



JTF CAPMED

November Newsletter



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From the Helm



The Deputy Secretary of Defense has reviewed the options for civilian staffing of military medical facilities in the National Capital Region (NCR) related to the changes mandated by Base Realignment and Closure (BRAC) and has decided that civil service employees of military medical facilities under JTF CAPMED will be best served by becoming Department of Defense (DoD) civilians, rather than continuing to work under Service Personnel Systems. This means that as BRAC is implemented and the integration of military health care continues in this region, civilian personnel at the new Walter Reed National Military Medical Center and the new Community Hospital at Fort Belvoir will be DoD employees, not Army, Navy, or Air Force civilian employees. Phased implementation will include civilians at other clinics in the NCR if evaluation shows that the change will enhance the effectiveness of integrated regional healthcare delivery, and add opportunities for career development.

This change will allow for new and greatly expanded opportunities for career development of civilian personnel and will provide for equity and consistency during the BRAC-mandated transition period in the integrated regional health care system. The civilian workforce transition will take place in a phased approach over the course of the next three years and will be guided by the careful deliberations of a newly-chartered JTF CAPMED Civilian Human Resource Council (CHRC). This Council is made up of senior leaders from Walter Reed Army Medical Center, National Naval Medical Center Bethesda, DeWitt Army Community Hospital, the Air Force District of Washington and the Joint Task Force with support from Army, Navy and Air Force civilian subject matter experts.

While many details remain to be worked out regarding the timing and scope of the change, the Deputy Secretary of Defense's decision is an important first step in designing the architecture of the future medical civilian workforce in the National Capital Region.

According to RADM John Mateczun, Commander, JTF CAPMED, "This decision supports our commitment to implement a Regional approach to military health care while caring for the people who provide that system of care. It is an example of the ways in which our workforce will be positively impacted by the changes occurring in the National Capital Region. Taking care of our people is critical to our mission of caring for warriors and their families. We need the personnel we have in the region today to staff the world class facilities of the future and we want to provide them the best opportunities available for career development in a premier regional healthcare system."

Additional information about the transition and the future medical civilian workforce in the NCR will be posted on www.JTFCAPMED.mil.

ASF Ribbon Cutting and Name Change



October 9th was an important day in the 50 year history of Malcolm Grow Medical Center. That day marked the first of several ribbon cuttings that are being planned over the next several months at the newly designated 779th MDG with a Warfighter Eye Center and Intensive Care Unit soon to be unveiled. Malcolm Grow is proud to take on the role of a Transitional Community Hospital in support of JTF CapMed as they continue to enhance services for those patients they have the privilege to serve...and the Aeromedical Staging Facility (or ASF) is a key piece of that Transitional Community Hospital. The mission of the ASF is critical, because it is the receiving location for wounded warriors being flown in from overseas. This group is the first to welcome home our wounded warriors for their first night back on US soil. Most importantly, the newly completed \$4.9 million dollar major renovation project has made it possible to provide these returning wounded warriors with the hero's welcome they deserve.

The ASF has been a Tri-Service success story — providing world-class support to over 100 wounded, ill and injured patients arriving each week from Landstuhl, Germany. First, it becomes obvious that all military services are welcome and are equally represented by looking at the flags in the front entrance, pictures throughout the ASF, or vehicles in the parking lot awaiting patients. Second, the Air Force's ASF weekly mission could not be accomplished without the support of Army, Navy and Marine components in addition to the assistance of several Red Cross volunteers.

According to Colonel Bob Miller, Commander 779th Medical Group, "In thinking of my own experience while deployed in Iraq as an EMEDS Commander, I was at the start of the journey for patients who would receive life saving surgery before being medevac'd to Balad, then on to Landstuhl the following day via an airevac mission in preparation for the long trip home to Andrews. At the time of my deployment, I had not seen the ASF here at Malcolm Grow, but I often wondered what a patient would experience when they finally arrived safely on US soil...and questioned whether it would live up to their expectations? To be honest, I didn't expect to find something quite like this incredible facility run by such committed/caring staff — and as a result, I am always proud to let people know that we are doing the right thing for our nation's heroes at Malcolm Grow. Yes, it is wonderful to have a renovated facility with all the conveniences of a five star hotel, but at the end of the day, it's the people — not the brick and mortar — who truly make the difference. This ASF team is made up of Air Force medics (to include Active Duty, Guard & Reservists) in addition to Army and Marine liaisons, who provide our wounded & ill with the best support this nation has to offer in their time of need."

AUSA Conference 08



Above: The Army's Surgeon General, LTG Eric Schoomaker, briefs Congressional Staffers about the innovative construction designs and features of the two new facilities at the three-day AUSA Conference in downtown DC.



The Walter Reed Health Care System's Commander, COL Norvell Coots, answers questions and provides information to conference attendees.



CMAX 08 Exercise



Scenes from the October 30th Collaborative Multi-Agency Exercise 2008 (CMAX-08) at the National Naval Medical Center in Bethesda. Over 80 volunteers were enlisted for the Command-wide exercise — some as “disaster victims” and others as evaluators. The annual event tests emergency preparedness and readiness capabilities on a regional scale, and involves both civilian and military assets.



Walter Reed Town Hall



On November 5th, the Commander of DeWitt Health Care Network, COL Chuck Callahan, and the DeWitt Deputy Commander for Integration, Dr. Rick Repeta, made a guest appearance at Walter Reed Army Medical Center to show WRAMC staff the progress on the new Community Hospital under construction at Fort Belvoir. They highlighted many of the features being integrated into the design, including several Evidence-Based Design Principles. The new patient-focused facility will provide features that enhance patient outcomes:

- Abundant Natural Light
- State-of-the-Art Single Patient Rooms
- Enhanced Infection Control Features
- Technology Pathways and Infrastructure
- Quality Interior Finishes
- Attention to Landscaping and Access to Nature



One of the EBD Principles being incorporated is a means to provide a Positive Work Environment. The goals of

this principle are to:

- Decrease Back Pain and Work-Related Injuries
- Reduce Staff Fatigue
- Increase Team Effectiveness
- Eliminate Noisy and Chaotic Environments



Colonel Callahan included another interesting fact: He lives in the Silver Spring area and has been making the commute to Fort Belvoir for about the last 90 days. He has traveled both by car and by Metro, and he says the commute is not as bad as he thought it was going to be.

When completed in 2010, the new 120-bed Community Hospital will span 1.27 million Gross Square Feet of space and be equipped to provide primary and secondary level care at any of the 55 primary and specialty clinics.

Awards and Ceremonies



Army Colonel Chuck McQueen was recognized in an October ceremony and awarded the Meritorious Service Medal for his work at Walter Reed Army Medical Center. Col McQueen is Chief of Research for J-7. Well done!



JTF CapMed Staff take a few minutes to celebrate the Marine Corps' 233 Birthday...



Army Lieutenant Dan Ditzler, Executive Assistant to BG Volpe, became Captain Dan Ditzler at a November 18th ceremony held in the Rotunda at NNMCC.



J-7 in Amsterdam

Educating Health Care Professionals Internationally on Workplace Abuse

International Conference on
Workplace Violence
in the Health Sector



22 - 24 October 2008 - Amsterdam
Together, Creating a
Safe Work Environment

The problem of workplace abuse and harassment is an escalating problem in hospital and academic institutions where health care professionals practice, learn, teach, research, and lead.

In January 2009, the Joint Commission will introduce new standards requiring over 15,000 accredited health care organizations to create a written code of conduct outlining the types of behaviors which are considered acceptable and unacceptable in the workplace. In his role as President of the Federal Nurses Association (FedNA), Colonel John Murray, J7 – Director of Education, Training & Research for Joint Task Force National Capital Region Medical (JTF CapMed), has been educating health care professionals worldwide on this growing problem and is assisting with development of these new standards. In 2006, FedNA successfully gained support from nurse leaders nationwide for a resolution introduced at the American Nurses Association (ANA) House of Delegates aimed at stopping unhealthy work behaviors, such as bullying, hostility, lateral (peer-to-peer) abuse, intimidation and abuse of authority.

Colonel Murray frequently speaks on workplace abuse throughout the United States and internationally. In October, he was a keynote speaker at the International Conference on Workplace Violence in the Health Sector held in Amsterdam, The Netherlands. The topic of his lecture was, Workplace Abuse In Health Care: A Problem That Can't Be Ignored. In an interview in the October edition of *The American Nurse*, an official publication of ANA, Murray stated, "finding ways to create workplace environments that discourage abuse and harassment is long overdue. It is critical that health care organizations continue to work on initiatives that help health care professionals create environments that discourage abusive behavior." Colonel Murray has authored seven articles on the topic of workplace abuse & harassment. Since 2005 he has been promoting and advancing workplace advocacy initiatives at federal, state and international levels through Congressional efforts and educating health care professionals worldwide by speaking at professional meetings.

To facilitate putting an end to abusive workplace behaviors, the Joint Commission will recommend that health care organizations take specific steps to address the escalating problem of disruptive behaviors. These actions will range from educating health care team members about professional behavior to establishing a comprehensive approach to addressing intimidating and disruptive behaviors in the workplace.

For more information on the new standards, go to www.jointcommission.org and for more on strategies to support a healthful work environment, see Murray's article in the July 2008 issue of *American Nurse Today* which can be found at <http://www.fedna.org/fedna/pubs/NoMoreAbuse.pdf>.

Experience Mapping Session



Fort Belvoir Community Hospital The Transformation Story



Well over 100 people attended the October 22nd Experience Mapping Session at Fort Belvoir. The informative four hour session was an orientation presentation about the design for The New Fort Belvoir Community Hospital. The design reflects evidence-based design (EBD) features, which is a scientific response to the questions about how the built environment impacts patients, staff, and resource outcomes.

This orientation session set the stage for transition planning by engaging the multidisciplinary integrated care delivery community as the next steps are taken to transform the culture and reengineer the necessary clinical and administrative processes required to maximize the New Fort Belvoir Community Hospital investment. The session's electronic presentation can be found at [http://healthcare.noblis.org/2008EBDConference/documents/ExpMapBelvoir-v21Oct08v2\(NXP\).ppt](http://healthcare.noblis.org/2008EBDConference/documents/ExpMapBelvoir-v21Oct08v2(NXP).ppt)

Guaranteed Placement Program

NEW JTF CAPMED CIVILIAN HUMAN RESOURCES COUNCIL CHARTS THE COURSE FOR MEDICAL CIVILIAN PERSONNEL IN THE NCR

On October 17, 2008, the newly chartered JTF CAPMED CIVILIAN HUMAN RESOURCES COUNCIL met for the first time to begin planning for the transition of civilian employees to a new regional healthcare delivery environment.

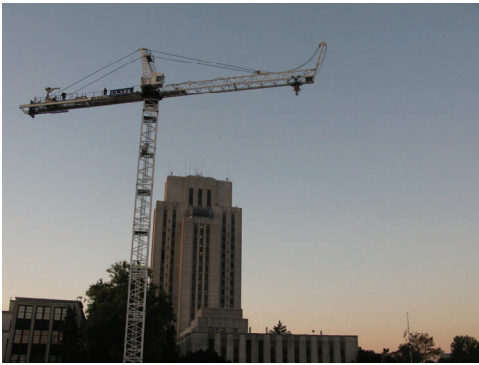
BETHESDA, MD. The Civilian Human Resources Council was chartered by the Commander of Joint Task Force CAPMED to oversee the transition of civilians from the Walter Reed Army Medical Center, National Naval Medical Center at Bethesda and the DeWitt Army Community Hospital into the Walter Reed National Military Medical Center and the new Community Hospital at Fort Belvoir in 2011. The Council will also develop and implement a Guaranteed Placement Program for personnel assigned to Walter Reed Army Medical Center and some medical activities in direct support of the hospital who are willing to remain through closure.

Members of the Civilian Human Resource Council (CHRC) are Colonel Dennis Doyle of Walter Reed, Captain Dan Zinder of National Naval Medical Center Bethesda, Colonel Dan Gall of DeWitt Army Community Hospital at Fort Belvoir, Ms. Shelia Relerford of Air Force District of Washington/79th Medical Wing and Ms. Debra Edmond of the Joint Task Force. The Council will develop a detailed transition plan that incorporates, among other things, the strategies of the Guaranteed Placement Program (GPP). The Council will be supported by a team of senior human resources experts from the Army, Navy and Air Force. The newly created Council will provide regular updates on transition planning through a variety of communication channels across the Region.

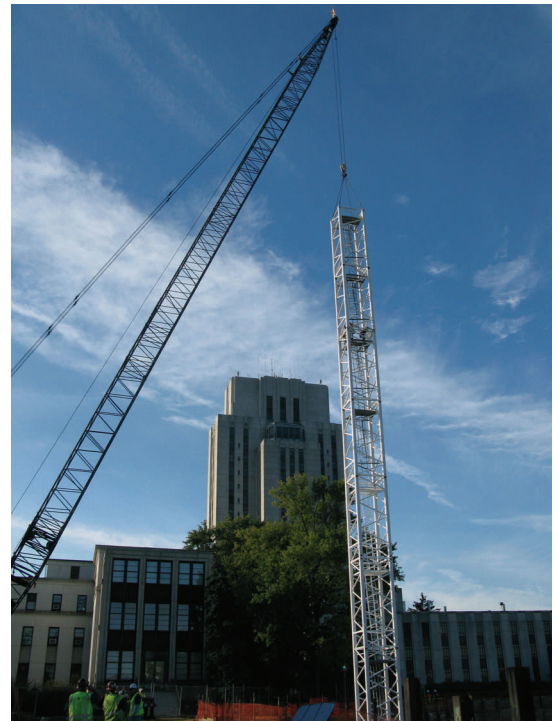
The Guaranteed Placement Program will include a framework and implementation plan providing a phased approach to civilian workforce transition. The program's intent is to maximize the movement of current civilians to preferred locations and to optimize the recruitment of new civilians with designated 2011 duty stations to ensure that the Walter Reed National Military Medical Center in Bethesda and the new Community Hospital on Fort Belvoir have trained and ready staffs when the new facilities open. The goal of this plan is to take care of all civilian employees in a way that ensures high-quality care to our warriors and family members across the region now and into the future.

Additional information about transitional changes to the medical civilian workforce in the NCR will be posted on www.JTFCapMed.mil.

WRNMMC Construction



These October pictures show the vast size and scope of work being done on what will be Building A of the new Walter Reed National Military Medical Center in Bethesda. Both Buildings A and B are on schedule. The contractor is conducting utility work for both sites. The tower crane for Building A is up and operational. The placement of concrete footings, concrete columns and the installation of the perimeter wall footings continue. At the Building B site, excavation for the concrete foundations and the placement of footings continue. Twelve of the 35 footings are installed.



Ft Belvoir Construction



North Clinic Bldg. B Eagle Pavilion



North Clinic Bldg. B Eagle Pavilion



Rear of North Clinic Bldg. B Eagle Pavilion



South Clinic Bldg. D Sunrise Pavilion



North Parking Garage



November 2008

CBB Appreciation Picnic



By Cat DeBinder, Journal staff writer and Sandy Dean, NAVFAC Public Affairs

In honor of Veterans Day, the Clark, Balfour Beatty construction company team hosted a commemorative event and barbecue luncheon Friday honoring our nation's military personnel and in appreciation for the workers who are building the new Walter Reed National Military Medical Center.



The event was held in front of the National Naval Medical Center's Building 1, also known as the Tower building that was designed by President Franklin Delano Roosevelt and dedicated in 1942. This site, flanked by construction to the east and west, is the same site of the initial groundbreaking ceremony, attended

by President George W. Bush on July 3, 2008.

According to a representative from CBB, the construction company wanted to take the opportunity to thank the construction workers for their sense of respect and the loyalty shown each day as they go forth building this essential facility and give them the opportunity to take a moment to realize the importance of what they are building and that they are building it for wounded warriors.

"To all military persons that have served and those that continue to serve ... on behalf of the whole project team, we thank you for your service to our great nation. We recognize your personal sacrifice in protecting the freedom we all enjoy," said John Hogan, vice president of Clark Construction and project manager.

Hogan, addressing the collective construction team, asked them to remember why they are here.

"We're not just building an office building or another project," he said. "This hospital expansion, we are building, will provide care for our service members, our veterans and their families. You should all take great pride in what we are building and be very sensitive to the environment which we are building."

Captain John Korka, Officer in Charge of Construction for the WRNMMC project thanked Clark, Balfour Beatty for their hard work and thanked those who worked behind the scenes to put the Veterans Day event together.

"I just want to say to the CBB Team, you're doing good. This project has captured a lot of attention and you are part of that ... you are actually part of a project that has captured national attention and is very, very, very important," Korka said.

Captain Daniel Zinder, National Naval Medical Center Deputy Command and Cmdr. Jayson Mitchell, Resident Officer in Charge of Construction joined Korka and other construction company leadership on the stage and presented several awards to members of workforce.



Among other things, the construction team was recognized by leadership for their excellent safety record, so far, in the construction of WRNMMC. They were noted as having worked a total of 137,000 hours with only six first aid incidents, no "reportables" and no lost time.



From the Deputy's Desk

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Greetings!

This month, November, we celebrate 2 very important occasions in the United States --- Veterans Day and Thanksgiving Day. What great reminders to THANK those who served in the Armed Forces for ensuring our Freedoms and also to give THANKS to our Families and our Friends for their support, as well as all those who have helped us each personally during the past year.

On Veterans Day, we honored the Airmen, the Sailors, the Marines, the Soldiers, the Coast Guardsmen and others in uniform who have selflessly served our Nation in the past, as well as those serving today.

The history of the United States is replete with stories of Americans who have taken that sacred oath that bonds us together as "defenders of freedom." Countless Service Men and Women have displayed the steadfast courage that defines our Nation. Today, brave men and women of our Armed Forces are serving around the world to continue the legacy of service, selflessness and sacrifice as they confront threats to our democracy. They are writing a new chapter in the history of our Country and are securing the very same freedoms for those who follow --- for future generations of Americans and for others around the world.

November 11th has long been a day of reflection on the sacrifices of our Armed Forces. From Woodrow Wilson's 1919 proclamation of Armistice Day to commemorate the end of World War I, to President Dwight D. Eisenhower and the 83rd United States Congress changing the name to Veterans Day in the aftermath of World War II, we have retained the noble purpose of the day; that is "to express gratitude to our Service men and women."

As we saluted our 25 million living veterans on 11 November, we also were reminded of those veterans who are no longer alive and the many thousands who paid the ultimate sacrifice for this Country.

To all Service members, past and present, thank you for all you have done, for all you do today, for all you will do in the years ahead. Your sacrifices have preserved for people around the world the same blessings of freedom that we enjoy in the United States today and everyday.

May God bless the men and women in our Armed Forces serving on Freedom's Frontiers around the world.

And may God continue to bless our great Nation as a beacon of freedom and hope for people around the globe.

I salute YOU!

To everyone on the JTF CapMed Team; Thank You for what you do everyday and have a happy and safe Thanksgiving Day.

— Phil Volpe

Brigadier General

"The Deputy"

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