

2011 Military Health System Conference

Human Capital Challenges: Taking us Into the 21st Century

Maureen O. Viall, Chief Human Capital Officer

24 January 2011



MHS Human Capital Office, ASD (Health Affairs)

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State Of The MHS



100 percent of Americans owe their gratitude to 1 percent who serve in the all-volunteer force

- - Longest-ever period of sustained combat from 9 years of war in Afghanistan and Iraq
- - Two million served in these conflicts
- - More than 40,000 wounded
- - 18,000 unable to return to duty / 5,700 killed
- - More than 16,000 will need medical care of the rest of their lives

MHS Human Capital Climate



- Staffing and compensation initiatives to support the wounded, ill and injured
- Efficiencies
- 2011 Pay Freeze
- Impact of BRAC
 - Relocation to the Defense Health Headquarters (DHHQ)
- JTF CapMed and related joint initiatives
- Federal workers paid too much?
- NSPS Repeal

Tools To Enhance Healthcare Recruitment



- Physician and Dentist Pay Plan (PDPP) Implementation
 - Projected implementation 27 Feb. 2011
- Expedited Hire Authority
 - New legislation in NDAA 11
- Direct Hire Authority
- OPM Hiring Process Reforms

Tools To Enhance Healthcare Recruitment



- Hiring Disabled Appointment Authorities
- Veterans Preference Authority
- First Duty Station Travel
- Military Spouse Hiring Authority

Married Military Spouses



SERVICE	% MARRIED
ARMY	58%
NAVY	54%
AIR FORCE	59%
MARINE CORPS	48%
GRAND TOTAL	56% (as of 12/8/10)

Tools For Succession Planning



- Workforce planning (Mission Critical Occs)
 - Competency Development
- “Growing Our Own”
 - Legislative Initiatives
- Refresh of the Human Capital Strategic Plan
- Defense Health Headquarters Intern Program
 - Revocation of FCIP
 - New Pathways Programs (effective 1 Mar 11)
- Leadership/Succession Planning for Nurses

Initiatives For The Future



- Legislative Initiatives
 - Health Professions Financial Assistance Program for Civilians
 - Reserve Component Mental Health Student Stipend
- Civilian Healthcare Occupation Sustainment Plan (C-HOSP)
 - Implementation of Title 38 Qualifications, Appointing and Pay Flexibilities

Initiatives For The Future



- Telework Program
- Promoting Diversity
 - Female Physician Leadership Course
 - Diversity of Total Force

DoD Civilian Medical Demographics



- Civilian population in MHS occupied by 54 medical occupational series with a total population of 43,555
 - Army (30,187 = 69.3 %)
 - Air Force (4,715 = 10.8%)
 - Navy (8,341 = 19.2%)
 - DoD (312 = .7%)
- Gender composition
 - Female (71%)
 - Male (29%)

DoD Civilian Medical Demographics



- Race National Origin / Ethnicity Composition
 - White (61.1%)
 - Black (20.7%)
 - Asian (7.6%)
 - Hispanic or Latino (7.2%)
 - Multi-racial (1.4%)
 - American Indian/Alaskan (1.0%)
 - Native Hawaiian/Pacific Islander (.8%)
 - Unspecified (0.1%)

DoD Military Medical Demographics



- Military population in MHS with a total strength of 119,900
 - Army 52,512 (43.8%)
 - Navy 34,858 (29.1%)
 - Air Force 32,530 (27.1%)
- Gender composition
 - Female 40,172 (33.5%)
 - Male 79,728 (66.5%)

DoD Military Medical Demographics



- Race, National Origin / Ethnicity Composition
 - White (55%)
 - Black (17%)
 - Hispanic ethnicity (13%)
 - Asian (6.9%)
 - Multi-racial (1.9%)
 - American Indian/Alaskan (.9%)
 - Native Hawaiian/Pacific Islander (0.7%)
 - Unspecified (5.0%)

Takeaways



- CHCO primary emphasis is to help you “make mission”
- Human Capital Steering Committee is great forum for your ideas, initiatives and programs
- Success is: emphasizing strong Human Capital programs at all MHS leadership levels
- Have a great idea for the MHS? Send that idea to humancapitalofficeideas@tma.osd.mil

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