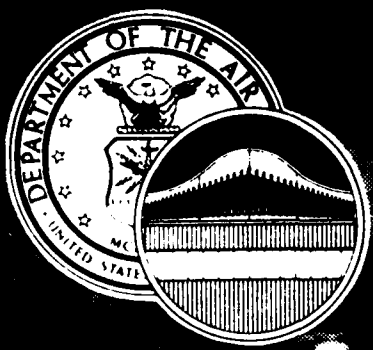


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UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT



PHARMACY SPECIALTY

AFSC 905X0

AFPT 90-905-552

APRIL 1986

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OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Pharmacy Specialty (AFSC 905X0). The project was undertaken at the request of the Health Education and Training Division, Headquarters, Air Training Command. Priority was established by the Occupational Analysis Program Priorities Working Group (PWG) in accordance with AFR 35-2. Computer printouts from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Ms Therese H. Morris, Inventory Development Specialist. Computer programming support for this project was provided by Staff Sergeant Joseph E. Seitz. Second Lieutenant Cheryl Hicks, Occupational Analyst, analyzed the survey data and wrote the final report. Administrative support was provided by Ms Anita R. Carter. This report has been reviewed and approved by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be obtained on request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

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SUMMARY OF RESULTS

1. Survey Coverage: Survey results are based on responses from 642 respondents with DAFSC 905X0. This represents 76 percent of the 840 assigned personnel in this career ladder.
2. Specialty Structure: The primary function of pharmacy personnel is to prepare and dispense medicinal preparations. Three major job groups were identified, which included Pharmacy Dispensing Personnel (65 percent of total sample), Supervisory and Management Personnel, and Instructor Personnel.
3. DAFSC: Both 3- and 5-skill level personnel performed essentially the same job. As 905X0 personnel progress through the 7- and 9-skill levels, they spend an increasing amount of time on supervisory and management duties, and a decreasing amount of time on technical dispensing duties.
4. Experience Groups: Analysis of experience groups closely paralleled the DAFSC analysis. The 905X0 personnel follow the normal experience progression, performing mostly technical tasks during the first enlistment and taking on more supervisory and management responsibilities as they acquire more time and experience.
5. Training: Both the STS and the J3ABR90530 POI, when compared with survey data, appeared complete. The match between the STS and task statements, however, indicated the STS may need to be reviewed for possible refinements.
6. CONUS and Overseas Groups: In general, Pharmacy personnel assigned overseas are more senior personnel working in smaller facilities. As such, these respondents perform more supervisory duties and a notably larger supply function than their counterparts within the CONUS.
7. MAJCOMs: A MAJCOM analysis compared job incumbents from 6 major commands. The only substantial differences were the amount of time spent on training by ATC personnel and the amount of time spent on planning, supply, and administrative tasks by USAFE personnel. These differences correspond to the differences noted between CONUS and overseas bases.
8. Implications: The Pharmacy Specialty is a very homogeneous career ladder with a relatively small number of different tasks and responsibilities. The implementation of computers into the career ladder is an ongoing process bringing no abrupt changes to the career ladder as a whole.

OCCUPATIONAL SURVEY REPORT
PHARMACY SPECIALTY
(AFSC 905X0)

INTRODUCTION

↙ This is an occupational survey report (OSR) of the Pharmacy specialty (AFSC 905X0) completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in January 1986. The survey was conducted in response to a request from the Chief of the Health Education and Training Division, Headquarters, Air Training Command, primarily to assess current training for the career ladder. Recent technological advancements have begun to bring about several changes within the Pharmacy ladder, specifically, the introduction of computers. A secondary purpose of this survey, therefore, was to examine the impact of computers, if any, on the overall jobs being performed, and to determine if they significantly impact current training programs.

↖
Background

Formal training for personnel entering the 905X0 specialty is conducted at Sheppard AFB TX. This is a 12-week course in which future Pharmacy specialists are taught such things as dispensing, pharmaceutical compounding, pharmacy administration, pharmaceutical chemistry, and performing pharmaceutical calculations. Upon completion of this course, graduates are awarded the 3-skill level and are assigned to medical units of all sizes worldwide.

SURVEY METHODOLOGY

Inventory Development

USAF Job Inventory AFPT 90-905-552 (May 1984) was the data collection instrument for this occupational survey. Using the survey instrument from the 1978 study as a starting point for the new task inventory, the developer and 14 subject-matter experts from 6 different organizations refined and further developed the task list. Interview locations were selected by the Chief of Health Education and Training Division as representative of the varying workload and capabilities of pharmacies in the Air Force. These locations provided examples of different sized facilities including clinics, regional hospitals, medical centers, and the School of Health Care Sciences. The reasoning behind visiting different size facilities is that airmen at larger facilities (medical centers and regional hospitals) tend to have more modern

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equipment, perform more specialized jobs, and do more inpatient dispensing, while those assigned to smaller facilities (clinics) may perform more diverse jobs and do little or no inpatient dispensing. The following bases were interview locations.

Sheppard AFB

- School of Health Care Sciences
 - technical school
- Example of a regional hospital pharmacy

Travis AFB

- David Grant Medical Center
- Example of a large medical center's pharmacies

Brooks AFB Clinic

- Example of a small clinic pharmacy

Lackland AFB - Wilford Hall Medical Center

- Example of a large medical center

Randolph AFB Clinic

- Example of a small independent clinic pharmacy

The resulting job inventory contained a comprehensive listing of 299 tasks under 11 duty headings and a background section requesting information such as grade, duty title, time in present job, and job satisfaction data.

Survey Administration

Consolidated Base Personnel Offices in operational units worldwide administered the survey to Pharmacy personnel. Participants were selected from a computer-generated mailing list provided by the Air Force Human Resources Laboratory.

All individuals who filled out an inventory first completed an identification and biographical information section and then checked each task performed in their current job. Next, members rated the tasks on a 9-point scale showing relative time spent on each as compared to all other tasks. Ratings ranged from 1 (very small amount of time spent) to 9 (very large amount of time spent). Statistical analysis of these ratings permitted very precise estimates of the percent of time individuals spent on each task.

Survey Sample

Personnel in the survey were carefully selected to ensure an accurate representation across major commands (MAJCOM) and military paygrade. Table 1 shows how the final sample compared to the actual population of the career field in terms of their distribution across MAJCOMs. The table clearly shows each MAJCOM was proportionately represented. To further show how well sample distribution reflects the career field, Tables 2 and 3 compare the distribution of the population versus the sample on paygrade and Total Active Federal Military Service (TAFMS). Overall, the survey sample was well representative of the total career ladder population.

Task Factor Administration

Selected senior personnel in the 905X0 AFSC completed a second booklet in addition to the job inventory booklet. Processed separately, these booklets provide rating information for each task concerning either task difficulty (TD) or training emphasis (TE) as perceived by these NCOs. Task difficulty refers to the length of time required for the average job incumbent to learn to perform that task to the required proficiency. Training emphasis refers to the importance of structured training; that is, training provided through an organized training method, such as resident technical training schools, field training detachments, mobile training teams, or formal OJT for first-term personnel. Table 4 shows the distribution and representation of both TD and TE samples.

Task Difficulty (TD). To complete the TD booklet, individuals rated each task in the inventory with which they were familiar on a 9-point scale, ranging from an extremely low relative difficulty (a rating of 1) to an extremely high relative difficulty (a rating of 9). Thirty-eight NCOs provided the data, with an interrater reliability (as assessed through components of variance of standardized group means) of .94. This figure indicates very high agreement between raters. The TD ratings were adjusted to give a rating of 5.00 to a task of average difficulty, with a standard deviation of 1.00. The data were then used to rank order the tasks in the job inventory in descending values of rated task difficulty.

Job Difficulty Index (JDI). TD is also used to compute a JDI for job groups identified in the survey. To provide a relative measure of the complexity of the jobs in comparison to each other, the JDI is computed based on the number of tasks performed and the average difficulty per unit time spent (ADPUTS). Thus, a group spending more time on difficult tasks and performing more tasks will have a higher JDI. After measurements are standardized, the index ranges from 1.0 for a very easy job to 25.0 for a very difficult job, with an average JDI of 13.0.

Training Emphasis (TE). Individuals completing TE booklets rated tasks they believed required training for first-term personnel on a 10-point scale, ranging from 1 (low training emphasis) to 9 (most training required), with a

TABLE 1
COMMAND REPRESENTATION

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
TAC	19	17
SAC	17	19
AFSC	14	13
MAC	13	14
ATC	11	13
USAFE	9	9
AFLC	6	6
PACAF	4	2
OTHER	7	7

Total 905X0 Personnel Assigned - 840
 Total 905X0 Personnel Eligible for Survey - 775
 Total 905X0 Personnel Sampled - 642
 Percent of Assigned Sampled - 76%
 Percent of Eligible Sampled - 83%

NOTE: Manning figures as of June 1984

TABLE 2
PAYGRADE DISTRIBUTION

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
E-1 - E-3	34	37
E-4	26	24
E-5	23	21
E-6	9	9
E-7	6	7
E-8 - E-9	3	3

TABLE 3
TOTAL ACTIVE FEDERAL MILITARY SERVICE (TAFMS) DISTRIBUTION

<u>MONTHS TAFMS</u>	<u>NUMBER ASSIGNED</u>	<u>PERCENT OF ASSIGNED</u>	<u>NUMBER IN SAMPLE</u>	<u>PERCENT OF SAMPLE</u>
1-48 MONTHS	431	51%	302	47%
49-96 MONTHS	191	23%	160	25%
97+ MONTHS	218	26%	180	28%

TABLE 4
TASK FACTOR RATER MAJCOM DISTRIBUTION

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF TD RATERS</u>	<u>PERCENT OF TE RATERS</u>
TAC	19	16	16
SAC	17	17	17
AFSC	14	12	11
MAC	13	13	13
ATC	11	13	12
USAFE	9	9	11
AFLC	6	8	6
PACAF	4	5	5
OTHER	7	7	9

NOTE: Totals may not add up to 100 percent due to rounding

blank representing no training required at all. TE data were collected from 78 experienced personnel worldwide resulting in a mean rating of 2.10. For TE ratings, the interrater reliability was .98, with a standard deviation of 1.8.

When used in conjunction with other information, such as percent members performing, TD and TE ratings can provide insight into training requirements. Such insight may help validate lengthening or shortening portions of instruction to fill the actual required needs of the employers of tech school graduates.

SPECIALTY JOBS (Career Ladder Structure)

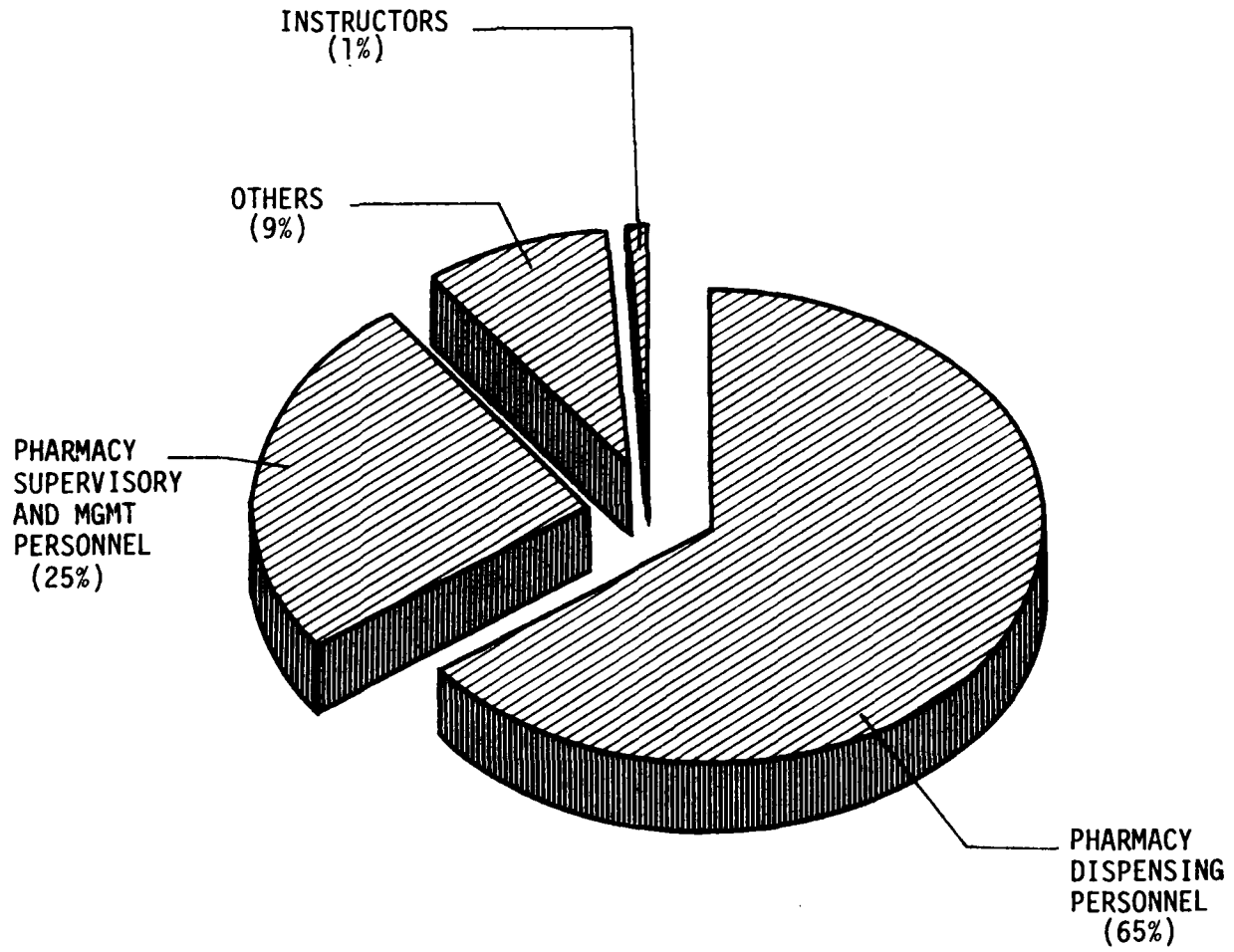
The structure of jobs within the Pharmacy career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of background factors. For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure is continued until all individuals and groups are combined to form a single composite representing the total sample. The resulting analysis of the variety of groups of jobs serves to identify: (1) the number of different jobs which exist within the career; (2) the tasks which tend to be performed together by the same respondents; and (3) the breadth or narrowness of the jobs which exist within the Pharmacy career ladder.

The basic identifying group used in the hierarchical job structuring process is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as Clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Based on the similarity of tasks performed and the amount of time spent performing each task, two clusters and one independent job type were identified in the examination of the Pharmacy career ladder. These major jobs are illustrated in Figure 1 and are described on the following pages. The group (GRP) number shown beside each title is a reference to computer-printed information and the letter N refers to the number of personnel in the group.

FIGURE 1

905X0 CAREER LADDER DISTRIBUTION
(PERCENT MEMBERS RESPONDING)



I. PHARMACY DISPENSING PERSONNEL (GRP028, N=418)

- A. General Dispensing Technicians/Specialists
- B. Inpatient Pharmacy NCOICs
- C. Pharmaceutical Supply Personnel
- D. Dispensing NCOICs
- E. Dispensing Specialists
- F. Apprentice Dispensing Personnel
- G. I.V. Admixture Specialists

II. PHARMACY SUPERVISORY AND MANAGEMENT PERSONNEL (GRP033, N=162)

- A. General Pharmacy Supervisors
- B. Pharmacy Superintendents
- C. Supply Managers

III. PHARMACY INSTRUCTOR PERSONNEL (GRP042, N=6)

The 905X0 personnel forming these job types and clusters account for 91 percent of the survey sample. The remaining 9 percent did not group with any of the clusters or job types listed above, either because of the uniqueness of the job they perform or the manner in which they responded to the tasks listed in the job inventory.

Overview

Generally, the 905X0 career ladder is homogeneous, with a common core of dispensing-related tasks performed by almost all personnel. As with most AFSCs, supervisory time increases and technical time decreases with level of experience. Almost all supervisors in this career ladder, however, appear to remain directly involved in basic dispensing tasks, despite the addition of supervisory responsibilities.

Due to the high degree of homogeneity across the career ladder, only two major clusters and one independent job type were identified. The major differentiating factor between the clusters appears to be the amount of time spent on supervisory tasks and the average number of tasks performed.

Each of the clusters, as well as the independent job type, are described briefly below. Three tables at the end of this section provide additional information. Table 5 provides the relative amount of time spent on each duty by each of the major groups identified. For example, Pharmacy Dispensing Personnel spend 41 percent of their time on tasks related to dispensing outpatient or inpatient prescriptions and only 3 percent of their time planning and organizing. Table 6 provides selected background information, such as DAFSC, average months of service (TAFMS), MAJCOM distribution, average grade, and computer usage, for each of the major groups. For example, there are 418 members of the Pharmacy Dispensing Personnel cluster. Of these, 68 percent hold a 90550 DAFSC, 20 percent are assigned to SAC, and they average 52 months

TABLE 5

RELATIVE TIME SPENT ON DUTIES BY CAREER LADDER
CLUSTERS AND INDEPENDENT JOB TYPE
(PERCENT TIME SPENT)

DUTIES	PHARMACY DISPENSING PERSONNEL (N=418)	PHARMACY SUPERVISORY & MANAGEMENT PERSONNEL (N=162)	PHARMACY INSTRUCTOR PERSONNEL (N=6)
A PLANNING AND ORGANIZING	3	13	8
B DIRECTING AND IMPLEMENTING	6	15	6
C EVALUATING AND INSPECTING	2	9	3
D TRAINING	1	6	75
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	10	2
F MAINTAINING PHARMACEUTICAL SUPPLIES	11	20	3
G COMPOUNDING & PREPACKAGING PHARMACEUTICAL PREPARATIONS	14	6	*
H PREPARING STERILE PRODUCTS AND ENTERAL FEEDING PRODUCTS	5	1	*
I DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	41	14	*
J PERFORMING PHARMACEUTICAL CALCULATIONS	6	2	3
K PERFORMING GENERAL PHARMACEUTICAL FUNCTIONS	6	2	*

* Denotes less than 1 percent

TABLE 6
 SELECTED BACKGROUND DATA FOR CAREER LADDER CLUSTERS
 AND INDEPENDENT JOB TYPE

	<u>PHARMACY DISPENSING PERSONNEL</u>	<u>PHARMACY SUPERVISORY & MANAGEMENT PERSONNEL</u>	<u>PHARMACY INSTRUCTOR PERSONNEL</u>
NUMBER IN GROUP	418	162	6
PERCENT OF TOTAL SAMPLE	65%	25%	1%
PERCENT IN CONUS	89%	80%	100%
<hr/>			
DAFSC DISTRIBUTION			
90530	21%	3%	0%
90550	68%	39%	67%
90570	10%	51%	33%
90590	1%	7%	0%
<hr/>			
AVERAGE GRADE	E-4	E-6	E-5
AVERAGE MONTHS IN CAREER FIELD	41	121	91
AVERAGE MONTHS IN SERVICE	52	145	109
<hr/>			
PERCENT IN FIRST ENLISTMENT	60%	13%	0%
PERCENT SUPERVISING	23%	76%	17%
AVERAGE NUMBER OF TASKS PERFORMED	56	144	28
<hr/>			
JOB DIFFICULTY INDEX (JDI) (AVERAGE JDI = 13.00)	8.4	16.7	12.7
<hr/>			
MAJOR COMMAND			
AFLC	7%	4%	0%
AFSC	13%	11%	0%
ATC	12%	14%	100%
MAC	13%	11%	0%
PACAF	1%	3%	0%
SAC	20%	19%	0%
TAC	17%	18%	0%
USAFE	7%	15%	0%
OTHER	9%	4%	0%

in service. Finally, Table 7 provides job satisfaction data for each of the major groups. For example, 70 percent of the Pharmacy Dispensing Personnel find their job interesting, while 64 percent plan to reenlist at the end of their current enlistment.

Also included in this report is an appendix concerning the Pharmacy specialty jobs. Appendix A provides duty and background information for all the jobs identified in the career ladder structure analysis, including the jobs within each cluster. This appendix also lists common tasks performed by members of each of the jobs identified.

I. PHARMACY DISPENSING PERSONNEL (GRPO28, N=418). Comprising 65 percent of the total sample, the cluster consists primarily of first-term or first-job trainees. Eighty-three percent of their time is spent on dispensing and related duties, including compounding and prepackaging pharmaceutical preparations, maintaining pharmaceutical supplies, and performing general pharmaceutical functions such as cleaning the pharmacy. A common core of dispensing type tasks is performed by all members of this cluster, and personnel generally will rotate through the several duty positions within the pharmacy, on any given workday. Examples of tasks performed by these personnel are:

- place medication in containers
- clean pharmacy equipment or glassware
- type labels for outpatient prescription containers
- consult physician to correct prescription or medication order inaccuracies
- rotate drug stocks to ensure freshness and potency

Variations within this cluster are found where the size or type of pharmacy may require differing degrees of specialization in specific areas of pharmacy operations. Such areas include supply, I.V. admixture preparation, unit dose medication preparation, and tasks specific to inpatient or outpatient facilities. Variations are also found where individuals are given more responsibility due to their level of experience.

II. PHARMACY SUPERVISORY AND MANAGEMENT PERSONNEL (GRPO33), (N=162). The 162 members of this cluster are primarily 5- and 7- skill level personnel with an average of 12 years in service and an average grade of E-6. They perform an average of 144 tasks, which is a substantially larger number than either of the other two groups. The job performed by this group is also the most difficult of the major job groups, with a JDI of 16.7.

As would be expected of such a senior group, a large amount of time is spent in a supervisory capacity. A total of 53 percent of their time is spent on managerial, supervisory, or administrative tasks, while 20 percent is spent in supply. Only 27 percent of their time is spent on technical tasks, such as dispensing prescriptions or compounding and prepackaging pharmaceutical preparations.

TABLE 7

JOB SATISFACTION INFORMATION FOR CAREER LADDER CLUSTERS
AND INDEPENDENT JOB TYPE
(PERCENT MEMBERS RESPONDING)*

	<u>PHARMACY DISPENSING PERSONNEL</u>	<u>PHARMACY SUPERVISORY & MANAGEMENT PERSONNEL</u>	<u>PHARMACY INSTRUCTOR PERSONNEL</u>
<u>HOW DO YOU FIND YOUR JOB:</u>			
INTERESTING	70	82	100
SO-SO	15	12	0
DULL	14	6	0
<u>HOW WELL DOES YOUR JOB UTILIZE YOUR TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	78	86	100
VERY LITTLE OR NOT AT ALL	22	14	0
<u>HOW WELL DOES YOUR JOB UTILIZE YOUR TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	79	84	100
VERY LITTLE OR NOT AT ALL	21	15	0
<u>DO YOU PLAN TO REENLIST:</u>			
YES, OR PROBABLY YES	64	67	100
NO, OR PROBABLY NO	34	13	0
NO, WILL PROBABLY RETIRE	1	20	0

* Columns may not add to 100 percent due to "no response" or rounding

The basic job performed by these incumbents involves supervising pharmacy specialists, directing the issue of controlled drugs, determining work priorities, resolving technical problems for subordinates, and establishing required supply levels. Variations within this cluster are found where experience level and size of facility lead to greater responsibility, and where specialization is required to manage pharmacy supplies.

The typical pharmacy supervisor works right in the pharmacy, along with the dispensing personnel, performing supervisory tasks as well as the general dispensing tasks. A small percentage of pharmacy supervisors are managing more than one pharmacy. These personnel are working in larger facilities and are better classified as superintendents, as they spend 77 percent of their time on managerial and training duties. Another variation in this supervisory cluster is found where a supervisor is primarily tasked with managing supplies and supply operations. These supply managers also tend to work with technical personnel in handling and distributing supplies.

III. PHARMACY INSTRUCTOR PERSONNEL (GRP042, N=6). All members of this independent job type are from the School of Health Care Sciences at Sheppard AFB TX. The majority of their time is spent performing training related tasks. Representative tasks include:

- conduct resident technical training courses
- score tests
- prepare or revise lesson plans
- administer tests
- develop training control documents, such as plans of instruction (POI) or specialty training standards (STS)

Although these respondents perform primarily training-related tasks, they spend approximately 25 percent of their time performing supervisory and technical tasks as well.

Summary

The 905X0 career ladder is very homogeneous, with a common core of tasks performed by almost all personnel. There are two large jobs, one of general dispensing personnel and one of supervisors, with the obvious difference being the amount of time spent doing supervisory and management duties versus the amount of time spent on technical dispensing duties. Supervisory and management personnel perform a significantly larger job, adding supervisory tasks to their dispensing activities, rather than replacing one with the other.

Expressed job satisfaction was good for all major groups, with the supervisory personnel expressing a slightly higher degree of interest in their job.

ANALYSIS OF DAFSC GROUPS

In conjunction with an analysis of the career ladder structure, an examination of the skill levels provides a more thorough understanding of the Pharmacy specialty. The DAFSC analysis identifies variations in the tasks performed at the different skill levels. This information is useful in determining how accurately documents such as AFR 39-1 Specialty Descriptions and the Specialty Training Standards (STS) depict what Pharmacy personnel are actually doing in the field. An analysis of task and duty performance between 3-skill level (90530) personnel and 5-skill level (90550) personnel indicates no substantial differences in the jobs they perform; thus, they will be discussed as a single group. The following skill level analysis will examine each distinct skill level group and discuss tasks common to the given group, as well as those tasks which best differentiate between the groups. The distribution of 905X0 skill levels across the career ladder jobs is shown in Table 8, while Table 9 displays another perspective by displaying the relative percent time spent on each duty across the skill levels.

Skill Level Descriptions

DAFSC 90530/90550. There were 491 airmen in this group, comprising 76 percent of the sample. On the average, they perform 61 tasks, with over half of their job time being spent on 33 tasks. The work accomplished at this skill level is almost completely technical in nature, including a predominant core of dispensing tasks complimented by other technical tasks related to compounding and prepackaging, maintaining supplies, and cleaning pharmacy facilities. Table 10 lists those tasks performed by the highest percentages of 3- and 5-skill level personnel.

DAFSC 90570. The duties and tasks performed by these job incumbents reflect a significantly greater amount of time spent on supervisory and management duties. While dispensing remains the predominant duty in terms of percent time spent, the amount of time spent on this duty by 7-skill level personnel is 16 percent less than that spent by 3- and 5- skill level personnel. It is interesting to note that while performance of technical tasks decreases with increasing skill level, the performance of supply tasks rises notably. Table 11, which lists common tasks performed by these 7-level personnel, indicates that while dispensing tasks are still prevalent, supervisory tasks dealing with subordinates and writing APRs are performed by 81 percent of the job incumbents.

Table 12 reflects those tasks which most clearly differentiate between the 90530/50 and the 90570 personnel. Here again, the data reflects a decrease in dispensing and compounding tasks and an increase in supply, planning and organizing tasks performed by 7-skill level personnel.

DAFSC 90590. As indicated in Table 9, these 16 members spend over 50 percent of their time on supervisory and managerial duties, and another 21 percent of their time on training, administrative, and supply functions. Representative

TABLE 8

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER
CLUSTERS AND INDEPENDENT JOB TYPE
(PERCENT MEMBERS RESPONDING)

JOB GROUP	DAFSC 90530/50 (N=491)	DAFSC 90570 (N=135)	DAFSC 90590 (N=16)
I. PHARMACY PATIENT DISPENSING PERSONNEL (N=418)	76	31	*
II. PHARMACY SUPERVISORY AND MANAGEMENT PERSONNEL (N=162)	14	61	71
III. PHARMACY INSTRUCTOR PERSONNEL (N=6)	1	1	0
NOT GROUPED (N=56)	<u>9</u>	<u>7</u>	<u>29</u>
TOTAL	100	100	100

* Denotes less than 1 percent

TABLE 9
RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 90530/50 (N=491)	DAFSC 90570 (N=135)	DAFSC 90590 (N=16)
A PLANNING AND ORGANIZING	6	11	22
B DIRECTING AND IMPLEMENTING	6	14	17
C EVALUATING AND INSPECTING	2	9	13
D TRAINING	2	8	6
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	9	9
F MAINTAINING PHARMACEUTICAL SUPPLIES	12	15	12
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	⑬	6	4
H PREPARING STERILE PRODUCTS AND ENTERAL FEEDING PRODUCTS	4	1	2
I DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	⑳	20	13
J PERFORMING PHARMACEUTICAL CALCULATIONS	5	3	2
K PERFORMING GENERAL PHARMACEUTICAL FUNCTIONS	7	4	1

* Denotes less than 1 percent

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90530/90550 PERSONNEL

TASKS	PERCENT PERFORMING (N=491)
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	88
K295 CLEAN PHARMACY FACILITIES	85
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	84
I276 PLACE MEDICATION IN CONTAINERS	83
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	82
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	82
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	82
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	77
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDI- CATION ORDERS	76
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	76
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	73
J292 INTERPRET ROMAN NUMERALS	72
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	71
I278 RECORD REFILL PRESCRIPTIONS	70
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMA- CEUTICAL PREPARATIONS	70
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOM- PATIBILITIES, OR ALLERGIES	69
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	69
G241 PRINT LABELS FOR PREPACKAGED DRUGS	68
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	65
G220 COMPOUND CREAMS	64
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	64
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	62
I274 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	62
G234 MAKE ENTRIES ON AF FORMS 2382 (PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL LOG)	62
G233 MAKE ENTRIES ON AF FORMS 2381 (PHARMACY MASTER FORMULA)	59
I279 REPLACE SAFETY CAPS ON REFILL CONTAINERS	57
I269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	55
F216 STORE BULK PHARMACEUTICALS	54

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90570 PERSONNEL

TASKS	PERCENT PERFORMING (N=135)
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	90
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	87
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	85
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	84
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	84
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	81
C111 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	81
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOM- PATIBILITIES, OR ALLERGIES	81
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMA- CEUTICAL PREPARATIONS	80
I276 PLACE MEDICATION IN CONTAINERS	79
I278 RECORD REFILL PRESCRIPTIONS	79
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	79
B77 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	79
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	79
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	78
J292 INTERPRET ROMAN NUMERALS	78
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	77
K295 CLEAN PHARMACY FACILITIES	77
F213 RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	77
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	76
A8 DETERMINE WORK PRIORITIES	76
F211 RECEIVE BULK PHARMACEUTICALS	75
B50 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	75
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	73
F212 RECEIVE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS	73
F217 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS AND FLAMMABLE ITEMS	72
F218 STORE SCHEDULED OR OTHER CONTROLLED DRUGS	71
B69 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	70
F216 STORE BULK PHARMACEUTICALS	69
B70 ORIENT NEWLY ASSIGNED PERSONNEL	68

TABLE 12

TASKS WHICH BEST DIFFERENTIATE DAFSC 90530/90550 AND 90570 PERSONNEL

TASKS	90530/50 PERSONNEL (N=491)	90570 PERSONNEL (N=135)	DIFFERENCE
PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	62	41	+21
DELIVER UNIT DOSE CARTS TO WARDS	34	14	+20
COMPOUND ELIXIRS	39	19	+20
DELIVER UNIT DOSE OR IV ADMIXTURES TO WARDS	38	20	+18
PREPARE UNIT DOSE CARTS	30	13	+17
PRINT LABELS FOR PREPACKAGED DRUGS	68	52	+16
CLEAN PHARMACY EQUIPMENT OR GLASSWARE	88	73	+15
MAINTAIN PATIENT PROFILES FOR UNIT DOSE	26	13	+13
COMPOUND LOTIONS	41	28	+13
PREPACKAGE UNIT DOSE ORAL SOLIDS	26	13	+13
PREPARE INTRAVENOUS ADMIXTURES	20	16	+13

INVENTORY EQUIPMENT	10	53	-43
RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	33	77	-44
DEMONSTRATE HOW TO LOCATE OR INTERPRET TECHNICAL INFORMATION	18	64	-46
INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	23	70	-47
ESTABLISH WORK SCHEDULES	14	61	-47
ESTABLISH OR MONITOR STANDARDS OF PERSONAL HYGIENE AND APPEARANCE OF STAFF	18	67	-49
WRITE CORRESPONDENCE	9	58	-49
RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	29	81	-52
COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	18	75	-57
SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	19	79	-60
WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS	18	81	-63

tasks performed by this small group are listed in Table 13. This table reflects a sharp decline in members performing technical duties and an intense concentration performing supervisory and managerial duties. This group is spending only 21 percent of their time on technical type tasks.

AFR 39-1 SPECIALTY DESCRIPTIONS

AFR 39-1 Specialty Descriptions are intended to give a very broad description of the responsibilities held by the various skill levels within a career field. When compared with the survey data, the AFR 39-1 Specialty Description for the Pharmacy Specialist (AFSC 90530 and 90550), dated April 1985, accurately reflects the duties and tasks being accomplished at these skill levels. In general, these personnel are compounding and dispensing medicinal preparations, working with supplies, and performing general pharmacy functions such as cleaning the facilities and maintaining files.

The AFR 39-1 Specialty Description for the Pharmacy Technician (AFSC 90570) generally is supported by the survey data. The duties and tasks being performed by 7-skill level personnel at the time of the survey are accurately reflected in the Specialty Description. In general, these personnel have assumed a supervisory role, while continuing to perform the technical duties of dispensing personnel.

When compared with survey data for 9-skill level personnel, the AFR 39-1 Specialty Description for the Pharmacy Superintendent appears complete as it accurately reflects the full range of responsibilities of the skill level at the time of the occupational survey.

ANALYSIS OF EXPERIENCE GROUPS

An analysis of experience groups in terms of months of Total Active Federal Military Service (TAFMS) provides a view of how jobs change due to time and experience in the career ladder. As expected, as time in service increases, there is a corresponding increase in the amount of time spent on supervisory duties and a decrease in technical duties.

First-Enlistment Personnel

The 301 members of this group comprise 47 percent of our total sample. They perform an average of 53 tasks and have an average grade of E-3, with 99.3 percent being E-4 or below. Seventy-five percent of these respondents are assigned to a hospital or larger facility.

TABLE 13

REPRESENTATIVE TASKS PERFORMED BY DAFSC 90590 PERSONNEL

TASKS	PERCENT PERFORMING (N=16)
A20 ESTABLISH STANDARDS OF PHARMACY CLEANLINESS	94
A16 ESTABLISH OR MONITOR STANDARDS OF PERSONAL HYGIENE AND APPEARANCE OF STAFF	88
A1 ACT AS SPECIALIST ADVISOR ON PHARMACY POLICY, DRUG INFORMATION, OR THERAPEUTICS	88
A6 DETERMINE REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	88
B51 DIRECT ADMINISTRATIVE FUNCTIONS	88
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	88
A8 DETERMINE WORK PRIORITIES	88
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	88
A22 ESTABLISH WORK SCHEDULES	88
C80 ANALYZE WORKLOAD REQUIREMENTS	88
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, OR SUPPLIES	88
A5 DETERMINE EQUIPMENT REQUIREMENTS	88
B50 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	88
B44 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	88
A24 MONITOR PHARMACY FUNDS	81
B78 SUPERVISE PHARMACY TECHNICIANS (AFSC 90570)	81
C111 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	81
B79 WRITE CORRESPONDENCE	81
B55 DIRECT INVENTORY OF SCHEDULED DRUGS	81
B56 DIRECT ISSUE OF SCHEDULED OR CONTROLLED DRUGS	81
B73 SERVE ON BOARDS OR COMMITTEES, SUCH AS THERAPEUTIC, SAFETY, OR BELOW-THE-ZONE BOARDS	81
C91 EVALUATE INDIVIDUALS FOR RECOGNITION	81
C84 EVALUATE BUDGETING OR FINANCIAL REQUIREMENTS	81
B69 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	81
C94 EVALUATE PHARMACY OPERATING INSTRUCTIONS OR PROCEDURES	81
A17 ESTABLISH ORGANIZATIONAL POLICIES, PHARMACY OPERATING INSTRUCTIONS, OR PROCEDURES	81
C102 EVALUATE WORK SCHEDULES	81
C90 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	81
A18 ESTABLISH PERFORMANCE STANDARDS	81
C103 INDORSE APR	81

Table 14 lists those tasks performed by the greatest percentages of first-term personnel. As expected, these tasks primarily fall under dispensing duties and general pharmaceutical functions. Aside from the common tasks listed in Table 14, members of this group perform other tasks which differentiate them into the jobs identified in the Career Ladder Structure section. Figure 2 shows this distribution across job groups. Again as expected, the large majority (83 percent) fall into the Pharmacy Dispensing Personnel cluster. Only 13 percent of these incumbents are identified as Supervisory and Management Personnel, while no Instructor Personnel are identified within the group.

Second- and Third-Enlistment Personnel

Table 15 shows a comparison of second- and third-enlistment experience groups, with first-termers in terms of percent time spent on the various duties. From this data, we see second-enlistment personnel spending over twice as much time as first-enlistment respondents on supervisory tasks, and substantially less time on supply, compounding and dispensing tasks. Likewise, when we look at career personnel, we find these respondents spending an even larger percentage of time on the supervisory and training duties, while the performance of technical duties drops off sharply.

The data found here confirm a normal progression through experience levels. Overall, this progression is very strongly correlated to the DAFSC progression.

Job Satisfaction Analysis

By examining general job attitudes of airmen within a given career ladder, managers may gain a better understanding of factors affecting job performance. Several inventory questions relating to job satisfaction ask about such things as job interest, utilization of training and talents, and plans for reenlistment.

Table 16 lists job satisfaction data for first-enlistment personnel (1-48 months TAFMS), second-enlistment personnel (49-96 months TAFMS), and career personnel (97+ months TAFMS). It also lists comparative data gathered from related AFSCs (903X0, 907X0, 908X0, 914X0, 915X0, 924X0, and 926X0) in 1985. From this data we see that job satisfaction in the 905X0 career ladder compares very favorably to that in other medical career ladders.

TRAINING ANALYSIS

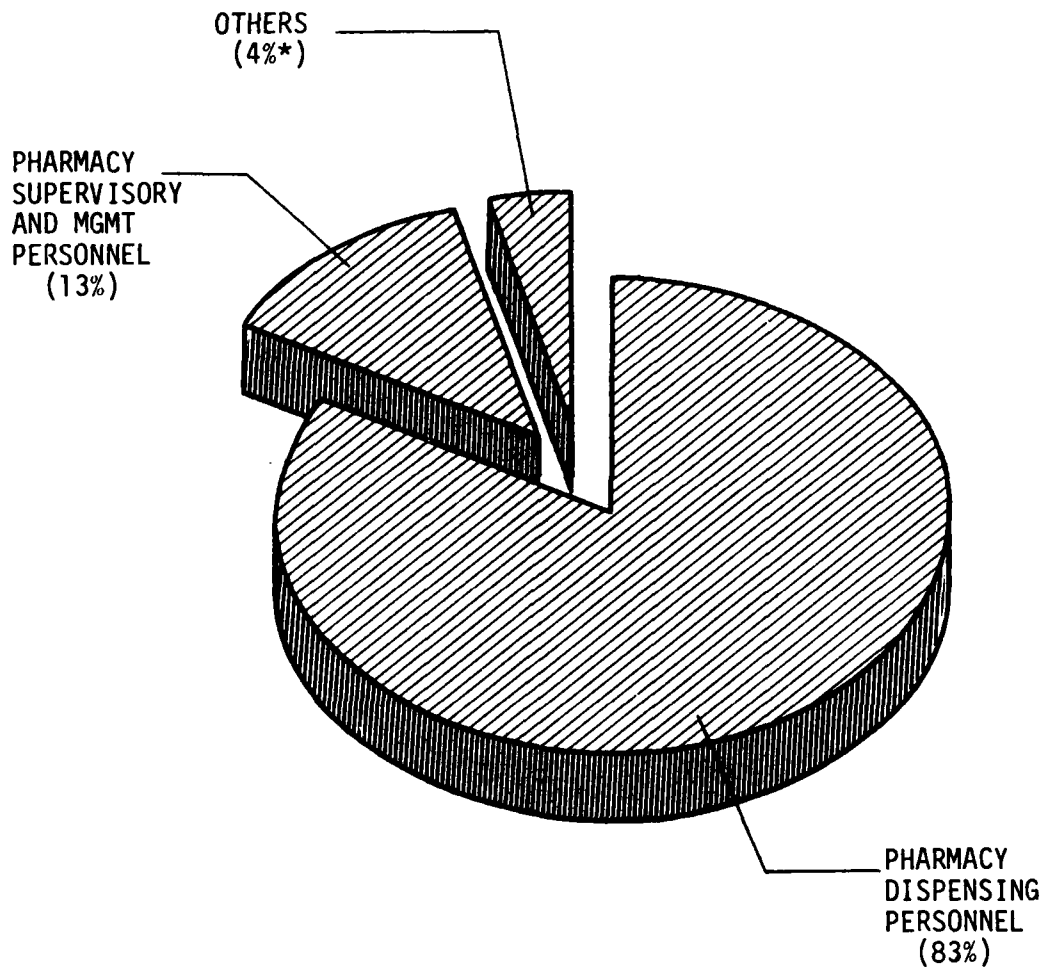
Occupational survey data provide one of the several resources used by training managers to develop training programs which are relevant to personnel in their first assignments in a career ladder. Specifically, the primary factor used to evaluate training programs is the percent of first-job (1-24

TABLE 14
 REPRESENTATIVE TASKS PERFORMED BY FIRST-ENLISTMENT
 (1-48 MONTHS TAFMS) PERSONNEL

TASKS	PERCENT PERFORMING (N=301)
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	91
K295 CLEAN PHARMACY FACILITIES	86
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	86
I276 PLACE MEDICATION IN CONTAINERS	85
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	83
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	83
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	82
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	77
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	74
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	74
I278 RECORD REFILL PRESCRIPTIONS	73
J292 INTERPRET ROMAN NUMERALS	72
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	71
G241 PRINT LABELS FOR PREPACKAGED DRUGS	70
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMA- CEUTICAL PREPARATIONS	69
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	68
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	68
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	66
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	66
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOM- PATIBILITIES, OR ALLERGIES	66
I274 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	66
G220 COMPOUND CREAMS	65
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	65
G234 MAKE ENTRIES ON AF FORMS 2382 (PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL LOG)	63
I279 REPLACE SAFETY CAPS ON REFILL CONTAINERS	61
I269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	55
I275 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO CLINICS	52
F216 STORE BULK PHARMACEUTICALS	51
K299 REMOVE AND DISPOSE OF TRASH OR WASTE MATERIALS	47
K297 PERFORM PREVENTIVE MAINTENANCE ON PHARMACY EQUIPMENT	46

FIGURE 2

DISTRIBUTION OF 905X0 FIRST-ENLISTMENT PERSONNEL
ACROSS CAREER LADDER JOBS
(PERCENT MEMBERS RESPONDING)
(N=301)



*Did not group with any major job

TABLE 15
RELATIVE PERCENT TIME SPENT ON DUTIES BY 905X0 TAFMS GROUPS

DUTIES	MONTHS TAFMS		
	1-48 (N=395)	49-96 (N=78)	97+ (N=287)
A PLANNING AND ORGANIZING	4	8	13
B DIRECTING AND IMPLEMENTING	4	8	15
C EVALUATING AND INSPECTING	1	3	9
D TRAINING	*	4	8
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	6	9
F MAINTAINING PHARMACEUTICAL SUPPLIES	11	15	14
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	16	10	6
H PREPARING STERILE PRODUCTS AND ENTERAL FEEDING PRODUCTS	5	4	1
I DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	40	33	18
J PERFORMING PHARMACEUTICAL CALCULATIONS	6	4	3
K PERFORMING GENERAL PHARMACEUTICAL FUNCTIONS	8	5	3

* Denotes less than 1 percent

TABLE 16

JOB SATISFACTION INFORMATION FOR 905X0 AND COMPARATIVE SAMPLE* TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	905X0 (N=301)	COMP SAMPLE (N=2,203)	905X0 (N=163)	COMP SAMPLE (N=1,111)	905X0 (N=178)	COMP SAMPLE (N=1,564)
<u>HOW DO YOU FIND YOUR JOB:</u>						
INTERESTING	75	69	69	74	74	80
SO-SO	12	18	18	15	14	11
DULL	12	12	12	10	11	9
<u>HOW WELL DOES YOUR JOB UTILIZE YOUR TALENTS:</u>						
FAIRLY WELL/PERFECTLY	78	74	79	79	78	84
VERY LITTLE/NOT AT ALL	21	26	21	20	21	15
<u>HOW WELL DOES YOUR JOB UTILIZE YOUR TRAINING:</u>						
FAIRLY WELL/PERFECTLY	79	83	74	81	84	83
VERY LITTLE/NOT AT ALL	20	16	26	18	15	16
<u>DO YOU PLAN TO REENLIST</u>						
YES, OR PROBABLY YES	58	62	72	71	67	73
NO, OR PROBABLY NO	41	35	28	28	8	10
NO, WILL PROBABLY RETIRE	0	2	0	1	23	17

* Includes personnel in the following career ladders: 903X0, 907X0, 908X0, 914X0, 915X0, 924X0, and 926X0

NOTE: Columns may not add up to 100 percent due to rounding or nonresponse

months TAFMS) and first-enlistment (1-48 months TAFMS) personnel performing the various tasks. Other considerations in making training decisions include the training emphasis and task difficulty ratings, mission criticality of the tasks, or the availability of training equipment or instructors.

This training analysis evaluates the current Specialty Training Standard (STS) and Plan of Instruction (POI) for the 905X0 career ladder. Training management personnel from the School of Health Care Sciences at Sheppard AFB TX matched tasks from the job inventory to corresponding sections of the STS and POI. Occupational survey data on the matched tasks were then used to evaluate the various items in the training documents.

Training Emphasis and Task Difficulty Data

As previously mentioned in the Task Factor Administration section of this report, training emphasis (TE) and task difficulty (TD) data provide information on first-term training needs, as perceived by experienced technicians in the field. This information, along with the percent members performing data, can then aid training managers in determining if revisions to the STS or POI are required.

Because the TE and TD ratings are the composite opinion of experienced career ladder personnel on training for first-enlistment personnel, these data can guide training developers in where to place emphasis in entry-level training. Tasks receiving high task factor ratings on both task factors, as well as moderate to high percent members performing, may warrant formal, resident training. Table 17 lists the 20 tasks performed by Pharmacy personnel which were rated highest in training emphasis. Those tasks assigned high task factor ratings, but low percentages of personnel performing, may be more appropriately planned for OJT programs. Low TE and TD ratings may indicate tasks best left out of formalized training for entry-level personnel; however, such a decision must also consider the percentages of personnel performing the specific task, command concerns, or safety factors.

Specialty Training Standard

A comprehensive review of the July 1984 STS 905X0 compared STS elements with occupational survey data. STS elements containing general information or subject-matter knowledge requirements were not evaluated. In general, the technical items of the STS which were referenced with tasks were well supported in terms of substantial percentages of 905X0 personnel performing them. All but one such element were performed by at least 20 percent of first-enlistment or 5- or 7-skill level respondents. Technical elements which had low percent members performing (less than 20 percent) or were without matched tasks are listed in Table 18. These elements should be examined by career field managers to determine the appropriateness of their inclusion in the STS. It is possible these elements remained unmatched because corresponding tasks were either unclear or omitted from the job inventory altogether. If this is the case, it is requested that subject-matter specialists draft the necessary task statements and mail them to USAFOMC/OMYV for inclusion in the next job inventory for this career ladder.

TABLE 17

TASKS RATED HIGHEST IN TRAINING EMPHASIS FOR 905XO PERSONNEL

TASKS	TNG EMPH*	PERCENT MEMBERS PERFORMING		TASK DIFF**
		1ST JOB (N=169)	1ST ENL (N=301)	
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	6.87	71	74	4.79
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	6.70	79	82	5.51
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	6.56	81	83	4.32
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	6.42	85	83	5.06
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	6.40	88	86	4.26
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	6.09	65	66	5.25
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	5.97	76	77	4.98
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	5.96	65	68	5.11
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	5.86	65	66	4.03
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	5.78	71	71	3.55
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	5.69	68	66	3.82
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	5.63	68	69	5.37
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	5.56	71	74	3.87
J292 INTERPRET ROMAN NUMERALS	5.51	73	72	3.49
F196 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG	5.41	15	17	4.33
J293 REDUCE OR ENLARGE FORMULAS	5.31	47	50	4.25
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	5.30	63	65	3.85
G234 MAKE ENTRIES ON AF FORMS 2382 (PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL LOG)	5.30	60	63	3.82
J286 CALCULATE PERCENTAGE SOLUTIONS	5.24	32	34	5.44
E159 MAINTAIN AF FORMS 582 (PHARMACY STOCK RECORD) FILES	5.22	21	23	4.14

* Mean TE = 2.10, SD = 1.80

** Mean TD = 5.00, SD = 1.00

TABLE 18

LOW PERFORMANCE OR UNREFERENCED 905X0 STS ELEMENTS
(EXCLUDING KNOWLEDGE ONLY ELEMENTS)

STS ELEMENTS		PERCENT PERFORMING*
2A(2)(A)-(F)	PROVIDE IMMEDIATE MEDICAL CARE OF CASUALTIES	NO MATCH
2A(3)	TRANSFER LITTER PATIENTS	NO MATCH
2A(4)	LOAD AND UNLOAD PATIENTS INTO/OUT OF VEHICLES USED FOR TRANSPORTATION OF PATIENTS	NO MATCH
2A(5)	MAINTAIN SANITARY FIELD ENVIRONMENT	NO MATCH
2F	PARTICIPATE IN CHEMICAL WARFARE CONFIDENCE EXERCISE	NO MATCH
5C	PERFORM DUTIES WITH A HIGH STANDARD OF CONDUCT	NO MATCH
9C	WEIGH OR MEASURE PHARMACEUTICAL PREPARATIONS	NO MATCH
9F(2)	PROVIDE QUALITY CONTROL DATA FOR PREPACKAGED PREPARATIONS	9.6%

* Percent shown is the highest percent reported for a task matched to the STS element

Several tasks from the job inventory were not matched to the STS. The large majority of these tasks referred to supervisory and management duties. There were, however, several unreferenced tasks pertaining to supply, administration, compounding, and general pharmaceutical functions which were performed by at least 20 percent of the personnel in at least one of the referenced groups. These tasks are listed in Table 19. Generally, such tasks not referenced should be covered by some existing element or a new item should be added to the STS.

Plan of Instruction (POI)
(J3ABR90530)

Based on assistance from the technical school subject-matter specialists in matching job inventory tasks to the J3ABR90530 POI, dated July 1985, occupational survey data were matched to related training objectives. The specific data examined included percent members performing data for both first-job and first-enlistment personnel and the TE and TD ratings for the matched tasks.

Overall, POI objectives are well supported by survey data based on percentages of first-enlistment personnel performing tasks or with considerations given to TE and TD ratings calculated for these tasks. One objective, however, appeared to be insufficiently supported. Objective 17E reads:

"Given PCI-7E, place order for one item with no more than two instructor assists."

The tasks referenced to this objective were performed by only 17 percent of the respondents. Training managers should review this objective along with corresponding task factor data, to determine the necessity of its inclusion in the training program.

Only 11 technical tasks, which were performed by a significant percentage (30 percent or greater) of first-enlistment personnel, remained unreferenced to the POI. These tasks are listed in Table 20. As a general rule, such tasks should be taught in some sort of training program. The relatively low task difficulty ratings indicated for these tasks, however, suggest they may be more appropriately taught in OJT.

ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

A comparison was made of the occupational survey data collected for the DAFSC 90550 personnel within the CONUS and those overseas. The two groups were compared based on the percent time spent on the various tasks and duties, as well as on selected background data.

TABLE 19

EXAMPLES OF TASKS NOT REFERENCED TO STS PERFORMED BY 905X0 PERSONNEL
(OVER 20 PERCENT MEMBERS PERFORMING)

TASKS	1ST ENL (N=301)	DAFSC 90570 (N=135)	TNG EMPH*	TASK DIFF**
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	91	73	4.64	2.54
K295 CLEAN PHARMACY FACILITIES	86	77	4.44	2.75
G225 COMPOUND SOLUTIONS	49	36	4.12	4.77
K297 PERFORM PREVENTIVE MAINTENANCE ON PHARMACY EQUIPMENT	46	55	3.72	3.79
K298 REMOVE AND DISPOSE OF CAUSTIC, DANGEROUS, OR CYTOTOXIC AGENTS	22	27	3.37	4.99
F193 DESTROY UNSERVICEABLE NONCONTROLLED DRUGS	38	59	3.21	4.18
C108 PERFORM SELF-INSPECTIONS	15	60	2.50	4.67
A8 DETERMINE WORK PRIORITIES	20	76	2.33	5.01
B53 DIRECT DISPENSING OF PHARMACEUTICAL PREPARATIONS	22	67	2.08	5.84
D117 CONDUCT PHARMACY IN-SERVICE TRAINING	7	53	1.61	5.79
E156 MAIL MEDICATIONS	27	27	1.65	3.40
F192 COORDINATE THE DESTRUCTION OF UNSERVICEABLE CONTROLLED DRUGS WITH DESTRUCTION OFFICER	9	53	1.60	4.59
E177 POST ENTRIES ON MANHOURLY REPORTING FORMS	11	55	1.53	3.91
E182 PREPARE FORMULARY USING TRIMIS FORMULARY SYSTEM	3	28	1.46	5.76
E175 PARTICIPATE IN DRUG UTILIZATION REVIEW (DUR) PROGRAMS	5	29	1.09	5.74

* Mean TE = 2.10, SD = 1.80

** Mean TD = 5.00, SD = 1.00

TABLE 20

TASKS NOT REFERENCED TO POI 90530 WITH PROBABILITY
OF FIRST-ENLISTMENT PERFORMANCE GREATER THAN 30 PERCENT

TASKS	PERCENT MEMBERS PERFORMING		TNG EMPH*	TASK DIFF**
	FIRST JOB (N=169)	FIRST ENL (N=301)		
I260 COMPARE WARD STOCK ORDERS AGAINST APPROVED STOCK DRUG LIST	43	49	5.22	3.93
F216 STORE BULK PHARMACEUTICALS	53	51	4.80	3.39
F215 SEPARATE BULK PHARMACEUTICALS FOR STORAGE	41	43	4.62	3.44
I261 COMPLETE INPATIENT DISPENSING FORMS, SUCH AS DOCTOR'S ORDER OR BULK ORDERS	43	45	4.14	4.41
I275 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO CLINICS	48	52	3.82	3.01
I269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	50	55	3.78	3.99
B42 ACT AS SPONSOR FOR NEWLY ASSIGNED PERSONNEL	23	31	3.76	3.05
K297 PERFORM PREVENTIVE MAINTENANCE ON PHARMACY EQUIPMENT	46	46	3.72	3.79
I277 PREPARE UNIT DOSE CARTS	31	32	3.36	4.62
F193 DESTROY UNSERVICEABLE NONCONTROLLED DRUGS	36	38	3.21	4.18
I265 DELIVER UNIT DOSE CARTS TO WARDS	39	38	3.21	3.51
K299 REMOVE AND DISPOSE OF TRASH OR WASTE MATERIALS	46	47	3.04	2.72
B71 PARTICIPATE IN DISASTER CONTROL OR EMERGENCY PROCEDURES	32	33	2.81	4.78
A26 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	25	31	1.05	5.32

* Mean TE = 2.10, SD = 1.80

** Mean TD = 5.00, SD = 1.00

Table 21 reflects the duties performed by the 318 DAFSC 90550 personnel in the CONUS and the 51 DAFSC 90550 personnel overseas. It appears from this data that although similar duties are performed by both groups, there are substantial differences in the time spent. For example, overseas personnel are spending substantially more time planning and organizing, performing administrative functions, and maintaining pharmaceutical supplies. Likewise, personnel within the CONUS are spending more time preparing sterile products and enteral feeding products, and dispensing inpatient and outpatient prescriptions. These differences may be related to the fact that a notably larger percentage of overseas personnel are assigned to clinics (47 percent versus 12 percent in the CONUS), while fewer overseas personnel are assigned to hospitals or larger facilities (53 percent versus 79 percent in the CONUS (see Table 22).

Table 22 lists background data for both the overseas and CONUS groups. These data show that, in general, DAFSC 90550 overseas personnel are more experienced than their stateside counterparts (averaging 72 months TAFMS versus 53 months), are performing a larger number of tasks, and a larger percentage are supervising more. Job satisfaction appears about the same for the two groups, except that overseas personnel don't feel their training is being utilized quite as well.

Table 23 lists examples of task differences found which tend to parallel the experience differences found. While the more junior personnel within the CONUS are spending more time on the general technical tasks, the more senior personnel overseas are spending larger percentages of their time on nontechnical tasks.

MAJCOM ANALYSIS

A comparison of the tasks and duties performed across the major commands (MAJCOM) can often highlight differences in the job performed within a given career ladder. In the 905X0 specialty, 6 MAJCOMS, accounting for 85 percent of the total sample, were examined. Table 24 shows a comparison of MAJCOM groups in terms of percent time spent on the various duties, while Table 25 shows background data on USAFE, AFSC, ATC, MAC, SAC, and TAC job incumbents.

Overall, few major differences were found among the different commands. One command which does stand out slightly, however, is USAFE. As reflected in Table 24, USAFE personnel are spending more time planning and organizing, performing administrative functions, and maintaining pharmaceutical supplies than are members of the other commands. These personnel are also spending substantially less time in the technical areas of dispensing prescriptions and preparing sterile products and enteral feeding products. One other difference, obvious from the data in Table 24, is in the amount of time ATC personnel spend on training. This is a common characteristic of ATC personnel in any career ladder.

TABLE 21

RELATIVE PERCENT TIME SPENT ON DUTIES BY 90550 CONUS/OVERSEAS PERSONNEL

DUTIES	CONUS (N=318)	OVERSEAS (N=51)	TOTAL 90550 SAMPLE (N=384)
A PLANNING AND ORGANIZING	5	13	7
B DIRECTING AND IMPLEMENTING	7	7	7
C EVALUATING AND INSPECTING	2	3	3
D TRAINING	3	2	3
E PERFORMING ADMINISTRATIVE FUNCTIONS	5	10	6
F MAINTAINING PHARMACEUTICAL SUPPLIES	12	17	13
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	13	11	13
H PREPARING STERILE PRODUCTS AND ENTERAL FEEDING PRODUCTS	5	1	5
I DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	36	27	35
J PERFORMING PHARMACEUTICAL CALCULATIONS	5	4	5
K PERFORMING GENERAL PHARMACEUTICAL FUNCTIONS	6	5	6

TABLE 22

BACKGROUND AND JOB SATISFACTION INFORMATION FOR DAFSC 90550

	CONUS PERSONNEL (N=318)	OVERSEAS PERSONNEL (N=51)
AVERAGE NUMBER OF TASKS PERFORMED	63	76
JOB DIFFICULTY INDEX	9.19	10.29
PERCENT SUPERVISING	26%	35%
AVERAGE MONTHS TAFMS	53	72
PERCENT IN FIRST-ENLISTMENT	54%	41%
<hr/>		
FIND JOB INTERESTING	72%	77%
FEEL JOB UTILIZES TALENTS AT LEAST FAIRLY WELL	78%	77%
FEEL JOB UTILIZES TRAINING AT LEAST FAIRLY WELL	79%	67%
<hr/>		
TYPE OF USAF MEDICAL UNIT ASSIGNED TO:		
DISPENSARY PHARMACY	7%	*
CLINIC	12%	47%
HOSPITAL	41%	33%
REGIONAL HOSPITAL	17%	14%
MEDICAL CENTER	21%	6%
SCHOOL OF HEALTH CARE SCIENCES	2%	*

* Less than 1 percent

TABLE 23

TASKS WHICH BEST REFLECT SIMILARITIES AND DIFFERENCES BETWEEN
DAFSC 90550 CONUS AND OVERSEAS PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING		DIFFERENCE
	CONUS (N=318)	OVERSEAS (N=51)	
DELIVER UNIT DOSE OR IV ADMIXTURES TO WARDS	42	14	+28
PERFORM RECONSTITUTION OF INJECTABLES	34	6	+28
PREPARE PIGGYBACKS	32	6	+27
PREPARE HYPERALIMENTATIONS OR TOTAL PARENTERAL NUTRITION SOLUTIONS	30	4	+26
PREPARE INTRAVENOUS ADMIXTURES	35	10	+25
AFFIX MAIN OR AUXILIARY LABELS TO IVs OR ENTERAL FEEDING PRODUCTS	36	12	+24
PREPARE UNIT DOSE CARTS	33	10	+23
PREPACKAGE UNIT DOSE ORAL SOLIDS	28	6	+22
ORGANIZE OLD MEDICATION PICKUP FROM BASE QUARTERS	5	4	+ 1
EVALUATE REPORTS OR PROCEDURES	5	4	+ 1
PREPARE TOPICAL CYTOTOXIC AGENTS	5	4	+ 1
COMPOUND SYRUPS	28	29	- 1
EVALUATE TRAINING METHODS, TECHNIQUES, OR PROGRAMS	5	6	- 1
IMPLEMENT INSTRUCTIONS CONTAINED IN AIR FORCE MEDICAL MATERIAL LETTERS (AFMML)	16	41	-25
MAINTAIN SUPPLY FILES	19	45	-26
STORE SCHEDULED OR OTHER CONTROLLED DRUGS	38	65	-27
RECEIVE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS	40	67	-27
MAINTAIN AF FORMS 2383 (PRESCRIBER INFORMATION) FILES	22	49	-27
INSPECT INCOMING SUPPLIES OR EQUIPMENT FOR IDENTITY, QUANTITY, OR DAMAGE	30	59	-29
MAINTAIN AF FORMS 582 (PHARMACY STOCK RECORD) FILES	33	63	-30
RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	33	69	-36

TABLE 24

RELATIVE PERCENT TIME SPENT ON DUTIES BY 905XO MAJOR COMMAND GROUPS

DUTIES	USAFE (N=59)	AFSC (N=85)	ATC (N=86)	MAC (N=87)	SAC (N=124)	TAC (N=107)
A PLANNING AND ORGANIZING	12	8	8	8	8	6
B DIRECTING AND IMPLEMENTING	9	9	9	9	8	8
C EVALUATING AND INSPECTING	5	4	4	4	4	4
D TRAINING	3	3	8	2	3	2
E PERFORMING ADMINISTRATIVE FUNCTIONS	11	5	5	6	7	6
F MAINTAINING PHARMACEUTICAL SUPPLIES	17	12	12	11	13	13
G COMPOUNDING AND PREPACKAGING PHARMACEUTICAL PREPARATIONS	11	8	11	12	12	14
H PREPARING STERILE PRODUCTS AND ENTERAL FEEDING PRODUCTS	*	6	4	5	3	4
I DISPENSING OUTPATIENT OR INPATIENT PRESCRIPTIONS	24	33	30	34	32	34
J PERFORMING PHARMACEUTICAL CALCULATIONS	3	5	5	4	5	4
K PERFORMING GENERAL PHARMACEUTICAL FUNCTIONS	5	7	5	5	6	6

* Denotes less than 1 percent

TABLE 25

BACKGROUND INFORMATION FOR 905X0 MAJOR COMMAND GROUPS

	TOTAL SAMPLE (N=642)	USAFE (N=59)	AFSC (N=85)	ATC (N=86)	MAC (N=87)	SAC (N=124)	TAC (N=107)
PERCENT OF TOTAL SAMPLE	100%	9%	13%	13%	14%	19%	17%
AVERAGE NUMBER OF TASKS PERFORMED	74	95	67	70	65	83	75
JOB DIFFICULTY INDEX	10.2	11.9	9.5	10.6	9.2	10.9	10
PERCENT IN CONUS	86%	3%	97%	100%	98%	98%	96%
AVERAGE PAYGRADE	E-4	E-5	E-4	E-4	E-4	E-4, E-5	E-4
DAFSC							
90530	17%	12%	12%	21%	23%	11%	22%
90550	60%	58%	66%	55%	58%	64%	61%
90570	21%	30%	20%	23%	18%	22%	14%
90590	2%	0%	2%	1%	1%	3%	3%
AVERAGE MONTHS TICF	62	77	59	62	48	68	56
AVERAGE MONTHS TAFMS	78	97	77	75	68	84	68
PERCENT IN FIRST ENLISTMENT	47%	42%	61%	55%	74%	52%	66%
FIND JOB INTERESTING	73%	73%	79%	78%	69%	77%	68%
FEEL JOB UTILIZES TALENTS AT LEAST FAIRLY WELL	78%	75%	84%	85%	71%	77%	79%
FEEL JOB UTILIZES TALENTS AT LEAST FAIRLY WELL	79%	68%	82%	88%	77%	79%	84%
PLAN TO REENLIST	64%	61%	74%	72%	52%	57%	64%

The background data in Table 25 reflect an interesting profile for USAFE personnel. They are the most senior personnel with an average of 97 months in service and an average paygrade of E-5. They perform an average of 95 tasks (compared to 74 for the total sample), with a job difficulty of 11.9. Job satisfaction data in Table 25 show a relatively low job interest among MAC personnel, while USAFE personnel feel their talents are not being utilized as well as others do. Overall, the job satisfaction of both MAC and USAFE personnel is lower than for other groups and this is reflected in the relatively low percentages planning to reenlist.

ANALYSIS OF COMPUTER USAGE

As mentioned in the INTRODUCTION, training and functional managers have an interest in the use of computer systems within the specialty. Occupational survey data reflecting computer usage were compared across several groups of Pharmacy personnel.

Write-in comments indicated that the implementation of computers in the career ladder is taking on a very diversified form. Aside from the six computer systems listed in the inventory, respondents indicated seven other types of computers currently in use. Several respondents indicated there was no computer in their pharmacy, but went on to mention that one is expected in the very near future.

The data in Table 26 show that about equal percentages of all the groups of pharmacy personnel are performing the various computer functions. As a general rule, it appears that computer use decreases with experience and increased responsibility. Most of the computer functions, however, are technical in nature; therefore, a decrease in computer use is expected in higher level supervisory positions. One group which does stand out in this comparison is the 90550 overseas personnel. In general, these personnel are utilizing computers substantially less than other groups.

While computer usage is quite extensive across the career ladder as a whole, no single computer system has become universalized. The type of computer used by any individual is more a function of availability at the given facility than of the type of job being performed.

COMPARISON TO PREVIOUS SURVEY

The results of this occupational survey on the 905X0 career ladder were compared to those of the previous Occupational Survey Report, AFPT 90-905-364, dated December 1978. This comparison can be used to identify changes in the career ladder due to new equipment, policies, or newly defined mission goals. Overall, the two reports yielded very similar findings, with a few differences to be described below.

TABLE 26

COMPUTER USAGE ACROSS JOB, EXPERIENCE, AND CONUS/OVERSEAS GROUPS

	JOB GROUPS				TAFMS		CONUS/OVERSEAS (90550)			
	PHARMACY DISPENSING PERSONNEL (N=418)		PHARMACY SUPERVISORY & MANAGEMENT PERSONNEL (N=162)		1-48 MOS (N=301)	49-96 MOS (N=163)	97+ MOS (N=178)	TOTAL 90550 (N=384)	CONUS (N=318)	OVERSEAS (N=51)
PERCENT USING PHARMACY COMPUTER	81%	73%	83%	78%	72%	79%	85%	27%		
COMPUTER FUNCTION PERFORMED:										
NONE	18%	30%	18%	23%	29%	21%	14%	71%		
CONTROLLED DRUG INVENTORIES	51%	50%	54%	50%	47%	51%	56%	22%		
INTER/ADVERSE DRUG AFFECTS	25%	20%	25%	35%	20%	29%	32%	12%		
DRUG INVENTORIES	39%	27%	41%	38%	26%	37%	41%	14%		
INPATIENT LABELS	63%	54%	65%	56%	56%	61%	69%	16%		
I.V. LABELS	56%	46%	57%	53%	47%	55%	63%	14%		
OUTPATIENT LABELS	74%	63%	75%	72%	62%	72%	80%	28%		
PATIENT PROFILES	28%	28%	29%	39%	26%	33%	36%	12%		
PRESCRIPTION MAILOUT PROGRAM	7%	7%	8%	9%	8%	9%	9%	4%		
UCA DATA COLLECTION	60%	59%	60%	59%	56%	58%	64%	18%		
WORD PROCESSING	17%	24%	17%	18%	25%	19%	20%	10%		

The general career ladder structure, as reflected in Table 27, is basically the same. The one major job group appearing in the 1978 study which has no current equivalent is the Unit Dose Personnel independent job type. In the current study, personnel performing unit dose-related tasks were identified within the Pharmacy Dispensing Personnel cluster as a subordinate job type. The job performed by these personnel, however, is not different enough to constitute an independent job type. Rather, these incumbents are performing general dispensing tasks along with their unit dose work. The general trend within the various subordinate jobs was for more specialization in the 1978 survey, which identified 14 subordinate jobs versus 10 identified in the current survey. Currently, the rule is for general pharmacy specialists and technicians to rotate among the various specialized duties so few job incumbents are spending a large majority of their time on a single duty.

Job satisfaction, as reflected in Table 28, has not changed a great deal for any of the three experience groups. The most notable changes between the two surveys are in reenlistment plans for first- and second-enlistment personnel. A substantially larger percentage of respondents from the 1986 first- and second-enlistment groups plan to reenlist, than from the 1978 groups. This trend reversed, however, in the career personnel group, with 6 percent fewer planning to reenlist in 1986. Other than plans for reenlistment, overall job satisfaction has remained about the same since the last occupational survey.

ANALYSIS OF WRITE-IN COMMENTS

Respondents are given the opportunity to express any comments they may have about the survey or their career ladder in general, and to explain responses in blank pages at the end of the survey booklet. The results of this invitation brought comments reflecting new trends within the career ladder, as well as comments explaining job satisfaction responses.

Another new trend mentioned in the write-in comments deals with refill pharmacies. Several respondents indicated tasks dealing exclusively with the refill pharmacy function, including changing tapes or recording machines, listening to tape recordings, calling patients about problems with refill orders, and putting prescription numbers into a computer. Although occupational survey data indicated an overall acceptable level of job satisfaction across the career ladder as a whole, some strong emotions were expressed by dissatisfied personnel. These respondents indicated such problems as undermanning, stressful workloads with little recognition, and boredom due to continuous repetition of monotonous tasks. At the other end of the spectrum, comments were made by personnel in small facilities who were handling multiple aspects of pharmacy operation. These respondents indicated they enjoyed the challenge and responsibility of such a position.

TABLE 27
 A COMPARISON OF MAJOR JOB GROUPS IDENTIFIED
 IN THE 1978 AND 1986 OSRs

1978 CLUSTERS AND INDEPENDENT JOB TYPES	1986 CLUSTERS AND INDEPENDENT JOB TYPES
PHARMACY SUPERVISORY & MANAGEMENT PERSONNEL (C)	PHARMACY SUPERVISORY & MANAGEMENT PERSONNEL (C)
PHARMACY PATIENT DISPENSING PERSONNEL (C)	PHARMACY DISPENSING PERSONNEL (C)
TRAINING PERSONNEL (IJT)	PHARMACY INSTRUCTOR PERSONNEL (IJT)
UNIT DOSE PERSONNEL (IJT)	

C = Cluster
 IJT = Independent Job Type

TABLE 28

COMPARISON OF JOB SATISFACTION DATA FOR VARIOUS 905X0
ENLISTMENT GROUPS IN THE 1978 AND 1986 SURVEYS
(PERCENT MEMBERS RESPONDING)

	FIRST ENLISTMENT		SECOND ENLISTMENT		CAREER	
	<u>1978</u>	<u>1986</u>	<u>1978</u>	<u>1986</u>	<u>1978</u>	<u>1986</u>
FIND JOB INTERESTING	69	75	69	69	73	74
TALENTS USED AT LEAST FAIRLY WELL	74	78	71	79	81	78
TRAINING USED AT LEAST FAIRLY WELL	81	79	80	74	83	84
PLAN TO REENLIST	37	58	58	72	73	67

IMPLICATIONS

This survey was conducted primarily to provide technical training personnel with information about the Pharmacy specialty in general and to assess the impact of computer systems and unit dose and I.V. admixture administration systems on the career ladder.

Both the current STS and POI have been implemented since the last occupational survey report. Analysis of these documents, using occupational survey data, showed both the STS and POI were exceptionally well supported.

The impact of computer systems could not be comparatively assessed since widespread implementation is fairly recent. In general, computers are being used by 79 percent of the career ladder at all levels of pharmacy operation. While virtually all groups are utilizing computers, no group appears to be spending an inordinate amount of time on them. Also, the current implementation of computers is very diversified. While most pharmacies have some type of computer available, no single system has been universally implemented across the career ladder. Such diversity may present problems for teaching computer operation in a formalized course.

A review of job satisfaction data shows substantial improvements since the last survey. Overall job interest and perceived utilization of talents is notably higher than in 1978. Unsatisfied personnel attribute their dissatisfaction to lack of recognition and responsibility, along with monotonous repetition of simple tasks. Managers and supervisors should be aware of these problems and try to find means of improving them.

APPENDIX A

TABLE A1

GROUP ID NUMBER AND TITLE: GRP028 - PHARMACY DISPENSING PERSONNEL
 NUMBER IN GROUP: 418 PERCENT OF SAMPLE: 65%
 MAJCOM DISTRIBUTION: AFSC (13%), ATC (12%), MAC (13%), SAC (20%),
 TAC (17%), OTHER (25%)
 LOCATION: CONUS (89%), OVERSEAS (11%)
 DAFSC DISTRIBUTION: 90530 (21%), 90550 (68%), 90570 (10%), 90590 (1%)
 AVERAGE GRADE: E-4 AVERAGE MONTHS IN SERVICE: 52
 AVERAGE MONTHS IN CAREER FIELD: 41

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	93
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	92
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	91
I276 PLACE MEDICATION IN CONTAINERS	91
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	90
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	89
K295 CLEAN PHARMACY FACILITIES	89
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	85
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	83
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	83
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	79
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	78
J292 INTERPRET ROMAN NUMERALS	78
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	77
I278 RECORD REFILL PRESCRIPTIONS	76
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	76
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	75
G241 PRINT LABELS FOR PREPACKAGED DRUGS	71
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	70
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	68
I274 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	67
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	67
G220 COMPOUND CREAMS	65
G234 MAKE ENTRIES ON AF FORMS 2382 (PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL LOG)	64
I269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	62

TABLE A2

GROUP ID NUMBER AND TITLE: GRPO69 - GENERAL DISPENSING TECHNICIANS AND
SPECIALISTS

NUMBER IN GROUP: 270 PERCENT OF CLUSTER: 65%
MAJCOM DISTRIBUTION: AFLC (7%), AFSC (9%), ATC (12%), MAC (12%),
PACAF (2%), SAC (24%), TAC (18%), USAFE (9%), OTHER (7%)
LOCATION: CONUS (87%), OVERSEAS (13%)
DAFSC DISTRIBUTION: 90530 (20%), 90550 (74%), 90570 (6%)
AVERAGE GRADE: E-4 AVERAGE MONTHS IN SERVICE: 46
AVERAGE MONTHS IN CAREER FIELD: 41

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	99
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	96
I283 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	96
I276 PLACE MEDICATION IN CONTAINERS	95
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	94
K295 CLEAN PHARMACY FACILITIES	94
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	93
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	91
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	90
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	89
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	87
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	87
G241 PRINT LABELS FOR PREPACKAGED DRUGS	87
I278 RECORD REFILL PRESCRIPTIONS	86
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	84
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	84
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	83
J292 INTERPRET ROMAN NUMERALS	83
I274 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	82
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	82
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	82
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	81
G234 MAKE ENTRIES ON AF FORMS 2382 (PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL LOG)	79
G220 COMPOUND CREAMS	77
G233 MAKE ENTRIES ON AF FORMS 2381 (PHARMACY MASTER FORMULA)	76

TABLE A3

GROUP ID NUMBER AND TITLE: GRP086 - INPATIENT PHARMACY NCOICs
 NUMBER IN GROUP: 7 PERCENT OF CLUSTER: 2%
 MAJCOM DISTRIBUTION: AFSC (14%), MAC (29%), SAC (29%), TAC (14%), OTHER (14%)
 LOCATION: CONUS (100%)
 DAFSC DISTRIBUTION: 90550 (86%), 90570 (14%)
 AVERAGE GRADE: E-5 AVERAGE MONTHS IN SERVICE: 71
 AVERAGE MONTHS IN CAREER FIELD: 51

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I276 PLACE MEDICATION IN CONTAINERS	100
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	100
H254 PREPARE INTRAVENOUS ADMIXTURES	100
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	100
H249 PERFORM RECONSTITUTION OF INJECTABLES	100
H247 DELIVER UNIT DOSE OR I.V. ADMIXTURES TO WARDS	100
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	100
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	100
K295 CLEAN PHARMACY FACILITIES	100
B77 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	100
H252 PREPARE HYPERALIMENTATIONS OR TOTAL PARENTERAL NUTRITION SOLUTIONS	100
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	100
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	100
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	100
J292 INTERPRET ROMAN NUMERALS	100
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	100
G241 PRINT LABELS FOR PREPACKAGED DRUGS	100
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	100
B74 SUPERVISE APPRENTICE PHARMACY SPECIALISTS (AFSC 90530)	86
D116 CONDUCT OJT	86
G223 COMPOUND OINTMENTS	86
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	86
H248 MAINTAIN PATIENT PROFILES FOR I.V.	86
H255 PREPARE PIGGYBACKS	86
H250 PREPARE ENTERAL NUTRITION SOLUTIONS	86
H246 AFFIX MAIN OR AUXILIARY LABELS TO I.V.s OR ENTERAL FEEDING PRODUCTS	86
B70 ORIENT NEWLY ASSIGNED PERSONNEL	86
J293 REDUCE OR ENLARGE FORMULAS	86
G236 PREPACKAGE BULK COMPOUNDS	86
C106 INSPECT PHARMACEUTICALS IN WARDS OR CLINICS	86

TABLE A4

GROUP ID NUMBER AND TITLE: GRP082 - PHARMACEUTICAL SUPPLY PERSONNEL
 NUMBER IN GROUP: 8 PERCENT OF CLUSTER: 2%
 MAJCOM DISTRIBUTION: AFSC (13%), MAC (13%), TAC (50%), USAFE (25%)
 LOCATION: CONUS (75%), OVERSEAS (25%)
 DAFSC DISTRIBUTION: 90530 (25%), 90550 (75%)
 AVERAGE GRADE: E-3, E-4 AVERAGE MONTHS IN SERVICE: 48
 AVERAGE MONTHS IN CAREER FIELD: 36

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	100
G234 MAKE ENTRIES ON AF FORMS 2382 (PHARMACY BULK COMPOUNDING CHRONOLOGICAL CONTROL LOG)	100
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	88
K295 CLEAN PHARMACY FACILITIES	88
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	88
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	88
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	88
E158 MAINTAIN AF FORMS 579 (CONTROLLED SUBSTANCES REGISTER)	88
G233 MAKE ENTRIES ON AF FORMS 2381 (PHARMACY MASTER FORMULA)	88
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	88
G220 COMPOUND CREAMS	88
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	88
G225 COMPOUND SOLUTIONS	88
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	75
F207 MAINTAIN SUPPLY FILES	75
I276 PLACE MEDICATION IN CONTAINERS	75
A21 ESTABLISH SUPPLY LEVELS	75
F213 RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	75
G241 PRINT LABELS FOR PREPACKAGED DRUGS	75
A8 DETERMINE WORK PRIORITIES	75
G221 COMPOUND ELIXIRS	75
G227 COMPOUND SUSPENSIONS	75
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, OR SUPPLIES	63
F211 RECEIVE BULK PHARMACEUTICALS	63
F215 SEPARATE BULK PHARMACEUTICALS FOR STORAGE	63
F217 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS AND FLAMMABLE ITEMS	63
B71 PARTICIPATE IN DISASTER CONTROL OR EMERGENCY PROCEDURES	63
I278 RECORD REFILL PRESCRIPTIONS	63
B52 DIRECT COMPOUNDING OR PREPACKING OF PHARMACEUTICAL PREPARATIONS	63
F193 DESTROY UNSERVICEABLE NONCONTROLLED DRUGS	63

TABLE A5

GROUP ID NUMBER AND TITLE: GRPO48 - DISPENSING NCOICs

NUMBER IN GROUP: 33

PERCENT OF CLUSTER: 8%

MAJCOM DISTRIBUTION: AFLC (9%), AFSC (21%), ATC (15%), MAC (12%), SAC (27%),
TAC (9%), OTHER (7%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90550 (42%), 90570 (52%), 90590 (6%)

AVERAGE GRADE: E-5

AVERAGE MONTHS IN SERVICE: 124

AVERAGE MONTHS IN CAREER FIELD: 87

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	100
I276 PLACE MEDICATION IN CONTAINERS	97
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	94
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	94
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	91
J292 INTERPRET ROMAN NUMERALS	91
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	88
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	88
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	85
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	85
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	85
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	85
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	82
K295 CLEAN PHARMACY FACILITIES	82
B77 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	79
B69 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	79
A8 DETERMINE WORK PRIORITIES	79
B50 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	79
B74 SUPERVISE APPRENTICE PHARMACY SPECIALISTS (AFSC 90530)	76
I278 RECORD REFILL PRESCRIPTIONS	76
C111 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	70
B43 ASSIGN PERSONNEL TO DUTY POSITIONS OR ROTATE DUTY POSITIONS	70
B53 DIRECT DISPENSING OF PHARMACEUTICAL PREPARATIONS	67
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	67
B70 ORIENT NEWLY ASSIGNED PERSONNEL	67
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	67
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	67
D116 CONDUCT OJT	64

TABLE A6

GROUP ID NUMBER AND TITLE: GRP054 - DISPENSING SPECIALISTS
 NUMBER IN GROUP: 70 PERCENT OF CLUSTER: 17%
 MAJCOM DISTRIBUTION: AFLC (9%), AFSC (17%), ATC (14%), MAC (16%), SAC (9%),
 TAC (17%), USAFE (4%), OTHER (14%)
 LOCATION: CONUS (90%), OVERSEAS (10%)
 DAFSC DISTRIBUTION: 90530 (36%), 90550 (59%), 90570 (5%)
 AVERAGE GRADE: E-3, E-4 AVERAGE MONTHS IN SERVICE: 41
 AVERAGE MONTHS IN CAREER FIELD: 31

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	94
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	94
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	86
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	86
I276 PLACE MEDICATION IN CONTAINERS	83
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	81
K295 CLEAN PHARMACY FACILITIES	81
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	81
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	76
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	76
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	67
J292 INTERPRET ROMAN NUMERALS	66
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	60
I278 RECORD REFILL PRESCRIPTIONS	59
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	57
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	50
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	50
G220 COMPOUND CREAMS	44
G219 AFFIX MAIN OR AUXILIARY LABELS TO COMPOUND AND PREPACKAGED PHARMACEUTICAL PREPARATIONS	43
I269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	43
I279 REPLACE SAFETY CAPS ON REFILL CONTAINERS	41
K299 REMOVE AND DISPOSE OF TRASH OR WASTE MATERIALS	39
K297 PERFORM PREVENTIVE MAINTENANCE ON PHARMACY EQUIPMENT	36
G241 PRINT LABELS FOR PREPACKAGED DRUGS	36
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	34
J293 REDUCE OR ENLARGE FORMULAS	30
G232 MAKE ENTRIES ON AF FORMS 2380 (PHARMACY MANUFACTURING CONTROL DATA)	30

TABLE A7

GROUP ID NUMBER AND TITLE: GRP070 - APPRENTICE DISPENSING PERSONNEL
 NUMBER IN GROUP: 6 PERCENT OF CLUSTER: 1%
 MAJCOM DISTRIBUTION: AFSC (67%), ATC (17%), TAC (17%)
 LOCATION: CONUS (100%)
 DAFSC DISTRIBUTION: 90530 (33%), 90550 (67%)
 AVERAGE GRADE: E-3 AVERAGE MONTHS IN SERVICE: 22
 AVERAGE MONTHS IN CAREER FIELD: 8

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I277 PREPARE UNIT DOSE CARTS	100
I276 PLACE MEDICATION IN CONTAINERS	100
I265 DELIVER UNIT DOSE CARTS TO WARDS	100
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	100
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	100
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	83
K294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	83
I272 MAINTAIN PATIENT PROFILES FOR UNIT DOSE	67
I269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	67
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	50
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATIONS ORDERS	50
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	50
H247 DELIVER UNIT DOSE OR I.V. ADMIXTURES TO WARDS	50
I261 COMPLETE INPATIENT DISPENSING FORMS, SUCH AS DOCTOR'S ORDER OR BULK ORDERS	50
I278 RECORD REFILL PRESCRIPTIONS	50
I279 REPLACE SAFETY CAPS ON REFILL CONTAINERS	50
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	50
K295 CLEAN PHARMACY FACILITIES	50
I274 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	50
G227 COMPOUND SUSPENSIONS	50
G221 COMPOUND ELIXIRS	50
B70 ORIENT NEWLY ASSIGNED PERSONNEL	50
G220 COMPOUND CREAMS	50
I275 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO CLINICS	33
H250 PREPARE ENTERAL NUTRITION SOLUTIONS	33
I260 COMPARE WARD STOCK ORDERS AGAINST APPROVED STOCK DRUG LIST	33
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	33
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	33
J283 CALCULATE CONCENTRATION OR DILUTION OF PREPARATIONS	33
G225 COMPOUND SOLUTIONS	33

TABLE A8

GROUP ID NUMBER AND TITLE: GRP071 - IV SPECIALISTS

NUMBER IN GROUP: 13

PERCENT OF CLUSTER: 3%

MAJCOM DISTRIBUTION: AFLC (15%), AFSC (31%), ATC (23%), MAC (23%),
OTHER (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90530 (23%), 90550 (69%), 90570 (8%)

AVERAGE GRADE: E-3, E-4

AVERAGE MONTHS IN SERVICE: 40

AVERAGE MONTHS IN CAREER FIELD: 33

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
H254 PREPARE INTRAVENOUS ADMIXTURES	100
H252 PREPARE HYPERALIMENTATIONS OR TOTAL PARENTERAL NUTRITION SOLUTIONS	100
H294 CLEAN PHARMACY EQUIPMENT OR GLASSWARE	100
H255 PREPARE PIGGYBACKS	92
H249 PERFORM RECONSTITUTION OF INJECTABLES	92
H247 DELIVER UNIT DOSE OR I.V. ADMIXTURES TO WARDS	92
I277 PREPARE UNIT DOSE CARTS	92
I265 DELIVER UNIT DOSE CARTS TO WARDS	92
H246 AFFIX MAIN OR AUXILIARY LABELS TO I.V.s OR ENTERAL FEEDING PRODUCTS	92
H256 PREPARE STERILE IRRIGATING SOLUTIONS	92
I280 TYPE LABELS FOR INPATIENT PRESCRIPTION CONTAINERS	92
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	85
J287 CALCULATE RATIO AND PROPORTION OF I.V.s	77
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	77
H250 PREPARE ENTERAL NUTRITION SOLUTIONS	77
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	77
J269 FILL PRESCRIPTIONS FOR AIR-EVAC PATIENTS	77
J292 INTERPRET ROMAN NUMERALS	77
J288 CALCULATE THE MILLI-EQUIVALENT CONCENTRATION OF ELECTROLYTE SOLUTIONS	69
H248 MAINTAIN PATIENT PROFILES FOR I.V.	69
I274 PICK UP MEDICATION ORDERS FROM OR DELIVER THEM TO WARDS	69
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	69
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	69
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	62
J286 CALCULATE PERCENTAGE SOLUTIONS	62
J283 CALCULATE CONCENTRATION OR DILUTION OF PREPARATIONS	62
G238 PREPACKAGE UNIT DOSE ORAL SOLIDS	62
G241 PRINT LABELS FOR PREPACKAGED DRUGS	62

TABLE A9

GROUP ID NUMBER AND TITLE: GRP033 - PHARMACY SUPERVISORY & MANAGEMENT
PERSONNEL

NUMBER IN GROUP: 162 PERCENT OF CLUSTER: 25%
 MAJCOM DISTRIBUTION: AFLC (4%), AFSC (11%), ATC (14%), MAC (11%), PACAF (3%),
 SAC (19%), TAC (18%), USAF (15%), OTHER (5%)
 LOCATION: CONUS (80%), OVERSEAS (20%)
 DAFSC DISTRIBUTION: 90530 (3%), 90550 (39%), 90570 (51%), 90590 (7%)
 AVERAGE GRADE: E-5, E-6 AVERAGE MONTHS IN SERVICE: 145
 AVERAGE MONTHS IN CAREER FIELD: 121

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
F194 IDENTIFY DRUG SOURCES USING COMMERCIAL PUBLICATIONS, SUCH AS BLUE BOOK, RED BOOK, OR WHOLESALE CATALOGS	91
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	90
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	90
F196 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG	88
F211 RECEIVE BULK PHARMACEUTICALS	87
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	87
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	87
F213 RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	87
F212 RECEIVE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS	86
A8 DETERMINE WORK PRIORITIES	86
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	85
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	85
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	85
F208 PREPARE LOCAL PURCHASE REQUISITIONS FOR STANDARD OR NONSTANDARD ITEMS	85
F218 STORE SCHEDULED OR OTHER CONTROLLED DRUGS	84
F202 INSPECT INCOMING SUPPLIES OR EQUIPMENT FOR IDENTITY, QUANTITY, OR DAMAGE	83
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	83
A21 ESTABLISH SUPPLY LEVELS	83
F217 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS AND FLAMMABLE ITEMS	83
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	83
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, OR SUPPLIES	81
C111 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	81
B70 ORIENT NEWLY ASSIGNED PERSONNEL	81
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	81
F186 ADJUST STOCK LEVELS	81

TABLE A10

GROUP ID NUMBER AND TITLE: GRP075 - GENERAL PHARMACY SUPERVISORS
 NUMBER IN GROUP: 136 PERCENT OF CLUSTER: 84%
 MAJCOM DISTRIBUTION: AFLC (4%), AFSC (8%), ATC (13%), MAC (12%), PACAF (4%),
 SAC (21%), TAC (17%), USAFE (18%), OTHER (3%)
 LOCATION: CONUS (77%), OVERSEAS (23%)
 DAFSC DISTRIBUTION: 90530 (4%), 90550 (35%), 90570 (54%), 90590 (8%)
 AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 151
 AVERAGE MONTHS IN CAREER FIELD: 127

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	96
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	95
F194 IDENTIFY DRUG SOURCES USING COMMERCIAL PUBLICATIONS, SUCH AS BLUE BOOK, RED BOOK, OR WHOLESALE CATALOGS	93
A8 DETERMINE WORK PRIORITIES	93
F213 RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	93
I258 AFFIX MAIN OR AUXILIARY LABELS TO OUTPATIENT PRESCRIPTIONS	91
I263 CONSULT PHYSICIAN TO CORRECT PRESCRIPTION OR MEDICATION ORDER INACCURACIES	91
F196 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG	91
I266 DISPENSE PHARMACEUTICAL PREPARATIONS TO PATIENTS	90
I262 CONSULT PHYSICIAN TO CORRECT DRUG INTERACTIONS, INCOMPATIBILITIES, OR ALLERGIES	90
F218 STORE SCHEDULED OR OTHER CONTROLLED DRUGS	90
I259 COMPARE MEDICATIONS WITH LABELS AND PRESCRIPTIONS OR MEDICATION ORDERS	90
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	90
F211 RECEIVE BULK PHARMACEUTICALS	90
F212 RECEIVE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS	90
I268 FILE PRESCRIPTIONS FOR REGULAR OR SCHEDULED DRUGS	89
I264 COUNSEL PATIENTS ON DOSAGE, USAGE, OR STORAGE OF PHARMACEUTICAL PREPARATIONS	89
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	89
I276 PLACE MEDICATION IN CONTAINERS	88
F208 PREPARE LOCAL PURCHASE REQUISITIONS FOR STANDARD OR NONSTANDARD ITEMS	88
I267 EVALUATE PRESCRIPTIONS OR MEDICATION ORDERS FOR COMPLETENESS	88
I273 NUMBER OUTPATIENT PRESCRIPTIONS, INPATIENT PRESCRIPTIONS, OR BULK MEDICATION ORDERS	87
B69 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	87
J292 INTERPRET ROMAN NUMERALS	87
I278 RECORD REFILL PRESCRIPTIONS	86

TABLE A11

GROUP ID NUMBER AND TITLE: GRP087 - PHARMACY SUPERINTENDENTS
 NUMBER IN GROUP: 6 PERCENT OF CLUSTER: 4%
 MAJCOM DISTRIBUTION: AFSC (67%), ATC (17%), TAC (17%)
 LOCATION: CONUS (100%)
 DAFSC DISTRIBUTION: 90550 (17%), 90570 (67%), 90590 (17%)
 AVERAGE GRADE: E-6, E-7 AVERAGE MONTHS IN SERVICE: 214
 AVERAGE MONTHS IN CAREER FIELD: 166

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
B69 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A41 SCHEDULE TDY, LEAVES, OR PASSES	100
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	100
A22 ESTABLISH WORK SCHEDULES	100
B79 WRITE CORRESPONDENCE	100
B43 ASSIGN PERSONNEL TO DUTY POSITIONS OR ROTATE DUTY POSITIONS	100
B70 ORIENT NEWLY ASSIGNED PERSONNEL	100
B77 SUPERVISE PHARMACY SPECIALISTS (AFSC 90550)	100
B78 SUPERVISE PHARMACY TECHNICIANS (AFSC 90570)	100
A40 PREPARE WORK ASSIGNMENTS	100
A1 ACT AS SPECIALIST ADVISOR ON PHARMACY POLICY, DRUG INFORMATION, OR THERAPEUTICS	100
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, OR SUPPLIES	100
C91 EVALUATE INDIVIDUALS FOR RECOGNITION	100
C88 EVALUATE DRUG COMPLAINTS	100
B50 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	100
A6 DETERMINE REQUIREMENTS FOR MAINTENANCE OF EQUIPMENT OR FACILITIES	100
A8 DETERMINE WORK PRIORITIES	83
B66 IMPLEMENT SELF-INSPECTION PROGRAMS	83
A17 ESTABLISH ORGANIZATIONAL POLICIES, PHARMACY OPERATING INSTRUCTIONS, OR PROCEDURES	83
A13 DEVELOP WORK METHODS OR PROCEDURES	83
A23 MAINTAIN PHARMACY DISPENSING ERROR DATA	83
A16 ESTABLISH OR MONITOR STANDARDS OF PERSONAL HYGIENE AND APPEARANCE OF STAFF	83
C111 WRITE OR REVIEW AIRMAN PERFORMANCE REPORTS (APR)	83
A20 ESTABLISH STANDARDS OF PHARMACY CLEANLINESS	83
C80 ANALYZE WORKLOAD REQUIREMENTS	83
A15 ESTABLISH OR MONITOR QUALITY CONTROL PROGRAMS	83
A4 COORDINATE WORK ACTIVITIES WITH OTHER SECTIONS	83
A2 ACT AS TRAINING ADVISOR	83
E150 COMPLETE AF FORMS 3078 (UCA MONTHLY PERSONNEL TIME DISTRIBUTION QUESTIONNAIRE AND UTILIZATION WORKSHEET)	83
A18 ESTABLISH PERFORMANCE STANDARDS	83

TABLE A12

GROUP ID NUMBER AND TITLE: GRP058 - SUPPLY MANAGERS

NUMBER IN GROUP: 14

PERCENT OF CLUSTER: 9%

MAJCOM DISTRIBUTION: AFLC (7%), AFSC (14%), ATC (21%), MAC (7%), SAC (21%),
TAC (21%), OTHER (9%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 90550 (71%), 90570 (29%)

AVERAGE GRADE: E-5

AVERAGE MONTHS IN SERVICE: 91

AVERAGE MONTHS IN CAREER FIELD: 69

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
F211 RECEIVE BULK PHARMACEUTICALS	100
F194 IDENTIFY DRUG SOURCES USING COMMERCIAL PUBLICATIONS, SUCH AS BLUE BOOK, RED BOOK, OR WHOLESALE CATALOGS	100
A21 ESTABLISH SUPPLY LEVELS	100
F198 IDENTIFY DRUGS USING NATIONAL DRUG CODE (NDC)	100
F186 ADJUST STOCK LEVELS	100
F202 INSPECT INCOMING SUPPLIES OR EQUIPMENT FOR IDENTITY, QUANTITY, OR DAMAGE	93
F208 PREPARE LOCAL PURCHASE REQUISITIONS FOR STANDARD OR NONSTANDARD ITEMS	93
F207 MAINTAIN SUPPLY FILES	93
F196 IDENTIFY DRUGS USING FEDERAL SUPPLY CATALOG	93
F197 IDENTIFY DRUGS USING MICROFICHE	93
F195 IDENTIFY DRUGS USING AF MASTER MATERIAL MEDICAL LISTING	93
F214 ROTATE DRUG STOCKS TO ENSURE FRESHNESS AND POTENCY	93
F217 STORE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS AND FLAMMABLE ITEMS	93
F210 PREPARE SUPPLY REQUISITIONS OTHER THAN LOCAL PURCHASE	86
F215 SEPARATE BULK PHARMACEUTICALS FOR STORAGE	86
F216 STORE BULK PHARMACEUTICALS	86
F209 PREPARE REQUESTS FOR ISSUE/TURN IN OF SUPPLIES AND EQUIPMENT	86
F212 RECEIVE ITEMS REQUIRING SPECIAL HANDLING OR REFRIGERATION, SUCH AS BIOLOGICALS	86
F200 IMPLEMENT INSTRUCTIONS CONTAINED IN AIR FORCE MEDICAL MATERIAL LETTERS (AFMML)	86
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, OR SUPPLIES	79
F213 RECEIVE SCHEDULED OR OTHER CONTROLLED DRUGS	79
F199 IDENTIFY EQUIPMENT USING FEDERAL SUPPLY CATALOG	71
I281 TYPE LABELS FOR OUTPATIENT PRESCRIPTION CONTAINERS	71
I270 IDENTIFY TABLETS, CAPSULES, OR DRUGS	71
A26 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	71
K295 CLEAN PHARMACY FACILITIES	71
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	71

TABLE A13

GROUP ID NUMBER AND TITLE: GRP042 - PHARMACY INSTRUCTOR PERSONNEL
 NUMBER IN GROUP: 6 PERCENT OF CLUSTER: 1%
 MAJCOM DISTRIBUTION: ATC (100%)
 LOCATION: CONUS (100%)
 DAFSC DISTRIBUTION: 90550 (67%), 90570 (33%)
 AVERAGE GRADE: E-5 AVERAGE MONTHS IN SERVICE: 109
 AVERAGE MONTHS IN CAREER FIELD: 91

GROUP DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
D118 CONDUCT RESIDENT TECHNICAL TRAINING COURSES	100
D141 SCORE TESTS	100
D139 PREPARE OR REVISE LESSON PLANS	100
D112 ADMINISTER TESTS	100
D126 DEVELOP TRAINING CONTROL DOCUMENTS, SUCH AS PLANS OF INSTRUCTION (POI) OR SPECIALTY TRAINING STANDARDS (STS)	100
D123 DEMONSTRATE HOW TO LOCATE OR INTERPRET TECHNICAL INFORMATION	100
D138 PREPARE OR CONSTRUCT TRAINING AIDS	100
D147 WRITE TEST QUESTIONS OR CONSTRUCT TESTS	100
D146 WRITE STUDY GUIDES OR WORKBOOKS	100
D125 DETERMINE RESIDENT COURSE TRAINING REQUIREMENTS	67
D122 COUNSEL TRAINEES ON TRAINING PROGRESS	67
D140 PROCURE TRAINING AIDS, CLASSROOMS, OR EQUIPMENT	67
D134 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	50
D119 CONDUCT SAFETY TRAINING	50
D137 PLAN RESIDENT TRAINING COURSES	50
A40 PREPARE WORK ASSIGNMENTS	50
A18 ESTABLISH PERFORMANCE STANDARDS	50
A26 PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	50
D128 DIRECT RESIDENT TECHNICAL TRAINING COURSES	33
B72 RESOLVE TECHNICAL PROBLEMS FOR SUBORDINATES	33
D133 EVALUATE TRAINING PROGRESS OF INDIVIDUALS OR TRAINING STATUS OF SECTION	33
D144 WRITE JUSTIFICATIONS FOR TRAINING FACILITIES, EQUIPMENT, PUBLICATIONS, OR MATERIALS	33
B52 DIRECT COMPOUNDING OR PREPACKING OF PHARMACEUTICAL PREPARATIONS	33
B50 COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED MATTERS	33
A29 PLAN OR PREPARE BRIEFINGS	33
D130 EVALUATE INSTRUCTOR PERFORMANCE	33
A7 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, OR SUPPLIES	33
A8 DETERMINE WORK PRIORITIES	33
A13 DEVELOP WORK METHODS OR PROCEDURES	33
A16 ESTABLISH OR MONITOR STANDARDS OF PERSONAL HYGIENE AND APPEARANCE OF STAFF	33

END

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