinates that way.



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Caring for soldiers also means holding them to high standards. The phrase “what you will tolerate, will happen” is so true. Whether it is a soldier’s reporting late to work or formation, a uniform violation, or fraternization, if you ignore it or fail to address it, you are tolerating it and giving your permission for that behavior to continue. You have set a new standard; it will continue to happen and it will spread throughout your organization. Along those lines comes another aspect of taking care of soldiers – rewards and discipline. Rewarding does not just consist of recommending a soldier for an award, but includes giving them a pat on the back or credit for a job well done. Disciplining means being willing to subject subordinates to the consequences of their behavior. Covering up for their misconduct does not make them responsible or accountable and does not help them grow or learn from their mistakes.

Knowing your soldiers and providing for them is another aspect of taking care of soldiers. By knowing your soldiers and their families, you can identify their needs and provide the necessary support. Being knowledgeable about the available resources is crucial to a leader’s ability to ensure their soldiers receive the benefits and programs that can assist them, whether it is educational programs, medical benefits, or ensuring they are receiving all their pay entitlements.

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## AMEDD Videotapes

The AMEDDC&S has videotapes for use in individual or group instruction. Visit the website at <http://dodimagery.afis.osd.mil> where you can place your order. They are available at your supporting Training Support Center or Visual Information Support Center.

You may also log on the web page at <http://cs.amedd.army.mil> or contact the Health Sciences Visual Information Division, DSN 471-3111 or (210) 221-3111.

**MOS 91X training opportunities**

The Alcohol and Drug Training Section, Soldier and Family Support Branch, Department of Preventive Health Services, has announced the following training opportunities to help soldiers improve their counseling skills. Soldiers holding PMOS 91X may be nominated for training at Fort Sam Houston regardless of duty assignment. *Nomination does not guarantee enrollment.* Mental health officers and other counseling professionals may also apply on a space-available basis. The ATRRS web site to verify class dates is [www.atrrs.army.mil](http://www.atrrs.army.mil). Click on Course Catalog in upper right corner to open search form. Select School Code 081 and click on "Submit." Course, number, date, and suspense are:

Course	Number	Date	Suspense
Clinical Consultants	5H-F9/302-F9	9-13 Jun 03	5 May 03
Advanced Counseling	5H-F10/302-F10	23-27 Jun 03	19 May 03
Advanced Counseling (Germany, USAREUR personnel only)	5H-F10/302-F10	11-15 Aug 03	7 Jul 03
Group Counseling	5H-F5/302-F5	15-26 Sep 03	11 Aug 03

For more information, **contact:** Ms. Cindy Garcia, DSN 471-6736, (210) 221-6736, FAX DSN 471-6354, (210) 221-6354, or e-mail [lucinda.garcia@cen.amedd.army.mil](mailto:lucinda.garcia@cen.amedd.army.mil).

**Dialysis Specialty Training (ASI M3)**

Soldiers are needed to attend the 20-week 300-M3 Dialysis Specialty Course (ASI M3) taught annually January through May at Walter Reed Army Medical Center. This course provides the military Licensed Practical Nurse with the knowledge required to perform safe and effective hemodialysis treatments in both acute and chronic settings. Training is also provided with other renal replacement therapies, to include peritoneal dialysis, renal transplantation, and continuous renal replacement therapies.

The ASI M6 (Practical Nurse) must be awarded prior to entering the ASI M3 (Dialysis Specialty) course. Practical Nurse Course graduates who converted to 91WM6Y2 may attend through FY05. The ASI M6s must be licensed and have a minimum of one year of practical nursing experience and soldiers entering under Army Civilian Acquired Skills Program option must have a minimum of 18 months experience. Practical Nurses must also have completed 1 year of high school or college level chemistry or medical subcourse 803.

Course description and prerequisites are listed on ATRRS at <https://www.atrrs.army.mil>. Select Course Catalog in the upper right corner; at the search form, select School Code 836 (WRAMC); click on search ATRRS catalog; click on course 300-M3.

The point of contact for this article is LTC McPherson, Chief, Practical Nurse Branch, Department of Nursing Science, DSN 471-6172 or (210) 221-6172.

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## DE can help meet 91W CE requirements

In recent years, the variety of distributive education (DE) available to EMTs for continuing education (CE) has dramatically increased, to include satellite television, the Internet, and video presentations. Previously, the National Registry of EMTs (NREMT) would only allow up to 10 hours of this type to be applied toward Section II (additional CE hours) re-registration requirements for all levels of registration during any 2-year registration period.

Beginning with 2003 re-registrations, the NREMT **will allow up to 24 hours of DE toward Section II** EMT-B requirements and **up to 10 hours toward Section I-A** (refresher requirements) provided topics have been approved by the CE Coordinating Board for EMS on or after 1 Jan 02. Similar increases for DE have been made for NREMT Intermediate and Paramedic levels of registration. Complete details are available at <http://www.nremt.org/about/newletter.asp> (see spring 2002 newsletter).

For 91Ws holding NREMT, registration will expire on 31 Mar every other year, based on initial registration date or anniversary year. For 91Ws that will have NREMT registrations expire in 2003, the NREMT will be mailing re-registrations forms to the address of record. If you do not receive your application form, it is available on the NREMT web page at <http://www.nremt.org>, along with re-registration details and a list of frequently asked questions. If you have questions that are not addressed in your re-registration package or on the NREMT web page, **contact** the U.S. Army EMS Program Management Office at DSN 471-5214, (210) 221-5214, or the 91W web page at <http://www.cs.amedd.army.mil>.

## Medical Evacuation Course

The Medical Evacuation Doctrine Course (2C-F7) is designed to teach soldiers about medical evacuation doctrine, both ground and air. The course goal is to educate Noncommissioned Officers and Warrant Officers on the proper tactics, techniques, and procedures of supporting, planning, synchronizing, and executing a Combat Health Support plan in support of a maneuver Battalion or Brigade Task Force in a variety of military operations. The course also provides instruction on Joint Operations, covering the capabilities of the U.S. Force and Navy. Course description, prerequisites, and dates are available on the ATRRS web site at <https://www.atrrs.army.mil>. Enter FY03/school code 871/course 2C-F7/300-F10. Select screen C3.

The course is intended for those MSC and Warrant Officers assigned to MEDEVAC units and Noncommissioned officers assigned to Division Medical Operation Centers and Battalion S3 positions. Warrant Officers are awarded the SQI "D" upon completion of the course. Soldiers can only attend the course once, but refresher classes are available on CD-ROM if requested.

**Contact:** Course Director at U.S. Army School of Aviation Medicine, Fort Rucker, AL, at 334-255-7449 or NCOIC at 334-255-7448 if you would like to send NCOs or officers from your unit to the course, or if you would like the course taught at your unit.

## Proposed Professional Postgraduate Short Course Program for FY03

### Primary Enlisted Corps Short Crs

Plans, Ops/Tng Short Crs  
Med Log Enl Short Crs 42E/71G/76J/91A  
91W/M6/Senior Clinical NCO Short Crs  
MEDCOM CSM/SGM/SR NCO Short Crs  
Enl Clinical Short Crs 91K/91P/91Q  
AMSC Enl Field Ops Short for 91M/91BN3/91BN9

### Enlisted Corps Quotas in Other Corps Courses

TOE Field Medicine Short Crs  
Strategic Issues Symposium (Exec Ldrs)  
Hospital Educators Crs  
Med Lab Sciences (Tri-Svc)  
Joint Field Nutr Ops Crs  
Mgt of Combat Stress Casualties  
Adv Nutr Sup of Cbt Cas/Humanitarian Mission  
Institute of Surg Res – 2003 Burn Crs  
Current Ops in Operational/Envir Medicine  
FORSCOM Senior Med Ldrs  
FORENSIC Dental Tech Crs  
Federal Svc Optometry Crs

For details, access the DHET web site at <http://www.cs.amedd.army.mil/dhet/index.htm>.

### E-learning Announcement – SkillSoft

The Army announces its partnership agreement with SkillSoft (formerly SmartForce). SkillSoft e-learning offers state-of-the-art computer-based training in a fast, effective way.

You can access more than 1,500 courses and have access to live help, technical seminars, and a library where students can access white papers and other documents. Contract personnel can establish a separate contract with SkillSoft at a reduced fee for specific tracks that are available.

Those interested in certification in the information technology field can take advantage of preparation training, including practice tests (NOT the certification tests), and personal mentoring for 40 certification programs. While SkillSoft does not issue certifications, it does issue certificates of completion for training completed. If you are interested in registering for SkillSoft training, you must have an Army Knowledge Online (AKO) account. Once logged into AKO, follow the instructions provided on-line. For SkillSoft training information, e-mail [julie.gueller@us.army.mil](mailto:julie.gueller@us.army.mil) or call DSN 471-8945 or (210) 221-8945.

### On-Line Distance Learning (DL) Continuing Education

The AMEDDC&S Department of Learning Innovation and Technology announces the initiation of a fully accredited On-Line DL Continuing Education Program. All AMEDD Active Duty personnel may access free continuing medical education and continuing education for licensed and certified health care professionals from home, medical facility work stations, or anywhere Internet access is available. Reserve Component personnel are authorized access during Active Duty status.

The DL program is currently being used by more than 100 Army, Navy, Air Force, and Veteran's hospitals, medical centers, and clinics worldwide. To view the complete catalog and register, go to <http://www.swankhealth.com/>. For more information, contact: Belinda Ramirez at [belinda.ramirez@amedd.army.mil](mailto:belinda.ramirez@amedd.army.mil).

### Reserve soldier medical MOS/ASI training

Leaders are concerned with the number of Army Reserve soldiers who arrive for MOS or ASI training without the following requirements:

- Soldiers must arrive with medical/shot records. Without these records, soldier will be given ALL of the required immunizations.
- Soldiers must meet course prerequisites listed in ATRRS. A Pre-Execution Checklist (found in TRADOC Reg 351-18, Appendix H) must be completed and sent with the soldier.
- Soldiers must meet weight standards found in AR 600-9.
- Soldiers must arrive without temporary profiles. A permanent profile is the only one allowed – if the soldier meets MOS or ASI requirements in DA Pam 611-21.
- Soldiers must arrive in the grade allowed or with an approved waiver. In most cases, Army Reserve soldiers must hold the rank of SGT or below. The rank allowed for each MOS is listed in ATRRS as well as where to submit request for waiver.
- Soldiers must arrive with the required time in service remaining and/or an ETS date due during course training. As stated in AR 614-200, soldiers must have 24 months remaining in service at graduation to be enrolled in the course.

Students who do not meet the training requirements will not be enrolled. Reserve soldiers must report to Fort Sam Houston meeting all prerequisites listed in ATRRS. Soldiers must meet all requirements or they will be returned to their unit and their command will have a “not qualified” on ATRRS along with a wasted training seat and training funds. **Contact:** SGM Caudell, Senior Enlisted USAR Advisor, DSN 471-6271 or (210) 221-6271.