THERAPIST PROFESSIONAL ADVISORY COMMITTEE
MEETING MINUTES
THURSDAY, DECEMBER 17, 1992

Place: Conference Room N
Parklawn Building
Rockville, Maryland

Date: December 17, 1992

Time: 0900 to 1600 hours

PRESENT: CDR David Nestor (PT/Chairperson/BOP)
CAPT Gene Diullo (PT/CPO/BOP)
CAPT Judy Bell-Krotoski (PT/HRSA)
CDR Elaine Corrigan (ST/SAMHSA)
CDR Charles McGarvey (PT/NIH)
LCDR Karen Siegel (PT/NIH)
LT Cindy Melanson (OT/Secretary/CMHS)
CDR Willis Trawick (PT/Field Representative/CMHS)
LTjg Mark Melanson (OT/CMHS)

CALL TO ORDER:

Meeting opened by CDR Nestor at 0900 hours.

AGENDA:

Agenda of December 17, 1992 was adopted. (Attachment A)

TPAC MINUTES:

Approved as published.

OPEN FORUM:

CDR Huylebroeck and LCDR Sellers were unable to attend the meeting due to a lack of travel funding by IHS. CAPT Ferguson was unable to attend the meeting due to a lack of funding by the Recruitment Branch. Sandra Adams was unable to attend due to a research scheduling conflict.

OLD BUSINESS:

1. Issue: Self-Nominations To TPAC.
Conclusion: CDR Nestor stated that self-nominations to TPAC are still being accepted for calendar year 1993. The deadline for nominations is March 1, 1993. All

therapists interested in serving on TPAC should complete the self-nomination form (Attachment B) and return it to the TPAC Chair as soon as possible.

2. Issue: PHS Officers Using MAC Flights.
Conclusion: CAPT Judy Bell-Krotoski discussed the possibility of PHS officers in the field using MAC flights to attend TPAC meetings and that this may be a viable option to some travel funding problems TPAC members are experiencing. CAPT Bell-Krotoski will provide TPAC with information about how the MAC flight system operates.

NEW BUSINESS:

1. Issue: Career Development/Retention Survey.
Conclusion: CDR Dominick Aretino received 76 responses to the 103 surveys sent out to PHS therapists. CDR Aretino compiled the results and completed a summary document for TPAC. (Attachment C)

Questions raised by TPAC were:

a. What is the percentage of PHS officers that were satisfied with their salary?
b. What is the percentage of PHS officers that were satisfied with the rate of pay increase?
c. What is the percentage of PHS officers that were satisfied with their opportunities for advancement?
d. What is the percentage of PHS officers that were satisfied with their agency's tuition reimbursement and continuing professional education programs?

(NOTE: Rank stratification was requested by TPAC. LTjg Mark Melanson and CDR Dominick Aretino provided these data and they are summarized in the graphs shown in Attachment .

2. Issue: Facility Survey.
Conclusion: Questions concerning the survey should be directed to CDR McGarvey at 301-496-4733 Ext 50 or CDR Nestor at 507-287-0674 Ext 135.

Action: As of December 17, 1992, only 3 responses have been received. This facility survey will be used by TPAC and CDR McGarvey in updating the "Facility Profile". It is important that CDR McGarvey receives information on each facility so he may complete this important project.

3. Issue: Therapist Recruitment Brochure.
Action: LCDR Karen Siegel was asked to organize a recruitment brochure work group with the help of CDR Wayne Smith and LTjg Catherine Forbes. The work group will revise and update the therapist recruitment brochure.

TPAC also discussed the fact that recruitment activities are now funded by each individual agency and not by the Office of the Surgeon General. This policy leaves many small agencies and programs without an organized, coordinated recruitment program. Therefore, it is important for the TPAC and the therapist category to be creative in developing recruitment and retention projects/programs. Every effort should be made to recruit for the category and not just the agency. If a potential recruit is not interested in a large agency or in a traditional therapy role, then he/she may be an excellent candidate for a smaller, non-traditional, role in another PHS area. (NOTE: There are currently more than 20 open therapist billets in PHS. If someone is interested in PHS, the category should be able to accommodate their interests in PHS, either through the Commissioned Corps or the Civil Service.)

Follow-up: LCDR Siegel will present "draft" brochures to the TPAC during the March 11, 1993 TPAC meeting. Therapists interested in helping with this project should contact LCDR Siegel 301-496-4733 or CDR Smith 602-562-3382.

4. Issue: Inter-Service Therapists Advisory Committee Report.
Conclusion: CDR Charles McGarvey attended the uniformed services therapist (Inter-Service Therapists or Quad-Service) meeting in Bethesda on 11/12/92. CDR

McGarvey is serving as the TPAC and CPO representative at these meetings. This group discussed therapist-related issues in the Army, Navy, Air Force, and USPHS.

5. Issue: APTA Celebration and Recognition of Uniformed Officers.

Conclusion: The June 12-16, 1993 APTA celebration and recognition of uniformed therapists. A "Silver Anniversary" celebration is planned for the opening ceremonies of the APTA national conference in Cincinnati, Ohio. The celebration will commemorate 75 years of service by uniformed therapists. PHS has been invited to participate in the celebration in recognition of its contribution to Physical Therapy in the Uniformed Services. TPAC encourages all PHS therapists to attend the conference and participate in the ceremony. (Class A or dress blue uniforms should be worn by officers attending the ceremony.)

6. Issue: Manual Therapy Training Course.

Conclusion: Therapists interested in serving as faculty or as a participant should contact CDR McGarvey FTS 70-700-496-4733 Ext 50 or 301-496-4733, Ext 500 for more information.

Action: The Army will conduct a Manual Therapy Training course in FY93. PHS has been invited to attend and participate in the training, if PHS can provide at least one manual therapists to serve as an instructor or laboratory faculty.

7. Issue: Commissioning Of Chiropractors.

Conclusion: Legislative issues concerning the Department of Defense (DoD) commissioning of chiropractors was discussed by the committee. Commissioning of chiropractors appears to be a reality but legislative funding (appropriations) for their commissioning remains on hold. CDR McGarvey will keep TPAC informed of activities related to this issue.

8. Issue: Department Of Defense Recruitment And Retention.

Conclusion: The Department of Defense is also undergoing its own difficulties with recruitment and retention. From 1992-1996 DoD will be downsizing its force

from the senior ranks down. The effect of the DoD downsizing on the PHS is unclear. Some of the officers leaving DoD may be interested in PHS opportunities. However, only those officers with 8 years or less of military service are readily available for entrance into PHS. A contact person needs to be identified for those uniformed service members requesting more information on PHS opportunities. CDR McGarvey volunteered to work with CDR Wayne Smith to complete a list of therapist vacancies in PHS. Therapists interested in helping with this effort should contact CDR McGarvey 301-496-4733 Ext 50 or CDR Smith 602-562-3382.

Action: CDR McGarvey will develop a letter addressing these sensitive recruitment/transfer issues. The letter will be reviewed and signed by the therapist CPO before it is submitted to the Inter-Service committee members.

9. Issue: Commissioned Officers In The Therapist Category.

Conclusion: CDR Charles McGarvey informed the TPAC that after careful examination of the data on commissioned officers in the therapist category based on 30 year mandatory retirement and 20 year voluntary retirement statistics, the category is following a "semi-conservative" trend. This means that by the year 2001 the therapists category will have a deficit of 10-11 therapists in addition to the existing 20 vacancies unless the therapist category's recruitment and retention efforts improve. CDR McGarvey emphasized the need for renewed efforts to recruit and retain new graduates as well as experienced therapists. CAPT Diullo encouraged therapists to work with agency representatives in focussing COSTEP funding on the Senior COSTEP program. Senior COSTEPs have an obligation to serve with the PHS after they complete their PHS funded last year of training.

10. Issue: Pain Control Guidelines.

Conclusion: CDR McGarvey recently left the panel which established treatment guidelines for pain control following surgery. This panel sponsored by Agency for Health Care Policy and Research (AHCPR) recently produced a document providing treatment

guidelines for post-operative pain management. A copy of these guidelines is available by calling 1-800-358-9295 or by writing to AHCPR Clearinghouse, P.O. Box 8547, Silver Springs, Maryland 20907. (NOTE: CDR McGarvey stated that accrediting agencies e.g. JCAHO will eventually be using these guidelines and the guidelines should be included in therapist documentation as well as departmental policies and procedures.

11. Issue: Excess Equipment.
Conclusion: NIH is currently undergoing renovation and CDR McGarvey has a 90 gallon whirlpool with chair and some BETA video equipment for transfer if anyone in the category is interested. The equipment is available to any agency that is willing to pay shipping/freight. Contact CDR McGarvey for more information FTS 70-700-496-4733 Ext 50 or 301-496-4733, Ext 50.

12. Issue: Therapist Appointment Standards.
Conclusion: The Office of the Surgeon General had requested TPAC and the CPO to review therapist appointment standards and training and experience (T&E) criteria. CDR Willis Trawick volunteered to chair a working group that will review the appointment standards and T&E criteria. The working group will consist of CDR Elaine Corrigan, LCDR Becky Parks, LCDR Susan Miller, LCDR Georgia Johnson, LT Jeffrey Fultz, and Ltjg Catherine Forbes. All members of the TPAC will also review the standards and criteria. The review will determine if the existing standards and criteria address the category's needs now and 5-10 years in the future.
Action: The preliminary recommendations of the work group will be presented to TPAC during the March 11, 1993 TPAC meeting. An additional review will be conducted during the May TPAC meeting and the final document must be delivered to the Office of the Surgeon General NLT July 1, 1993. (NOTE: Therapists having suggestions or comments concerning the appointment standards or T&E criteria should contact CDR Trawick at 202-373-7890.)

13. Issue: TPAC Charter Revisions.
Action: Final revisions to the TPAC charter have been completed. The revised charter will be forwarded to the Office of the Surgeon General for review and approval.

14. Issue: Uniformed Services Therapist Celebration.
Conclusion: The American Physical Therapy Association will recognize the uniformed service therapist at the APTA annual conference June 12-16, 1993 in Cincinnati, Ohio. Uniformed service therapist will be recognized during opening ceremonies for 75 years of service to America. All active duty and retired PHS officers attending the conference are encouraged to wear their PHS uniforms during he ceremony and during the conference. (The visibility achieved by the APTA's recognition of the uniformed services provides an exceptional recruitment opportunity and PHS therapists are encouraged to maximize the effects of the good public relations.)

15. Issue: COSTEP Position Paper.
Conclusion: TPAC members discussed the recruitment effectiveness of the Junior COSTEP program versus the recruitment & retention effectiveness of the Senior COSTEP program. The questions asked most often was: "Which program yields the highest recruitment volume in return for the time and money spent by the agency?" CDR Nestor stated that data on the cost effectiveness of the two programs is difficult to find as the COSTEP programs are "agency driven and controlled". The agencies determine which COSTEP positions are available and which positions are funded as Junior COSTEP or as Senior COSTEP. On the surface, it appears that the Senior COSTEP program should provide the most cost effective way to staff hard to fill positions but data are not available to determine this result. Anyone having information concerning the effectiveness of these two programs should contact CDR Nestor 507-287-0674 Ext 135.
Follow-up: CDR Nestor will present a "draft" position paper on COSTEPs to TPAC at the March 11, 1993 TPAC meeting.

16. Issue: COSTEP Recruitment.

Conclusion: TPAC discussed ways to follow-up on all COSTEP applicants.

Action: CDR Elaine Corrigan volunteered to develop a list of Junior and Senior COSTEP applicants. CDR Corrigan will work with CDR Nestor to draft a letter showing TPAC interest in the COSTEP applicants. The letter will encourage students to consider PHS as a career alternative and to contact TPAC for more information about therapist opportunities.

Follow-up: CDR Corrigan will report her progress on the issue during the March 11, 1993 TPAC meeting.

17. Issue: Therapist Healthcare Issues.

Conclusion: The TPAC received inquiries from the field about the quality and quantity of healthcare available to PHS therapists and their families both inside and outside the Washington, D.C area. The issue for those therapists inside the Washington, D.C. area appeared to be more of the accessibility, continuity, and quality of care while those therapists outside the Washington, D.C. area were dealing with availability of services and timely payment for service. Positive or negative comments about healthcare issues should be directed to CAPT Gene Diullo, CPO, 417-862-7041 or CDR David Nestor, TPAC Chair, 507-287-0674.

Action: CAPT Gene Diullo, Therapist CPO, will report these issues and concerns with representatives of the Office of the Surgeon General, during the CPO/Pac Chair meeting on Friday, December 18, 1992.

REPORTS:

NEXT TPAC MEETING:

Date: Thursday, March 11, 1993

Time: 0900 to 1600 hours

Place: Conference Room N*
Parklawn Building
5600 Fishers Lane
Rockville, Maryland

(* Room reservation made by calling 301-443-2585 at Parklawn.)

Please submit agenda items no later than March 5, 1993:

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P.O. Box 4600
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507-287-0674 Ext 135
507-282-3741 (FAX)

Respectfully Submitted: LT Cindy Melanson, Secretary, TPAC — Date: 2/16/93

Concur: CDR Dave Nestor, Chairperson, TPAC — Date: 2-17-93

Reviewed: CAPT Gene Diullo, CPO, Therapist Category — Date: 2/23/93