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# Department of Defense DIRECTIVE

## AD-A272 712

March 21, 1989  
NUMBER 6025.12



ASD(HA)

SUBJECT: Use of Joint Healthcare Manpower Standards (JHMS)

- References:
- (a) Secretary of Defense Memorandum, "Implementation of the Recommendations of the Blue Ribbon Panel on Sizing DoD Medical Treatment Facilities," June 28, 1985
  - (b) DoD 5025.1-M, "Directives System Procedures," April 1981, authorized by DoD Directive 5025.1, December 23, 1988
  - (c) DoD Directive 5136.1, "Assistant Secretary of Defense (Health Affairs)," January 27, 1989
  - (d) DoD Directive 5124.2, "Assistant Secretary of Defense (Force Management and Personnel)," March 13, 1989

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### A. PURPOSE

This Directive:

1. Establishes policy and assigns responsibilities for determining peacetime healthcare manpower in fixed medical treatment facilities (MTFs) under reference (a).
2. Authorizes the issuance of DoD 6025.12-STD, "Joint Healthcare Manpower Standards (JHMS)," consistent with DoD 5025.1-M (reference (b)), to provide to DoD Components a uniform process for determining peacetime healthcare staffing requirements.
3. Provides a basis for ensuring the efficient use of DoD healthcare manpower resources.

### B. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense (OSD) and the Military Departments (hereafter referred to collectively as "DoD Components").

### C. POLICY

It is DoD policy:

1. That the Assistant Secretary of Defense (Health Affairs) (ASD(HA)) is the program manager for all DoD health and medical resources.
2. To ensure that:
  - a. The peacetime staffing requirements of the Military Health Services System (MHSS) provide quality healthcare in a productive environment.

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b. The JHMS are used to size the programmed medical force structure required, in excess of programmed wartime medical manpower requirements, to provide cost-effective medical care to the beneficiary population.

c. The JHMS provide the DoD Components and the MHSS with a uniform system for allocating peacetime healthcare manpower.

d. The JHMS are designed to enable criteria such as Diagnosis Related Groups, or other similar factors, to be used in assessing MHSS costs.

#### D. RESPONSIBILITIES

1. The Assistant Secretary of Defense (Health Affairs) (ASD)(HA), as principal staff assistant to the Secretary of Defense for DoD health matters, shall:

a. Manage, develop, and maintain JHMS consistent with overall DoD manpower requirements and personnel management policy.

b. In conjunction with the Assistant Secretary of Defense (Force Management and Personnel) (ASD(FM&P)), and in coordination with the Secretaries of the Military Departments, or designees, issue DoD 6025.12-STD in accordance with DoD Directive 5136.1 (reference (c)) and DoD 5025.1-M (reference (b)).

2. The Assistant Secretary of Defense (Force Management and Personnel) (ASD(FM&P)), as principal staff assistant to the Secretary of Defense for Total Force Management, military and civilian manpower, military and civilian personnel matters, and manpower requirements for weapons systems shall:

a. Establish manpower requirements determination and personnel management policy, guidance, and Instructions to DoD Components.

b. Review healthcare manpower standards for conformance with personnel policy, guidance, and Instructions.

c. In conjunction with the ASD(HA), and in coordination with the Secretaries of the Military Departments, or designees, issue DoD 6025.12-STD in accordance with DoD Directive 5124.2 (reference (d)) and DoD 5025.1-M (reference (b)).

3. The Secretaries of the Military Departments, or designees, shall use the JHMS to determine their peacetime healthcare manpower requirements.

#### E. JOINT HEALTHCARE MANPOWER STANDARDS (JHMS) SYSTEM

The JHMS System:

1. Provides a common methodology, format, and terminology, consistent with overall manpower requirements practices required by policy, which will serve as a foundation for all peacetime healthcare manpower standards.

2. Provides a definition for each manpower work center.

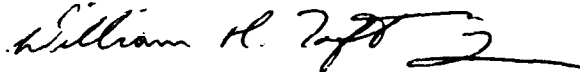
3. Establishes and maintains a common manpower standard for each work center.

Mar 21, 89  
6025.12

4. Develops, tests, and evaluates common methods for use by the DoD community to determine peacetime healthcare manpower requirements.

F. EFFECTIVE DATE AND IMPLEMENTATION

This Directive is effective immediately. Forward two copies of implementing documents to the Assistant Secretary of Defense (Health Affairs) within 120 days.



William H. Taft, IV  
Deputy Secretary of Defense

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