

UNITED STATES AIR FORCE

# OCCUPATIONAL SURVEY REPORT

DTIC QUALITY INSURANCE

**MEDICAL SERVICES**

**AFSC 4N0X1**

**AFPT 90-4N0-082**

**APRIL 1997**

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**OCCUPATIONAL MEASUREMENT SQUADRON  
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON  
AIR EDUCATION AND TRAINING COMMAND  
1550 5TH STREET EAST  
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# DISTRIBUTION FOR AFSC 4N0X1 OSR

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AFOMS/OMDQ	1			
AFOMS/OMYXL	10		5	10
AL/HRMM	2			
AL/HRTE	1		1	
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ ACC/DPTTF	3		3	
HQ AETC/DPPEE	1		1	
HQ AFIA/SGR (9700 G AVENUE SE, STE 317F, KIRTLAND AFB NM 87117-5670, ATTENTION SMSGT WEIVOB)	1	1	1	1
HQ AFMC/DPUE	3		3	
HQ AFPC/DPAAD2	1			
HQ AFPC/DPPAPC	1			
HQ AFSOC/DPPMT	2		2	
HQ AFSPC/DPAE	3		3	
HQ AMC/DPPET	1			
HQ PACAF/DPAET	3		3	
HQ USAF/REM (7311 11TH STREET, HILL AFB UT 84056-5012, ATTENTION: CMSGT WAYMANT)	1	1	1	1
HQ USAF/SGWN (110 LUKE AVENUE, ROOM 400, BOLLING AFB DC 20332-7050)	1		1	
HQ USAFE/DPATTJ	3		3	
HQ USMC/STANDARDS BRANCH	1			
NAVMAC	1			
383 TRS/XUEA (939 MISSILE ROAD, STE 3, SHEPPARD AFB TX 76311-2262, ATTENTION: MR. LANE)	6	6	6	6
882 TRG/TCEQT (939 MISSILE ROAD, SHEPPARD AFB TX 76311- 2262)	1		1	

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## PREFACE

This report presents the results of an Air Force occupational survey of the AFSC 4N0X1 Medical Services career ladder. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

First Lieutenant Jeffrey W. Voetberg, Inventory Development Specialist, developed the survey instrument; Mrs. Joan St. John, Occupational Analyst, analyzed the data and wrote the final report. Mrs. Rebecca R. Hernandez provided computer programming support, and Mr. Richard G. Ramos provided administrative support. Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS), reviewed and approved this report for release.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB Texas 78150-4449 (DSN 487-6623).

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## SUMMARY OF RESULTS

1. Survey Coverage: The Medical Services (AFSC 4N0X1) career ladder was surveyed to obtain current job and task data for use in updating career ladder training documents and the technical school training program. Survey results are based on responses from 1,541 Active Duty, 312 Air Force Reserve, and 223 Air National Guard personnel.
2. Specialty Jobs: Structure analysis of the AFSC 4N0X1 data identified 6 clusters and 4 jobs: Patient Services Cluster, Patient Care Cluster, Emergency Treatment Cluster, Supervision Cluster, Aeromedical Evacuation Cluster, Allergy and Immunization Cluster, Administration and Supply Job, Neurology Job, Training Job, and Medical Readiness Job. These jobs are discussed within this report.
3. Career Ladder Progression: Normal career ladder progression within the AFSC 4N0X1 career ladder is evident. Three-skill level personnel spend the vast majority of their job time performing technical tasks involving Patient Care activities. At the 5-skill level, personnel are still involved in Patient Care activities, but begin to become involved with supervisory activities. Seven-skill level personnel reflect a greater shift toward supervisory and management work, although they are still involved with performing technical tasks. The AFMAN 36-2108 *Specialty Description* provides a broad and generally accurate description of the technical and supervisory functions performed within the career ladder.
4. Training Analysis: First-enlistment members spend approximately 92 percent of their duty time devoted to technical and administrative or supply functions. A match of the survey data to the Specialty Training Standard (STS) indicated limited support for many STS items. Subject matter experts (SMEs) should carefully review the STS for possible fine-tuning of content and proficiency codes. Analysis of the Plan of Instruction (POI) revealed that some performance-coded elements are not supported by survey data. Training personnel and SMEs should review these documents in the Training Extract to determine if these elements warrant retention.
5. Job Satisfaction Analysis: In general, job satisfaction among AFSC 4N0X1 personnel is fairly high, with no serious satisfaction problems noted. Personnel working in the Patient Services Job had the lowest job satisfaction.
6. Implications: The AFMAN 36-2108 *Specialty Description* accurately describes the jobs and tasks being performed. Job satisfaction is fairly high among career ladder incumbents. The STS and some POI proficiency-coded elements need to be reviewed by Training personnel and SMEs, as they are not supported by survey data. Satisfaction was positive for the jobs identified.

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**OCCUPATIONAL SURVEY REPORT (OSR)  
MEDICAL SERVICES CAREER LADDER  
(AFSC 4N0X1)**

**INTRODUCTION**

This is a report of an occupational survey of the Medical Services career ladder conducted by the Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS). This survey was performed as part of the 5-year production cycle to maintain currency of pertinent career field training documents. The last survey pertaining to this career ladder was published in January 1992.

Background

As described in the AFMAN 36-2108 *Specialty Description* for AFSC 4N0X1, dated 31 October 1994, members provide and supervise patient care. They perform nursing tasks, care for, observe, and report on postoperative patients and seriously or critically ill patients. Personnel prepare and give medications under a nurse's or physician's supervision and perform selected treatments and report results. They also provide field medical care, basic life support, and triage in emergency situations. Members obtain, store, and dispose of supplies. They initially receive and screen patients, and assist the physician or nurse with clinic procedures. Personnel perform portions of medical treatment, diagnostic, and therapeutic procedures and maintain records.

They also administer unit inservice training programs and schedule or conduct training. They perform duty as an independent medical technician, rendering minor emergency medical treatment; recommending evacuation to a location where medical treatment facilities are available and performing emergency care for patients in the event of an aircraft emergency.

In addition, they perform allergy and immunization functions. They schedule appointments, assist physicians in treating allergic patients, and administer immunizations. Personnel perform screening or allergy tests, and administer allergen injections. They recognize systems of shock, asthma, systemic reactions, and fainting, and use both needle and gun injectors. In addition, they sterilize and prepare instruments for use in examination and treatment.

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Medical services personnel also perform neurologic functions. They assist the physician with diagnostic procedures and treatments. Personnel assemble equipment, and prepare the area to ensure proper equipment operation. They calibrate recording apparatus, and adjust the same for proper electrode selection. They eliminate artifacts and extraneous potentials and assist in performing special electroencephalographic and electromyographic procedures.

Personnel attend the Medical Service Apprentice course (J3AQR4N031-003) conducted at Sheppard AFB TX. The course duration is 158 days. It provides airmen the basic knowledge and skills needed to perform patient care within the parameters of the specialty. Subjects presented include anatomy and physiology, interpersonal relationships, emergency medical treatment, processes of illness, basic psychology as related to mental health, and nursing technologies. Additional training is provided at designated USAF hospitals and Brooks AFB TX. Entry into the career ladder currently requires Armed Forces Vocational Aptitude Battery minimum score of 43 General, and strength factor of H (50 lbs).

## **SURVEY METHODOLOGY**

### Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) AFPT 90-4N0-082, dated July 1995. The Inventory Developer prepared a tentative task list by reviewing pertinent career ladder publications, directives, and the previous JI and OSR. This task list was further refined and validated through personal interviews with 48 subject-matter experts (SMEs) representing a variety of major commands (MAJCOMs) at the following locations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	383d Training Group
Brooks AFB TX	Human Resource Directorate
Lackland AFB TX	Wilford Hall USAF Medical Center
Randolph AFB TX	12th Medical Group
Travis AFB CA	60th Medical Group
Nellis AFB NV	554th Medical Operations Squadron

The resulting JI contained a comprehensive listing of 702 tasks grouped under 17 duty headings with a background section requesting such information as grade, MAJCOM, job title, time in present job, time in service, job satisfaction, functional area, organizational level, work schedule, medical treatment facility assigned, system of patient charting used, current certification as an emergency medical technician, average time spent operating a computer, average time spent accessing the Healthcare Computer System, hemodialysis unit assigned to, equipment maintained, and forms used.

### Survey Administration

Because of the number of personnel in the AFSC, base training offices at operational bases worldwide administered the inventory to 30 percent of Active, Air National Guard (ANG), and Air Force Reserve (AFRES) AFSC 4N0X1 personnel holding a 3-, 5-, or 7-skill level. Personnel excluded from taking the survey comprised the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring during the time inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Participants were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first filled in an identification and biographical information section and then checked each task performed in the member's current job. After checking all tasks performed, respondents then rated each task on a 9-point scale showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

To determine relative time spent for each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of the member's time spent on the job. First, the ratings are summed. Each task rating is then divided by the sum of task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

### Survey Sample

Selection criterion was utilized to ensure the survey sample represented an accurate representation across the skill levels and paygrades. Table 1 reflects AFSC distribution in the survey sample by MAJCOM. Table 2 reflects the survey distribution by paygrade groups. As shown by both tables, the survey sample accurately reflects the overall populations of the career ladder.

**TABLE 1**

**MAJCOM REPRESENTATION OF TOTAL SAMPLE**

<u>COMMAND</u>	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
AFRES	27	15
ANG	15	11
AETC	14	22
ACC	11	15
AMC	10	11
AFMC	8	10
PACAF	4	5
USAFE	4	5
AFSPACECOM	2	2
USAF	1	2
AFSOC	*	1
OTHER	4	1

Total Active Duty Assigned:	6,268
Active Duty Surveyed	1,805
Total Active Duty In Sample	1,541
Percent of Active Duty Surveyed in Sample	77%

\* Less than 1 percent  
As of January 1996



**TABLE 2**  
**PAYGRADE DISTRIBUTION OF SAMPLE**

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
E-1 to E-3	16	20
E-4	29	28
E-5	31	31
E-6	15	13
E-7	8	8
E-8	*	0

\* As of January 1996

### Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 4N0X1 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE). TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 81 senior AFSC NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided by resident technical schools, field training detachments, mobile training teams, formal on-the-job training (OJT), or any other organized training method. There was an acceptable agreement among the 81 raters. The average TE rating was 2.86, with a standard deviation of 3.39. Any task with a TE rating of 6.25 or above is considered to have high TE.

Task Difficulty (TD). TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 106 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TD and TE ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting AFS entry-level jobs.

### **SPECIALTY JOBS** (Career Ladder Structure)

Each Air Force occupational analysis begins with an examination of the career ladder structure. The structure of jobs within the Medical Services 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 other specialty background factors.

Each individual in the sample performs a set of tasks called a *Job*. A hierarchical grouping program, which is a basic part of the Comprehensive Occupational Data Analysis Program system, creates an individual job description for each respondent (all the tasks performed by that individual and the relative amount of time spent on those tasks). It then compares each job description to every other job description in terms of tasks performed and the relative amount of time spent on each task in the JI. The automated program locates the two job descriptions with the most similar tasks and percent time ratings and combines them to form a composite job description. In successive stages, the program adds new members to the initial group or forms new groups based on the similarity of tasks performed and similar time ratings in the individual job descriptions.

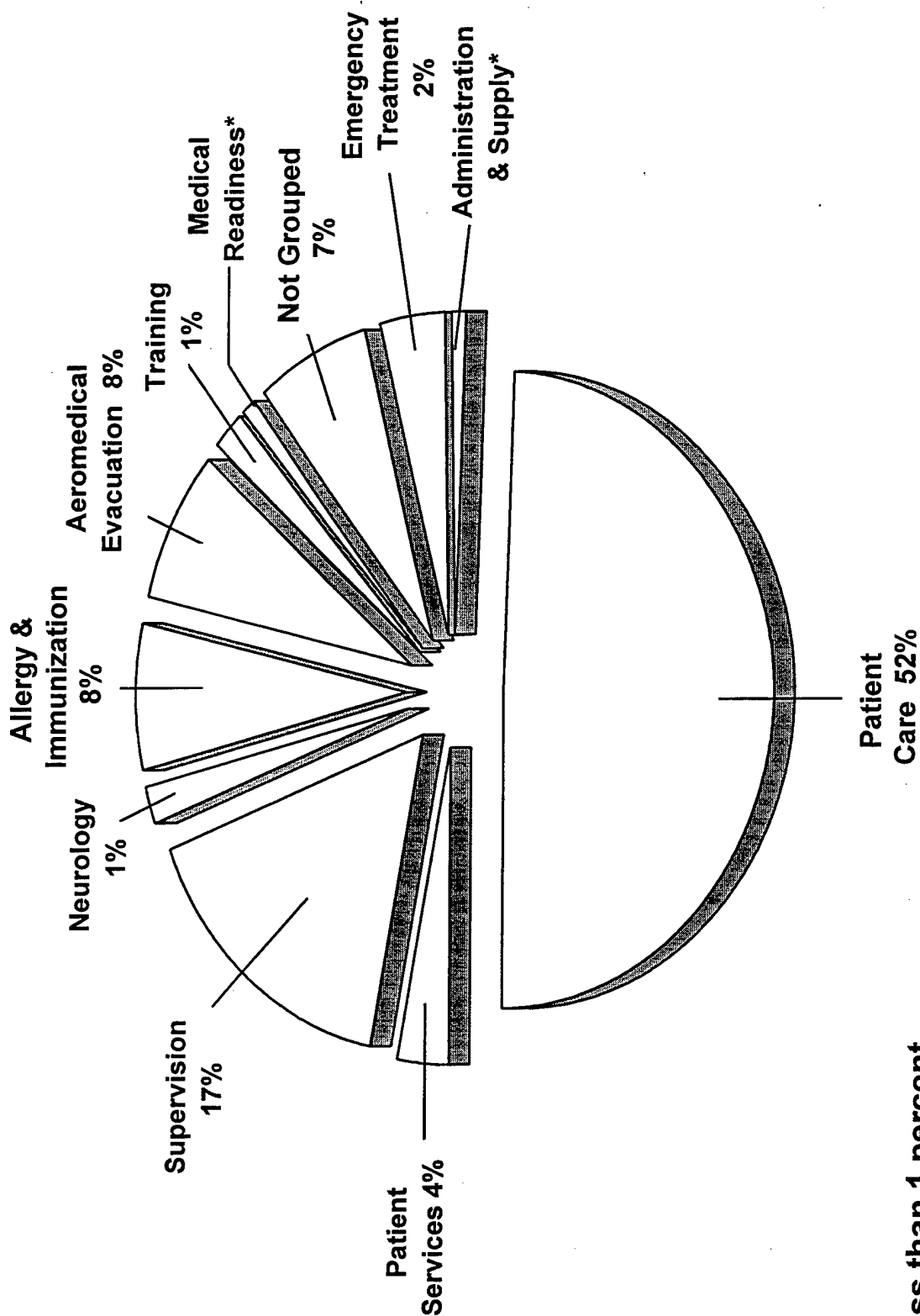
When there is a substantial degree of similarity between jobs, they are grouped together and identified as a *Cluster*. The job structure resulting from this grouping process (the various jobs and clusters within the career ladder) can be used to evaluate the accuracy of career ladder documents (Career Field Education and Training Plans (CFETP), AFMAN 36-2108 *Specialty Description*, and Specialty Training Standards (STS)), and to gain a better understanding of current utilization patterns.

#### Overview of Specialty Jobs

Based on the similarity of tasks performed and the amount of time spent performing each task, 6 clusters and 4 jobs were identified within the AFSC 4N0X1 survey sample. A listing of these jobs is provided below and illustrated in Figure 1. The stage (STG) or group (GP) number shown beside each title references computer-generated information; the letter "N" stands for the number of personnel in each group.

- I. PATIENT SERVICES CLUSTER (GP160, N=74)
  - A. ANG Patient Services Job
  - B. AFRES Patient Services Job
- II. ADMINISTRATION AND SUPPLY JOB (STG190, N=10)
- III. PATIENT CARE CLUSTER (STG077, N=1,076)
  - A. Ear, Nose and Throat (ENT) Job
  - B. OB/GYN Job
  - C. Minor Surgery Job
  - D. NCOIC Job
  - E. Inpatient Care Job
  - F. Emergency Treatment Job
  - G. Independent Duty Medical Technician (IDMT) Job

# JOBS PERFORMED BY 4N0X1 PERSONNEL



\* Less than 1 percent

FIGURE 1

- IV. EMERGENCY TREATMENT CLUSTER (STG096, N=46)
  - A. ANG Emergency Treatment Job
  - B. AFRES Emergency Treatment Job
- V. SUPERVISION CLUSTER (STG057, N=345)
  - A. Outpatient Care Job
  - B. NCOIC Job
  - C. OJT Job
  - D. Superintendent Job
- VI. NEUROLOGY JOB (STG496, N=18)
- VII. AEROMEDICAL EVACUATION CLUSTER (STG050, N=175)
  - A. Emergency Treatment Job
  - B. ANG/AFRES Aeromedical Evacuation Job
- VIII. ALLERGY AND IMMUNIZATION CLUSTER (STG063, N=164)
  - A. ANG/AFRES Allergy and Immunization Job
  - B. A-Shred Job
- IX. TRAINING JOB (STG293, N=15)
- X. MEDICAL READINESS JOB (STG249, N=7)

The respondents forming these groups account for 93 percent of the survey sample. The remaining 7 percent are performing tasks or a series of tasks that do not group with any of the defined jobs. Examples of job titles for these people include: Senior Enlisted Member, Cardiopulmonary Technician, Discharge Planning, Superintendent Risk Management, TRIAGE Marketing, Data Analyst, and Health Promotion NCOIC.

#### Group Descriptions

The following paragraphs contain brief descriptions of the six clusters and four jobs identified through the career ladder structure analysis. Also presented are two tables that reflect the time incumbents spend on duties and selected background data for each group. Table 3 presents the relative time spent by respondents in each job across each duty listed in the JI. Table 4 displays selected background information, such as DAFSC distributions across each

TABLE 3

## AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 4N0X1 JOB GROUPS

<u>DUTIES</u>	<u>PATIENT SERVICES (GP160)</u>	<u>ADMIN &amp; SUPPLY (STG190)</u>	<u>PATIENT CARE (STG077)</u>	<u>EMERGENCY TREATMENT (STG096)</u>	<u>SUPV (STG057)</u>
A PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	5	8	7	11	43
B PERFORMING TRAINING ACTIVITIES	2	1	2	6	18
C PERFORMING GENERAL ADMINISTRATIVE & SUPPLY ACTIVITIES	7	17	8	6	11
D MAINTAINING PATIENT RECORDS	32	23	11	12	5
E PERFORMING PATIENT CARE ACTIVITIES	30	34	44	20	13
F ASSISTING HEALTH CARE PROVIDERS WITH DIAGNOSTIC PROCEDURES	4	4	7	3	2
G PERFORMING OUTPATIENT CLINICAL CARE	2	1	4	3	2
H PERFORMING INPATIENT SERVICES	3	8	4	*	1
I PERFORMING EMERGENCY TREATMENT ACTIVITIES	5	*	7	24	3
J PERFORMING ALLERGY & IMMUNIZATION ACTIVITIES	3	-	1	5	-
K PREPARING ALLERGY EXTRACTS	-	-	-	-	*
L PERFORMING NEUROLOGICAL TESTS & PROCEDURES	*	*	*	*	*
M PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	2	*	1	1	*
N PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	1	3	*	1	*
O PERFORMING MEDICAL READINESS ACTIVITIES	2	*	1	8	1
P PERFORMING HYPERBARIC CHAMBER ACTIVITIES	*	-	*	*	*
Q PERFORMING HEMODIALYSIS ACTIVITIES	-	-	*	*	*

\* Denotes less than 1 percent

NOTE: Columns may not add exactly to 100 percent due to rounding

TABLE 3 (CONTINUED)

## AVERAGE PERCENT TIME SPENT ON DUTIES BY AFSC 4N0X1 JOB GROUPS

DUTIES	NEUROLOGY (STG496)	AERO- MEDICAL EVACUATION (STG050)	ALLERGY & IMMUNI- ZATION (STG077)	TNG (STG096)	MEDICAL READINESS (STG057)
A PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	22	10	13	24	13
B PERFORMING TRAINING ACTIVITIES	4	7	4	72	29
C PERFORMING GENERAL ADMINISTRATIVE & SUPPLY ACTIVITIES	12	5	11	3	8
D MAINTAINING PATIENT RECORDS	2	7	6	-	-
E PERFORMING PATIENT CARE ACTIVITIES	5	17	18	*	*
F ASSISTING HEALTH CARE PROVIDERS WITH DIAGNOSTIC PROCEDURES	1	1	1	-	-
G PERFORMING OUTPATIENT CLINICAL CARE	1	2	2	-	-
H PERFORMING INPATIENT SERVICES	*	1	*	-	-
I PERFORMING EMERGENCY TREATMENT ACTIVITIES	*	7	1	-	3
J PERFORMING ALLERGY & IMMUNIZATION ACTIVITIES	*	*	36	-	-
K PREPARING ALLERGY EXTRACTS	*	-	6	-	-
L PERFORMING NEUROLOGICAL TESTS & PROCEDURES	52	*	*	-	-
M PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	*	1	*	-	-
N PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	-	35	*	-	6
O PERFORMING MEDICAL READINESS ACTIVITIES	*	4	-	-	40
P PERFORMING HYPERBARIC CHAMBER ACTIVITIES	-	1	*	-	-
Q PERFORMING HEMODIALYSIS ACTIVITIES	-	*	-	-	-

\* Denotes less than 1 percent

NOTE: Columns may not add exactly to 100 percent due to rounding

TABLE 4

**SELECTED BACKGROUND DATA FOR AFSC 4N0X1 CAREER LADDER JOBS  
TOTAL SAMPLE**

	PATIENT SERVICES (GP160)	ADMIN & SUPPLY (STG190)	PATIENT CARE (STG077)	EMERGENCY TREATMENT (STG096)	SUPV (STG057)
NUMBER IN GROUP	74	10	1,076	46	345
PERCENT OF SAMPLE	4%	*	52%	2%	17%
PERCENT IN CONUS	93%	100%	87%	98%	88%
DAFSC DISTRIBUTION:					
4N031	28%	40%	33%	11%	1%
4N051	61%	50%	47%	45%	24%
4N071	11%	10%	19%	43%	76%
COMPONENT STATUS					
ACTIVE DUTY	12%	90%	88%	6%	82%
ANG	39%	0%	4%	74%	8%
AFRES	49%	10%	8%	20%	10%
PREDOMINANT PAYGRADE(S)	E-4/5	E-3-E5	E-4	E-5	E-5/6
AVERAGE # OF TASKS PERFORMED	22	35	122	57	100
PERCENT SUPERVISING	1%	2%	1%	2%	5%

\* Denotes less than 1 percent



TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR AFSC 4N0X1 CAREER LADDER JOBS  
TOTAL SAMPLE

	NEUROLOGY (STG496)	AEROMEDICAL EVACUATION (STG050)	ALLERGY & IMMUNIZATION (STG063)	TNG (STG293)	MEDICAL READINESS (STG057)
NUMBER IN GROUP	18	175	164	15	7
PERCENT OF SAMPLE	*	8%	8%	1%	*
PERCENT IN CONUS	83%	87%	84%	100%	100%
DAFSC DISTRIBUTION:					
4N031	33%	10%	24%	13%	0%
4N051	44%	50%	63%	53%	14%
4N071	22%	40%	13%	33%	86%
COMPONENT STATUS					
ACTIVE DUTY	100%	24%	90%	93%	71%
ANG	0%	25%	8%	0%	0%
AFRES	0%	51%	2%	7%	29%
PREDOMINANT PAYGRADE(S)	E-4/E-5	E-5	E-4	E-5	E-5/-6
AVERAGE # OF TASKS PERFORMED	85	82	81	19	37
PERCENT SUPERVISING	1%	2%	1%	3%	*

\* Denotes less than 1 percent

TABLE 4A

SELECTED BACKGROUND DATA FOR AFSC 4N0X1 CAREER LADDER JOBS  
ACTIVE DUTY

	PATIENT SERVICES (GP160)	ADMIN & SUPPLY (STG190)	PATIENT CARE (STG077)	EMERGENCY TREATMENT (STG096)	SUPV (STG057)
AVERAGE MONTHS IN SERVICE (TAFMS)	69	61	78	86	163
PERCENT IN FIRST ENLISTMENT	38%	50%	44%	35%	4%
DAFSC DISTRIBUTION:					
4N031	1%	40%	31%	2%	*
4N051	9%	40%	41%	4%	19%
4N071	1%	10%	15%	0%	86%
ANG					
TOTAL	39%	0%	4%	74%	8%
AFRES					
TOTAL	49%	10%	8%	20%	10%

\* Denotes less than 1 percent

TABLE 4A (CONTINUED)

**SELECTED BACKGROUND DATA FOR AFSC 4N0X1 CAREER LADDER JOBS  
ACTIVE DUTY**

	NEUROLOGY (STG496)	AEROMEDICAL EVACUATION (STG050)	ALLERGY & IMMUNIZATION (STG063)	TNG (STG293)	MEDICAL READINESS (STG057)
AVERAGE MONTHS IN SERVICE (TAFMS)	95	110	77	111	143
PERCENT IN FIRST ENLISTMENT	39%	20%	38%	0%	0%
DAFSC DISTRIBUTION:					
4N031	0%	9%	3%	13%	0%
4N051	11%	45%	15%	53%	14%
4N071	22%	39%	12%	33%	86%
ANG					
TOTAL:	0%	25%	8%	0%	0%
AFRES					
TOTAL:	0%	51%	2%	7%	29%

\* Denotes less than 1 percent

group, average of total months in active military service (i.e., Total Active Federal Military Service (TAFMS)), and average number of tasks performed. Appendix A at the back of this OSR lists representative tasks performed by members of each group.

I. PATIENT SERVICES CLUSTER (GP160, N=74). Personnel in this cluster indicate they spend 32 percent of their time on tasks pertaining to patient records and another 30 percent of their time on basic patient care activities; i.e., collecting vital signs and administering injections. This cluster contains two similar jobs, one performed by ANG and the other by AFRES personnel. What distinguishes these two jobs is the number of tasks (169 versus 112) performed by personnel in each job. The 74 personnel in this cluster represent 4 percent of the survey sample. Representative tasks for this cluster include:

- take and record pulse rates or temperatures
- take and record blood pressure
- take and record respiratory rates
- take and record body weight or body measurements, such as body and abdominal girth
- administer intramuscular injections

Sixty-one percent of the members in the Patient Services Cluster hold the 5-skill level. The predominant paygrades are E-4 and E-5. Personnel average 69 months TAFMS. Thirty-eight percent are in their first enlistment. This job is predominately done by AFRES (49 percent) and ANG (39 percent). The remaining 12 percent are Active Duty. Personnel perform an average of only 22 tasks.

II. ADMINISTRATION AND SUPPLY JOB (STG190, N=10). Nine members of the Administration and Supply Job are Active Duty and the remaining member is in an AFRES unit. Personnel in this job perform patient care tasks. Members of this job are distinguished by spending 17 percent of their time performing tasks related to administration and supply, such as storing equipment, documenting and keeping records, and patient orientation. Distinguishing tasks include:

- label specimens
- store equipment, tools, or supplies
- brief patients regarding medical facility policies
- admit or orient patients to wards
- compile data for records, reports or logs
- identify and report equipment or supply problems
- perform operational checks on medical equipment

Respondents holding this job perform an average of 35 tasks. Forty percent hold the 5-skill level. Incumbents average 61 months TAFMS and 50 percent are in their first enlistment.

III. PATIENT CARE CLUSTER (STG077, N=1,076). The patient care jobs are performed by the largest number of respondents, comprising 52 percent of the survey sample. The 1,076 incumbents in this cluster perform patient care tasks. This job is distinguished by the amount of time members spend performing patient care activities (44 percent of their relative job time (see Table 3)). These personnel have the broadest job in the career ladder, as they perform an average of 122 tasks. Within this cluster seven jobs were identified: Ear, Nose and Throat (ENT) Job; OB/GYN Job; Minor Surgery Job; NCOIC Job; Inpatient Care Job; Emergency Treatment Job; and Independent Duty Medical Technician (IDMT) Job. These jobs will be discussed in detail below. Distinguishing tasks for this cluster include:

- take and record pulse rates or temperatures
- take and record respiratory rates
- take and record blood pressures
- dispose of contaminated needles or syringes
- take and record oxygen saturation
- label specimens
- clean and disinfect medical equipment
- maintain sterile fields
- set up oxygen equipment
- dispose of contaminated materials, other than needles or syringes
- apply or remove dressings
- take and record orthostatic vital signs
- inspect or restock emergency carts

Forty-one percent of members in this cluster have a 5-skill level and average 78 months TAFMS. Eighty-eight percent are on Active Duty. Of the remaining 12 percent, 8 percent are in AFRES and the remaining 4 percent are in ANG. Forty-four percent are in their first enlistment. Eighty-seven percent are assigned to CONUS. The predominant paygrade is E-4.

There are seven jobs in this cluster. The first is a job that focuses on activities involving the ears, nose and throat. Typical tasks include: perform ear irrigations; prepare ear irrigations; take throat cultures; and administer inhalation medications. Forty-three percent are in their first enlistment and personnel average 72 months TAFMS. Fifty-five percent of the incumbents hold the 5-skill level.

The second job involves many of the same technical tasks as the rest of the cluster. However, the core tasks for this job deal with OB/GYN activities. Tasks performed include assisting in obtaining papanicolaou (PAP) smears; setting up equipment for PAP smears; and assisting in biopsies. Members with this job also average 72 months TAFMS and 64 percent hold the 5-skill level.

Like the second job, the third job, Minor Surgery, deals with many of the same technical core tasks, but also deals with tasks involving minor surgery. Members with this job are distinguished by the time they spend on the following tasks: setting up treatment areas for minor surgery; preparing patients for minor surgery; assisting in biopsies; preparing items for sterilization; and applying or removing dressings. Members average 78 months TAFMS and 67 percent hold the 5-skill level.

The 12 members of the fourth job, NCOIC, distinguish themselves from the other jobs by the time spent on management and supervisory tasks. Examples of these tasks include: evaluate quality of patient care; participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting; initiate facility or equipment work requests, and evaluate serviceability of equipment, tools, or supplies. Members average 93 months TAFMS and 58 percent hold the 5-skill level.

In the fifth job, Inpatient Care, the 431 members are involved with tasks pertaining to inpatient care. These tasks include: administer bed pans or urinals; make beds; set up oxygen equipment; and admit or orient patients to wards. These junior members average 55 months TAFMS and 53 percent hold the 3-skill level.

The 396 incumbents of the sixth job, Emergency Treatment, spend 17 percent of their time on emergency treatment activities. Tasks these personnel perform include: perform or practice applications of long-spine boards; perform or practice applications of cervical collars; load or unload patients in or from ambulances; and perform or practice patient assessments. Members average 105 months TAFMS and 44 percent hold the 5-skill level.

The seven members of the final job, IDMT, are highly trained to perform their duties in remote locations far from more developed medical facilities. They are distinguished by the time spent (23 percent) on IDMT activities. Some of the tasks that distinguish them from the other jobs are: dispense medications; diagnose sick call patients; consult or coordinate treatment with physicians; and coordinate medical activities with site commanders. These senior members average 172 months TAFMS and 100 percent hold the 7-skill level.

IV. EMERGENCY TREATMENT CLUSTER (STG096, N=46). Members of the Emergency Treatment Cluster indicate spending 24 percent of their time on tasks pertaining to emergency treatment activities, more time than any other job, and 20 percent of their time on patient care activities. The 46 personnel in this cluster represent 2 percent of the survey sample. Representative tasks for this job include:

- perform or practice patient assessments
- perform or practice rescue breathing
- perform or practice applications of cervical collars
- perform or practice applications of long-spine boards
- perform or practice applications of short-spine boards
- perform hand or litter carries
- perform or practice stabilizations of cervical spines

Personnel in this job average 86 months TAFMS, with 35 percent in their first enlistment. Eighty-seven percent hold the 5- and 7-skill level. This is comprised mostly of ANG and AFRES personnel as 74 percent are in ANG and 20 percent are in AFRES. The remaining 6 percent are in Active Duty. Ninety-eight percent are in the CONUS. The predominant paygrades are E-4 through E-7

This cluster also contains two distinct jobs. The first, ANG Emergency Treatment Job, consists of 34 guard members who spend 26 percent of their time performing tasks that pertain to emergency treatment functions, plus another 19 percent of their time on tasks involving patient care activities. What distinguishes this job from the next job is the number of tasks (47 versus 31). Typical tasks include: perform or practice patient assessments; perform or practice rescue breathing; perform or practice applications of cervical collars; perform or practice applications of long-spine boards; and perform or practice applications of short-spine boards.

The second is the AFRES Emergency Treatment Job. The 6 members all indicate working in Reserve units. They perform technical tasks pertaining to patient records. Examples of these technical tasks are: take and record blood pressures; take and record pulse rates or temperatures; take and record respiratory rates; and take and record body weight or body measurements, such as body and abdominal girth.

V. SUPERVISION CLUSTER (STG057, N=345). This nontechnical job is distinguished because incumbents spend most of their time on supervisory and training duties. These include counseling, evaluating subordinates, assigning projects and determining work priorities. The 345 members with this job spend 61 percent of their time performing these functions. Four jobs were identified in the cluster; Outpatient Care, NCOIC, OJT, and Superintendent. These jobs will be discussed in detail below. AFSC 4N0X1 personnel within the Supervision Cluster are distinguished by the time they spend performing the following tasks:

- participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting
- evaluate personnel for compliance with performance standards
- determine or establish work assignments, schedules, or priorities

- counsel subordinates concerning personal matters
- supervise military personnel
- conduct supervisory orientations of newly assigned personnel

Respondents holding this job perform an average of 100 tasks. Seventy-six percent hold the 7-skill level. Incumbents average 163 months TAFMS and 4 percent are in their first enlistment. Eighty-two percent are on Active Duty, 10 percent in AFRES and 8 percent in ANG.

As noted above, this cluster contains four jobs. These are: Outpatient Care Job, NCOIC Job, OJT Job, and Superintendent Job. Although most of the members of the Supervision Cluster indicated they perform tasks pertaining to supervision, these jobs warrant discussion on their own. A description of each of the four jobs follows.

A. Outpatient Care Job (STG200). The 11 members of the Outpatient Care Job are distinguished from the other jobs by performing tasks related to screening patients, preparing patients and areas for minor surgery, and maintaining treatment rooms. Representative tasks performed by members of this job are:

- screen patients
- prepare patients for minor surgery
- set up treatment areas for minor surgery
- maintain treatment room supplies
- set up equipment for papanicolaou (PAP) smears
- schedule patient appointments

B. NCOIC Job (STG240). The 199 members of the NCOIC Job differ from those members of the Superintendent Job in that they indicate performing technical tasks in addition to those of a supervisory nature. Incumbents in this job spend 54 percent of their duty time performing supervisory and training tasks, plus 46 percent on technical tasks related to patient care. Representative tasks performed by members of this job are:

- evaluate personnel for compliance with performance standards
- determine or establish work assignments, schedules, or priorities
- counsel subordinates concerning personal matters
- identify and report equipment or supply problems
- take and record blood pressures
- take and record pulse rates or temperatures



C. OJT Job (STG149). Members in the OJT Job are distinguished by spending 43 percent of their time on training activities such as planning and scheduling training, directing training activities, maintaining training records, and maintaining training equipment. Representative tasks performed by members of this job are:

- construct or develop training materials or aids
- schedule personnel for training
- evaluate effectiveness of training programs, plans, or procedures
- procure training aids, space, or equipment

D. Superintendent Job (STG100). The 23 members of this final job distinguish themselves from the other jobs by the amount of time they spend performing management and supervisory activities (76 percent). Representative tasks performed by members of this job are:

- counsel subordinates concerning personal matters
- assign personnel to work areas or duty positions
- conduct general staff meetings or briefings
- brief subordinates concerning resolution of technical problems
- conduct supervisory orientations of newly assigned personnel

VI. NEUROLOGY JOB (STG496, N=18). The 18 personnel in this job represent less than 1 percent of the total survey sample. All are Active Duty members and average 95 months TAFMS. They spend 52 percent of their time performing tasks pertaining to neurological tests and procedures, more time than any other job, and another 22 percent of their time on supervisory and management tasks. On the average, personnel perform 259 tasks. Representative tasks for this job include:

- apply paste electrodes
- perform EEGs using hyperventilation activations
- measure head of patients and mark electrode sites, using  
10-20 system, for EEGs
- annotate electroencephalograms (EEGs) with artifact information
- perform EEGs using transverse montages
- inspect electrode impedance
- brief patients concerning examination procedures

Personnel with the Neurology Job hold either the 5- or 7-skill level. The predominant paygrades are E-4 and E-5 and 17 percent are assigned overseas. Personnel perform an average of 85 tasks.

VII. AEROMEDICAL EVACUATION CLUSTER (STG050, N=175). Members of the Aeromedical Evacuation Cluster indicate spending more time than any other job (35 percent), performing aeromedical tasks. The 175 personnel (42 Active Duty, 89 ANG, and 44 AFRES) in this group perform aeromedical evacuation tasks such as: enplane and deplane passengers and baggage, perform cabin-secure checks, emergency care during flight, and hand or litter carries. Representative tasks for this job include:

- enplane or deplane patients
- enplane or deplane baggage
- secure or tie down medical equipment on aircraft
- identify patient symptoms arising from physiological changes due to flight
- initiate or annotate aeromedical evacuation forms
- annotate patient airlift tags
- operate aeromedical evacuation aircraft support systems, such as oxygen, vacuum, or lighting
- identify and treat hypoxia
- perform cabin-secure checks
- perform preflight safety briefings
- perform searches of patients, passengers, or baggage

Forty-five percent of the personnel in this cluster have a 5-skill level and the cluster members average 110 months TAFMS. Twenty percent are in their first enlistment. Fifty-one percent are in AFRES, 25 percent in ANG, and the remaining 24 percent on Active Duty. Eighty-seven percent are assigned to the CONUS. The predominant paygrade is E-4. The Aeromedical Evacuation Cluster also contains two jobs. In the first job, Emergency Treatment, the 11 members are spending more time performing tasks that pertain to emergency care. Examples of tasks performed include: perform hand or litter carries; operate or monitor radios; configure ambulance buses (AMBUS); operate ambulances other than AMBUSs, load or unload patients in or from ambulances, and enplane or deplane patients. Seventy-three percent of the personnel are on Active Duty, 18 percent in AFRES units, and 9 percent in ANG units.

Of the 151 members in the second job, ANG/AFRES Aeromedical Evacuation Job, 124 indicate that they belong to ANG or AFRES units. This job is broader than the first because of the time spent performing both emergency treatment tasks and aeromedical evacuation tasks. Tasks these personnel perform include enplane or deplane patients, configure aircraft to receive patients, enplane or deplane baggage, identify patient symptoms arising from physiological changes due to flight secure and tie down medical equipment on aircraft, and identify and treat hypoxia.

VIII. ALLERGY AND IMMUNIZATION CLUSTER (STG063, N=164). The 164 members of this cluster represent 8 percent of the total survey sample. Thirty-six percent of their time is spent performing tasks pertaining to allergy and immunization activities, more time than any other job, while another 18 percent of their time is spent on patient care activities. Representative tasks for this job include:

- counsel patients concerning routine immunization procedures and effects
- administer intradermal injections
- assist in assessment and treatment of anaphylaxis
- compare Public Health Service Form 731 (International Certificate of Vaccination) with immunization requirements
- administer subcutaneous injections
- administer allergy extracts
- determine dosages for allergy patients
- counsel patients concerning allergy injection programs

Personnel in this cluster average 77 months TAFMS with 38 percent in their first enlistment. Eight percent are ANG and 2 percent are AFRES. The predominant paygrade is E-4.

This cluster contains two jobs. Of the 14 members in the ANG/AFRES Allergy and Immunization Job, 64 percent indicate belonging to ANG units, with another 14 percent in AFRES units. The remaining 22 percent are Active Duty. These ANG/AFRES Allergy and Immunization Job members spend 24 percent of their time on tasks related to allergy and immunization activities and 29 percent of their time performing patient care activities. This job is broader in scope than the next job, the A-Shred Job. Representative tasks performed by members of this job are:

- administer intramuscular injections
- administer intradermal injections
- prepare medications or vaccines for injections
- counsel patients concerning routine immunization procedures or effects
- compare Public Health Service Form 731 (International Certificate of Vaccination) with immunization requirements
- administer subcutaneous injections
- annotate or update immunization roster printouts
- prepare and administer oral medications or vaccines

The A-Shred Job is distinguished from the previous job because of the average amount of tasks performed by these members (89 versus 37 tasks). Seventy-nine percent of the members of this job hold the "A-Shred". Representative tasks for this job include:

- compare Public Health service Form 731 (International Certificate of Vaccination) with immunization requirements
- counsel patients concerning routine immunization procedures or effects
- administer intradermal injections
- administer allergy extracts
- administer subcutaneous injections
- administer intramuscular injections
- determine dosages for allergy patients
- monitor allergy patient reactions after injections
- administer allergy skin tests
- counsel patients concerning allergy injection programs

IX. TRAINING JOB (STG293, N=15). Of the 15 personnel in this job, 14 are assigned to the school at Sheppard AFB TX and are responsible for providing formal training to career ladder incumbents. The other member is assigned to training at an AFRES unit. Respondents with this job are distinguished from the other jobs because they spend 72 percent of their time performing tasks related to training. These include classroom teaching, developing tests, counseling trainees, and developing training aids. The following tasks distinguish this job from others in the career field:

- conduct formal course classroom training
- administer or score tests
- counsel trainees on training progress
- personalize lesson plans
- evaluate progress of trainees
- maintain training records or files
- maintain training equipment

Personnel in this job average 111 months TAFMS, and 87 percent hold the "T" prefix. Fifty-three percent hold the 5-skill level. The predominant paygrade is E-5.

X. MEDICAL READINESS JOB (STG249, N=7). This job is performed by the fewest respondents in the career ladder (less than 1 percent). Job responsibilities include field operations functions. These functions are shown by the following tasks members in this job spend most time performing:

- set up or tear down tents
- pack or unpack field supplies or field equipment
- perform facility or personnel security
- participate in chemical warfare confidence exercises
- identify chemical warfare agents
- pack or palletize medical supplies or equipment for deployment or transport
- assemble or disassemble equipment, instruments, or supplies for ATHs
- assist in identification of patients under field conditions

Personnel in this job average 143 months TAFMS. Eighty-six percent hold the 7-skill level. Seventy-one percent are on Active Duty and the remaining 29 percent in AFRES. One-hundred percent are in the CONUS. The predominant paygrades are E-5 and E-6.

#### Comparison of Current Job Structure to Previous Study

The results of the specialty job analysis were compared to those of the last Medical Services OSR published in 1992. As shown in Table 5, 9 jobs in the current study were also identified in the 1992 study. One job, however; Medical Readiness, was identified in this survey, but not identified in the 1992 survey.

### **ANALYSIS OF DAFSC GROUPS**

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may be used to evaluate how well career ladder documents, such as the CFETP, AFMAN 36-2108 *Specialty Description*, and the STS, reflect what career ladder personnel are actually doing in the field.

**TABLE 5**  
**COMPARISON OF MAJOR JOBS BETWEEN SURVEYS**

<b>CURRENT SURVEY (N=2,076)</b>	<b>PREVIOUS SURVEY (N=2,794)</b>
PATIENT SERVICES CLUSTER	WARD SERVICES CLUSTER
ADMINISTRATION AND SUPPLY JOB	GENERAL PATIENT CARE AND ADMI
PATIENT CARE CLUSTER	WARD CARE CLUSTER
EMERGENCY TREATMENT CLUSTER	EMERGENCY CARE CLUSTER
SUPERVISION CLUSTER	CAREER LADDER MANAGEMENT CL
NEUROLOGY JOB	NEUROLOGY CLUSTER
AEROMEDICAL EVACUATION CLUSTER	AEROMEDICAL EVACUATION CLUST
ALLERGY AND IMMUNIZATION CLUSTER	ALLERGY CLUSTER
TRAINING JOB	TECHNICAL TRAINING CLUSTER
MEDICAL READINESS JOB	NOT IDENTIFIED
NOT IDENTIFIED	NCOIC

## Skill-Level Descriptions

### Active Duty

DAFSC 4N031. The 360 Active Duty airmen in the 3-skill level group, representing 19 percent of the survey sample, spend most of their job time performing Patient Care Activities (see Table 6). Eighty-two percent are working in the Patient Care Job. Table 7 displays the relative time spent on each duty across the skill-level groups. The focus of the 3-skill level job is shown by figures in Table 8, which lists representative tasks performed. Most tasks listed relate to Duty D and Duty E (Maintaining Patient Records and Performing Patient Care Activities).

DAFSC 4N051. The 611 Active Duty airmen in the 5-skill level group represent 32 percent of the total survey sample. Seventy-three percent of the 5-skill level personnel work in the Patient Care Job. Time on duties shows a slight increase in time spent on supervisory duties (see Table 7).

Representative tasks performed by 5-skill level incumbents are listed in Table 9. Table 10 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. Figures show the jobs are quite similar, except a higher percentage of 5-skill level personnel perform some supervisory tasks.

DAFSC 4N071. Seven-skill level Active Duty personnel represent 22 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, a larger percentage of these 427 personnel perform supervisory duties (see Table 7). Forty-nine percent of 7-skill level personnel perform the Supervision Job, while 37 percent are in the Patient Care Job (see Table 6). Table 11 lists the most common tasks performed by 7-skill level personnel. Most of these tasks involve supervisory functions. Table 12 shows those tasks that best differentiate the 5- and 7-skill levels. As expected, the key difference is a greater emphasis on supervisory and administrative functions at the 7-skill level.

### ANG

DAFSC 4N031. The 26 ANG personnel in the 3-skill level group, representing 1 percent of the survey sample, spend 31 percent of their time working in the Patient Services Job, as compared to less than 1 percent of Active Duty members and 24 percent of AFRES members (see Table 13). Table 14 shows the time spent on duties. The focus of their job is shown by figures in Table 15, which lists representative tasks performed. Most tasks listed relate to Duty D, E and I (Maintaining Patient Records, Performing Patient Care Activities and Performing Emergency Treatment Activities).

TABLE 6

**DISTRIBUTION OF ACTIVE DUTY SKILL-LEVEL MEMBERS ACROSS  
CAREER LADDER JOBS  
(PERCENT MEMBERS RESPONDING)**

JOB	DAFSC 4N031 (N=360)	DAFSC 4N051 (N=611)	DAFSC 4N071 (N=427)
I. Patient Services	*	1	*
II. Administration and Supply	1	1	*
III. Patient Care	91	73	37
IV. Emergency Treatment	*	*	0
V. Supervision	*	11	49
VI. Neurology	0	*	1
VII. Aeromedical Evacuation	2	3	3
VIII. Allergy and Immunization	1	3	3
IX. Training	*	1	1
X. Medical Readiness	0	*	1

\* Denotes less than 1 percent



TABLE 7

TIME SPENT ON DUTIES BY ACTIVE DUTY MEMBERS OF SKILL-LEVEL GROUPS  
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 4N031 (N=360)	DAFSC 4N051 (N=611)	DAFSC 4N071 (N=427)
A PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	3	11	32
B PERFORMING TRAINING ACTIVITIES	1	5	12
C PERFORMING GENERAL ADMINISTRATIVE & SUPPLY ACTIVITIES	8	9	10
D MAINTAINING PATIENT RECORDS	13	10	6
E PERFORMING PATIENT CARE ACTIVITIES	48	37	20
F ASSISTING HEALTH CARE PROVIDERS WITH DIAGNOSTIC PROCEDURES	8	7	3
G PERFORMING OUTPATIENT CLINICAL CARE	4	5	3
H PERFORMING INPATIENT SERVICES	7	2	1
I PERFORMING EMERGENCY TREATMENT ACTIVITIES	4	7	5
J PERFORMING ALLERGY & IMMUNIZATION ACTIVITIES	1	2	2
K PREPARING ALLERGY EXTRACTS	*	*	*
L PERFORMING NEUROLOGICAL TESTS & PROCEDURES	*	*	*
M PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	1	1	2
N PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	*	1	1
O PERFORMING MEDICAL READINESS ACTIVITIES	1	1	2
P PERFORMING HYPERBARIC CHAMBER ACTIVITIES	*	*	*
Q PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*

\* Less than 1 percent

TABLE 8

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N031 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=360)
D160 Take and record pulse rates or temperatures	94
D155 Take and record blood pressures	91
D161 Take and record respiratory rates	90
E200 Dispose of contaminated needles or syringes	85
D158 Take and record oxygen saturation	83
C134 Label specimens	77
E310 Set up oxygen equipment	76
E196 Clean and disinfect medical equipment	76
E199 Dispose of contaminated materials, other than needles or syringes	76
D156 Take and record body weight or body measurements, such as body and abdominal girth	74
E219 Maintain sterile fields	73
E163 Administer bed pans or urinals	72
E162 Accompany patients to appointments or procedures	71
E215 Inspect or restock emergency carts	70
E213 Insert or remove urinary catheters	68
D153 Measure or record intake and output	67
E184 Apply or remove dressings	64
E197 Clean patient care areas, other than in aircraft	64
H372 Make beds	63
E304 Set up equipment for urinary catheterizations	63
E195 Attach cardiac monitoring leads to patients	62
C118 Brief patients regarding medical facility policies	59
F347 Test blood for sugar	59
H371 Distribute nourishment to patients	59

TABLE 9

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N051 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=611)
D160 Take and record pulse rates or temperatures	86
D155 Take and record blood pressures	84
D161 Take and record respiratory rates	83
E200 Dispose of contaminated needles or syringes	76
C134 Label specimens	77
E196 Clean and disinfect medical equipment	73
D158 Take and record oxygen saturation	72
E219 Maintain sterile fields	67
E310 Set up oxygen equipment	66
F345 Take and record orthostatic vital signs	63
E170 Administer or monitor intravenous infusions	63
E199 Dispose of contaminated materials, other than needles or syringes	62
E184 Apply or remove dressings	62
E215 Inspect or restock emergency carts	61
E209 Initiate intravenous infusions	60
E197 Clean patient care areas, other than in aircraft	60
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	60
D156 Take and record body weight or body measurements, such as body and abdominal girth	59
E207 Identify or assist in care for respiratory distress	58
C123 Identify or report equipment or supply problems	58
E260 Perform venipunctures	57
E162 Accompany patients to appointments or procedures	57
E291 Set up equipment for electrocardiograms (EKGs)	57

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSC 4N031 AND DAFSC 4N051 ACTIVE DUTY PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	4N031 (N=360)	4N051 (N=611)	DIFFERENCE
E199 Dispose of contaminated materials, other than needles or syringes	76	62	13
E162 Accompany patients to appointments or procedures	71	57	14
E188 Assist in blood transfusions	43	28	14
D156 Take or record body weight or body measurements, such as body and abdominal girth	74	59	15
E230 Perform back rubs	29	14	15
E183 Apply heat treatments	50	34	16
E225 Monitor and report on patients recovering from anesthesia	43	25	17
E256 Perform skin care	46	28	18
E246 Perform oral hygiene on patients	38	18	19
E224 Monitor and report on patients receiving blood transfusions	46	26	20
E314 Turn patients manually	56	36	20

TABLE 11

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N071 ACTIVE DUTY PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=427)
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	78
B34 Counsel subordinates concerning personal matters	74
D160 Take or record pulse rates or temperatures	72
A78 Supervise military personnel	71
A45 Evaluate personnel for compliance with performance standards	71
C123 Identify and report equipment or supply problems	71
C56 Conduct supervisory performance feedback sessions	70
A19 Determine or establish work assignments, schedules, or priorities	69
D155 Take or record blood pressures	69
D161 Take or record respiratory rates	68
A12 Conduct supervisory orientations of newly assigned personnel	68
A3 Determine or establish logistics requirements, such as personnel, equipment, space, or supplies	65
A81 Write performance reports or supervisory appraisals	64
B92 Conduct OJT	63
A828 Write recommendations for awards or decorations	62
A10 Conduct self-inspections or self-assessments	62
A8 Conduct general staff meetings or briefings	60
C142 Store equipment, tools, or supplies	60
A6 Brief subordinates concerning resolution of technical problems	59
A9 Conduct safety inspections of facilities or equipment	59
B104 Evaluate progress of trainees	58
A23 Develop or establish work methods or procedures	58
A15 Counsel subordinates concerning medical ethics	58
E200 Dispose of contaminated needles or syringes	58
B103 Evaluate personnel to determine training needs	57
B95 Counsel trainees on training matters	57
C121 Coordinate purchase of equipment or medical supplies with medical materiel or vendors	57
C122 Evaluate serviceability of equipment, tools or supplies	57
C137 Perform operational checks on medical equipment	57
A54 Initiate facility or equipment requests	57

TABLE 12

**TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSC 4N051 AND DAFSC 4N071 ACTIVE DUTY PERSONNEL  
(PERCENT MEMBERS PERFORMING)**

TASKS	4N051 (N=611)	4N071 (N=427)	DIFFERENCE
A56 Initiate personnel action requests	3	23	-20
B92 Conduct OJT	42	62	-20
A5 Brief inspection findings	13	33	-20
C130 Initiate or maintain workcenter pyramid recall rosters	15	35	-20
B89 Conduct formal classroom training	16	37	-21
A82 Write recommendations for awards or decorations	17	62	-45
A13 Conduct supervisory performance feedback sessions	27	70	-43
A81 Write performance reports or supervisory appraisals	21	64	-43
A16 Counsel subordinates concerning personal matters	33	74	-41
A45 Evaluate personnel for compliance with performance standards	32	71	-39
A46 Evaluate personnel for promotion, demotion, reclassification, or special awards	17	56	-39
B103 Evaluate personnel to determine training needs	18	57	-39
A54 Initiate facility or equipment work requirements	18	57	-39
A40 Evaluate job or position descriptions	14	53	-39
A78 Supervise military personnel	33	71	-38
A8 Conduct general staff meetings or briefings	23	60	-38

TABLE 13

**DISTRIBUTION OF ANG SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS  
(PERCENT MEMBERS RESPONDING)**

JOB	DAFSC 4N031 (N=26)	DAFSC 4N051 (N=100)	DAFSC 4N071 (N=88)
I. Patient Services	31	17	5
II. Administration and Supply	0	0	0
III. Patient Care	19	20	21
IV. Emergency Treatment	4	16	18
V. Supervision	4	5	25
VI. Neurology	0	0	0
VII. Aeromedical Evacuation	12	23	15
VIII. Allergy and Immunization	4	4	7
IX. Training	0	0	0
X. Medical Readiness	0	0	0

TABLE 14

TIME SPENT ON DUTIES BY ANG MEMBERS OF SKILL-LEVEL GROUPS  
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 4N031 (N=26)	DAFSC 4N051 (N=100)	DAFSC 4N071 (N=88)
A PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	8	9	19
B PERFORMING TRAINING ACTIVITIES	5	4	13
C PERFORMING GENERAL ADMINISTRATIVE & SUPPLY ACTIVITIES	9	8	7
D MAINTAINING PATIENT RECORDS	21	13	9
E PERFORMING PATIENT CARE ACTIVITIES	23	25	18
F ASSISTING HEALTH CARE PROVIDERS WITH DIAGNOSTIC PROCEDURES	3	3	2
G PERFORMING OUTPATIENT CLINICAL CARE	2	3	2
H PERFORMING INPATIENT SERVICES	*	1	1
I PERFORMING EMERGENCY TREATMENT ACTIVITIES	14	12	10
J PERFORMING ALLERGY & IMMUNIZATION ACTIVITIES	2	6	4
K PREPARING ALLERGY EXTRACTS	*	*	*
L PERFORMING NEUROLOGICAL TESTS & PROCEDURES	*	*	*
M PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	2	2	2
N PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	4	8	6
O PERFORMING MEDICAL READINESS ACTIVITIES	5	4	5
P PERFORMING HYPERBARIC CHAMBER ACTIVITIES	*	1	*
Q PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*

\* Less than 1 percent



TABLE 15

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N031 ANG PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N= 26)
D155 Take and record blood pressures	88
D160 Take and record pulse rates or temperatures	85
D156 Take and record body weight or body measurements, such as body and abdominal girth	73
E168 Administer intramuscular injections	69
D161 Take and record respiratory rates	58
E200 Dispose of contaminated needles or syringes	50
E197 Clean patient care areas, other than in aircraft	46
E196 Clean and disinfect medical equipment	46
I412 Perform or practice rescue breathing	46
I402 Perform or practice applications of cervical collars	46
D159 Take and record patient histories	46
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	46
I414 Perform or practice traumatic hemorrhage control	42
I393 Inspect and stock ambulances	42
E173 Administer subcutaneous injections	42
I413 Perform or practice stabilizations of cervical spines	42
I411 Perform or practice patient assessments	42
I405 Perform or practice applications of long-spine boards	42
E291 Set up equipment for electrocardiograms (EKGs)	38
D146 Initiate or maintain health records	38
C118 Brief patients regarding medical facility policies	38
F340 Run electrocardiograph tracings	38

DAFSC 4N051. The 100 ANG members in the 5-skill level group represent 5 percent of the total survey sample. Twenty-three percent of the 5-skill level personnel work in Aeromedical Evacuation Job, while another 20 percent work in the Patient Care Job. Time on duties shows a slight increase in time spent on supervisory duties (see Table 14).

Representative tasks performed by 5-skill level incumbents are listed in Table 16. Table 17 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. Figures show more time is spent on aeromedical evacuation duties.

DAFSC 4N071. Seven-skill level ANG personnel represent 5 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, a larger percentage of these 88 personnel perform supervisory duties (see Table 14). Twenty-five percent of the 7-skill level personnel perform the Supervisory Job, while 21 percent are in the Patient Care Job and 18 percent are in the Emergency Treatment job (see Table 13). Table 18 lists the most common tasks performed by 7-skill level personnel. Table 19 shows those tasks that best differentiate the 5- and 7-skill levels. As expected, the key difference is a greater emphasis on supervisory functions at the 7-skill level.

### AFRES

DAFSC 4N031. The 45 AFRES airmen in the 3-skill level group, representing 2 percent of the total survey sample, spend 36 percent of their job time working in the Patient Care Job and 24 percent in the Patient Services Job (see Table 20). Table 21 lists the time spent on duties. The focus of their job is shown by figures in Table 22, which lists representative tasks performed. Most tasks listed relate to Duty D and E (Maintaining Patient Records and Performing Patient Care Activities).

DAFSC 4N051. The 133 AFRES airmen in the 5-skill level group represent 7 percent of the total survey sample. Twenty-nine percent of the 5-skill level personnel work in the Patient Care Job and another 27 percent work in the Aeromedical Evacuation Job. Time on duties shows a slight increase in the time spent on supervisory duties (see Table 21).

Representative tasks performed by 5-skill level incumbents are listed in Table 23. Table 24 reflects those tasks which best differentiate 5-skill level personnel from their 3-skill level counterparts. Figures show 5-skill level members spend more time on supervisory tasks than their 3-skill level counterparts.

DAFSC 4N071. Seven-skill level AFRES personnel represent 7 percent of the survey sample. Unlike their junior counterparts at the 3- and 5-skill levels, a larger percentage of these 127 personnel perform the Supervisory Job (see Table 20). Twenty-two percent of 7-skill level personnel perform the Supervisory Job, while 35 percent are in the Aeromedical Evacuation Job,

TABLE 16

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N051 ANG PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=100)
D160 Take and record pulse rates or temperatures	86
D155 Take and record blood pressures	84
D161 Take and record respiratory rates	71
E168 Administer intramuscular injections	58
D156 Take and record body weight or body measurements, such as body and abdominal girth	57
E200 Dispose of contaminated needles or syringes	57
I412 Perform or practice rescue breathing	57
I401 Perform hand or litter carries	56
I402 Perform or practice applications of cervical collars	52
I411 Perform or practice patient assessments	51
I413 Perform or practice stabilizations of cervical spines	49
E310 Set up oxygen equipment	48
O631 Set up or tear down tents	48
E291 Set up equipment for electrocardiograms (EKGs)	46
C123 Identify or report equipment or supply problems	46
E173 Administer subcutaneous injections	44
O623 Participate in chemical warfare confidence exercises	44
C137 Perform operational checks on medical equipment	44
E195 Attach cardiac monitoring leads to patients	42
E310 Set up oxygen equipment	42
I414 Perform or practice traumatic hemorrhage control	42
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	42

TABLE 17

**TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSC 4N031 AND DAFSC 4N051 ANG PERSONNEL  
(PERCENT MEMBERS PERFORMING)**

TASKS	4N031 (N=26)	4N051 (N=100)	DIFFERENCE
D156 Take and record body weight or body measurements, such as body and abdominal girth	79	57	16
G356 Maintain treatment room supplies	35	20	15
D159 Take and record patient histories	46	33	13
B113 Prepare workbooks or study guides	15	3	12
O622 Pack or palletize medical supplies or equipment for deployment or transport	8	35	-27
N602 Initiate or annotate aeromedical evacuation forms	4	27	-23
E263 Prepare and administer oral medications or vaccines	12	34	-22
N605 Operate aeromedical evacuation aircraft support systems, such as oxygen, vacuum, or lighting	4	26	-22
J428 Annotate or update immunization roster printouts	8	29	-21
E209 Initiate intravenous infusions	4	25	-21

TABLE 18

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N071 ANG PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=88)
D160 Take or record pulse rates or temperatures	78
D155 Take or record blood pressures	70
E168 Administer intramuscular injections	66
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	61
D161 Take or record respiratory rates	59
B89 Conduct formal classroom training	58
I401 Perform hand or litter carries	55
A78 Supervise military personnel	55
D156 Take and record body weight or body measurements, such as body and abdominal girth	53
E200 Dispose of contaminated needles or syringes	52
A10 Conduct self-inspections or self-assessments	52
I411 Perform or practice patient assessments	52
O623 Participate in chemical warfare confidence exercises	50
I412 Perform or practice breathing	50
O631 Set up or tear down tents	50
E291 Set up equipment for electrocardiograms (EKGs)	49
E167 Administer intradermal injections	49
B92 Conduct OJT	49
I405 Perform or practice applications of long-spine boards	49
C123 Identify and report equipment or supply problems	49
E173 Administer subcutaneous injections	48
B95 Counsel trainees on training progress	48
B104 Evaluate progress of trainees	48

TABLE 19

**TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSC 4N051 AND DAFSC 4N071 ANG PERSONNEL  
(PERCENT MEMBERS PERFORMING)**

TASKS	4N051 (N=100)	4N071 (N=88)	DIFFERENCE
A78 Supervise military personnel	15	55	-40
B89 Conduct formal classroom training	22	58	-36
A45 Evaluate personnel for compliance with performance standards	10	45	-35
A46 Evaluate personnel for promotion, demotion, reclassification, or special awards	4	39	-35
A16 Counsel subordinates concerning personal matters	12	45	-33
B95 Counsel trainees on training matters	15	48	-33
B104 Evaluate progress of trainees	15	48	-33
B103 Evaluate personnel to determine training needs	16	46	-30
A6 Brief subordinates concerning resolution of technical problems	15	44	-29
B94 Construct or develop training materials or aids	9	38	-29
B92 Conduct OJT	21	49	-28
A2 Assign personnel to work areas or duty positions	20	47	-17

**TABLE 20**

**DISTRIBUTION OF AFRES SKILL-LEVEL MEMBERS ACROSS CAREER LADDER JOBS  
(PERCENT MEMBERS RESPONDING)**

<b>JOB</b>	<b>DAFSC 4N031 (N=45)</b>	<b>DAFSC 4N051 (N=133)</b>	<b>DAFSC 4N071 (N=127)</b>
I. Patient Services	24	16	2
II. Administration and Supply	0	1	0
III. Patient Care	36	29	27
IV. Emergency Treatment	7	2	3
V. Supervision	0	5	22
VI. Neurology	0	0	0
VII. Aeromedical Evacuation	13	27	35
VIII. Allergy and Immunization	2	2	0
IX. Training	2	0	0
X. Medical Readiness	0	0	2

TABLE 21

TIME SPENT ON DUTIES BY AFRES MEMBERS OF SKILL-LEVEL GROUPS  
(RELATIVE PERCENT OF JOB TIME)

DUTIES	DAFSC 4N031 (N=45)	DAFSC 4N051 (N=133)	DAFSC 4N071 (N=127)
A PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	8	9	23
B PERFORMING TRAINING ACTIVITIES	2	6	13
C PERFORMING GENERAL ADMINISTRATIVE & SUPPLY ACTIVITIES	5	5	4
D MAINTAINING PATIENT RECORDS	17	12	6
E PERFORMING PATIENT CARE ACTIVITIES	37	30	19
F ASSISTING HEALTH CARE PROVIDERS WITH DIAGNOSTIC PROCEDURES	3	3	2
G PERFORMING OUTPATIENT CLINICAL CARE	2	2	2
H PERFORMING INPATIENT SERVICES	5	3	2
I PERFORMING EMERGENCY TREATMENT ACTIVITIES	7	6	6
J PERFORMING ALLERGY & IMMUNIZATION ACTIVITIES	1	2	2
K PREPARING ALLERGY EXTRACTS	0	*	*
L PERFORMING NEUROLOGICAL TESTS & PROCEDURES	*	*	*
M PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	1	1	1
N PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	6	14	14
O PERFORMING MEDICAL READINESS ACTIVITIES	5	5	5
P PERFORMING HYPERBARIC CHAMBER ACTIVITIES	*	1	*
Q PERFORMING HEMODIALYSIS ACTIVITIES	*	*	*

\* Less than 1 percent



TABLE 22

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N031 AFRES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N= 45)
D160 Take and record pulse rates or temperatures	85
D161 Take and record respiratory rates	82
D155 Take and record blood pressures	71
D153 Measure or record intake and output	71
E163 Administer bed pans or urinals	71
E168 Administer intramuscular injections	56
D158 Take and record oxygen saturation	56
E184 Apply or remove dressings	56
H372 Make beds	56
E200 Dispose of contaminated needles or syringes	51
E201 Feed adult patients	51
E195 Attach cardiac monitoring leads to patients	51
E256 Perform skin care	49
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	49
E173 Administer subcutaneous injections	47
D156 Take and record body weight or body measurements, such as body and abdominal girth	47
E170 Administer or monitor intravenous infusions	47
E199 Dispose of contaminated materials, other than needles or syringes	44
E219 Maintain sterile fields	44
E162 Accompany patients to appointments or procedures	42
E167 Administer intradermal injections	42
I401 Perform hand or litter carries	42

TABLE 23

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N051 AFRES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=133)
D160 Take and record pulse rates or temperatures	83
D161 Take and record respiratory rates	80
D155 Take and record blood pressures	77
D153 Measure or record intake or output	56
E163 Administer bed pans or urinals	56
I401 Perform hand or litter carries	54
D156 Take and record body weight or body measurements, such as body and abdominal girth	51
E168 Administer intramuscular injections	47
E195 Attach cardiac monitoring leads to patients	47
D158 Take and record oxygen saturation	47
E184 Apply or remove dressings	47
E310 Set up oxygen equipment	45
E199 Dispose of contaminated materials, other than needles or syringes	45
E200 Dispose of contaminated needles or syringes	45
E201 Feed adult patients	44
F345 Take and record orthostatic vital signs	44
D159 Take and record patient histories	42
E167 Administer intradermal injections	42
E173 Administer subcutaneous injections	41
E162 Accompany patients to appointments or procedures	41
E314 Turn patients manually	41

TABLE 24

**TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSC 4N031 AND DAFSC 4N051 AFRES PERSONNEL  
(PERCENT MEMBERS PERFORMING)**

TASKS	4N031 (N=84)	4N051 (N=195)	DIFFERENCE
D83 Conduct on the job training (OJT)	27	61	-34
B34 Counsel subordinates concerning personal matters	1	33	-32
D100 Evaluate progress of trainees	2	33	-31
C76 Write EPRs	2	33	-31
D87 Counsel trainees on training progress	2	32	-30
E114 Initiate electronic mail (E-mail)	23	52	29
A23 Plan or schedule work assignments or priorities	5	34	-29
D102 Maintain training records, charts, graphs, or files	13	42	-29
C56 Conduct performance feedback sessions	5	33	-28
A5 Determine or establish work priorities	17	45	-28
C78 Write recommendations for awards or decorations	2	30	-28
C67 Evaluate personnel for compliance with performance standards	4	31	-27
D92 Develop in-house training programs	6	31	-25

and 27 percent are in the Patient Care Job (see Table 20). Table 25 lists the most common tasks performed by 7-skill level personnel. Most of these tasks involve supervisory, training, and patient records. Table 26 shows those tasks that best differentiate the 5- and 7-skill levels. As expected, the key difference is a greater emphasis on supervisory functions at the 7-skill level.

### Summary

Three- and 5-skill level airmen perform many tasks in common, with both groups spending the vast majority of their relative job time performing technical AFSC-specific maintenance tasks. The 5-skill level group, however, also perform some supervisory tasks. Seven-skill level members still perform a substantial amount of routine day-to-day patient care activities, but show a more definite shift toward supervisory functions. The ANG and AFRES personnel are more specialized because they perform fewer tasks than their Active Duty counterparts.

## **ANALYSIS OF AFMAN 36-2108 *SPECIALTY DESCRIPTION***

Survey data were compared to the AFMAN 36-2108 *Specialty Description* for Medical Service, effective 31 October 1994. This specialty description is intended to provide a broad overview of the duties and responsibilities of each skill level. In general, the specialty description covers tasks and jobs performed by career ladder personnel.

## **TRAINING ANALYSIS**

Occupational survey data represent one of many sources of information that are used to assist in the development of training programs for career ladder personnel. OSR data useful to training personnel include job descriptions for the various jobs performed within a career ladder, distribution of personnel across career ladder jobs, percentages of personnel performing specific tasks, and percentages of personnel maintaining specific equipment or systems, as well as the difficulty of tasks and TE ratings gathered from senior members of the career ladder.

### Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can help technical school personnel decide which entry-level training tasks to emphasize. These ratings, based on the judgments of senior career ladder NCOs at operational units, provide training personnel with a rank ordering of those tasks considered important for first-enlistment airman training (TE), and a measure of the difficulty of those tasks (TD). When combined with data on the percentages of first-enlistment personnel

TABLE 25

## REPRESENTATIVE TASKS PERFORMED BY DAFSC 4N071 AFRES PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=127)
D160 Take or record pulse rates or temperatures	74
D155 Take or record blood pressures	72
D161 Take or record respiratory rates	71
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	66
D153 Measure or record intake and output	60
I401 Perform hand or litter carries	58
E163 Administer intradermal injections	56
B108 Maintain training records or files	55
B104 Evaluate progress of trainees	53
B34 Counsel subordinates concerning personal matters	53
B95 Counsel trainees on training progress	52
B92 Conduct OJT	51
A19 Determine or establish work assignments, schedules, or priorities	50
N596 Enplane or deplane patients	50
A45 Evaluate personnel for compliance with performance standards	49
E168 Administer intramuscular injections	47
E184 Apply or remove dressings	47
E200 Dispose of contaminated needles	47
E195 Attach cardiac monitoring leads to patients	47
A12 Conduct supervisory orientations of newly assigned personnel	46

TABLE 26

TASKS WHICH BEST DIFFERENTIATE BETWEEN  
DAFSC 4N051 AND DAFSC 4N071 AFRES PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASKS	4N051 (N=133)	4N071 (N=127)	DIFFERENCE
B99 Develop training programs, plans, or procedures	9	29	-20
A48 Evaluate quality of patient care	11	31	-20
B85 Administer or score tests	11	31	-20
A15 Counsel subordinates concerning medical ethics	9	29	-20
A17 Determine or establish logistics requirements, such as personnel, equipment, space, or supplies	10	31	-20
A78 Supervise military personnel	17	62	-45
A16 Counsel subordinates concerning military matters	11	53	-42
B95 Counsel trainees on training progress	11	52	-41
B104 Evaluate progress of trainees	17	53	-36
A19 Determine or establish work assignments, schedules, or priorities	15	50	-35
A12 Conduct supervisory orientations of newly assigned personnel	12	47	-35
A13 Conduct supervisory performance feedback sessions	8	41	-33

performing tasks, comparisons can be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors (TE and TD), accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings but low percentages performing may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel. This decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

To help training personnel focus on tasks that are most appropriate for entry-level training, an additional factor, the Automated Training Indicator (ATI), was assigned to each task in the inventory. A computer program considered percent first-enlistment members performing, TE and TD ratings, and the Course Training Decision Logic Table found in AETCI 36-2601, Atch 1, and assigned an ATI value to each task corresponding to the 18 training decisions on the table. The decision table and explanation of ATIs precede the listing of tasks in descending order of ATI in the TRAINING EXTRACT. Training personnel should focus on tasks with an ATI of 18, which suggests these tasks should be in the entry-level course.

Tasks having the highest TE ratings are listed in Table 27. Included for each task are the percentage of first-job and first-enlistment personnel performing and the TD rating. Tasks with the highest TE deal with Performing Patient Care Activities (Duty E).

Table 28 lists the tasks having the highest TD ratings. The percentages of first-job, first-enlistment, 5-, and 7-skill level personnel performing, and the TE ratings are also included for each task. Most tasks with high TD ratings deal with performing IDMT activities, and are performed by very few to none of the respondents.

Various lists of tasks, accompanied by TE and TD ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. For a more detailed explanation of TD and TE ratings, see the Task Factor Administration in the SURVEY METHODOLOGY section of this report.

#### First-Enlistment Personnel

In this study, there are 693 Active Duty members in their first enlistment (1-48 months TAFMS) representing 33 percent of the survey sample. As displayed in Table 29, approximately 92 percent of their duty time is devoted to technical functions. Figure 2 shows how first-enlistment personnel are distributed across the jobs identified in the **SPECIALTY JOBS** section of this report. Sixty-eight percent of first-enlistment personnel are involved in the Patient Care Job and the remaining 24 percent are working in the remaining 7 jobs.

Table 30 displays commonly performed tasks by first-enlistment personnel. The majority of tasks involve patient care activities. Equipment utilized by 30 percent or more of first-enlistment personnel are listed in Table 31.

TABLE 27

## DAFSC 4N0X1 TASKS WITH HIGHEST TRAINING EMPHASIS RATINGS

TASKS	TNG EMP	PERCENT MEMBERS PERFORMING			TSK DIF
		1ST	1ST		
		JOB	ENL		
E233	8.32	24	34	5.33	
E207	7.58	44	50	5.92	
E203	7.41	19	28	5.76	
E219	7.32	59	60	4.29	
I412	7.20	30	31	4.88	
D160	7.16	91	90	5.54	
E205	7.16	20	22	5.54	
E200	7.14	76	75	2.77	
E212	7.12	17	23	4.78	
E279	7.12	25	28	4.62	
E204	7.10	13	17	5.21	
E209	7.10	46	50	5.55	
D155	7.07	88	86	2.71	
E260	7.00	45	48	4.79	
D161	6.99	84	84	2.32	
E170	6.96	49	51	4.59	
I413	6.95	22	25	5.18	
I414	6.93	20	22	5.12	
E195	6.88	50	53	3.59	

TD MEAN = 5.00; SD = 1.00

TE MEAN = 2.86; SD = 3.39 (HIGH TE = 6.25)



TABLE 28

## DAFSC 4N0X1 TASKS WITH HIGHEST TASK DIFFICULTY RATINGS

TASKS	TSK DIF	PERCENT MEMBERS PERFORMING						TNG EMP
		1ST JOB	1ST ENL	DAFSC 4N051	DAFSC			
					4N071			
M568	7.30	0	1	1	2		1.69	
I391	7.11	10	14	25	23		5.32	
M579	7.01	0	0	0	2		1.31	
M574	6.99	0	1	1	2		1.65	
M569	6.99	0	1	2	3		1.77	
P654	6.96	0	0	0	0		.59	
P663	6.96	0	0	0	0		.22	
P651	6.95	0	1	1	1		.51	
P657	6.92	1	1	1	1		.48	
L516	6.83	1	2	1	1		.56	
B98	6.83	1	2	3	11		1.38	
Q696	6.82	0	0	0	0		.26	
L515	6.82	1	2	1	0		.57	

TD MEAN = 5.00; SD = 1.00

TE MEAN = 2.86; SD = 3.39 (HIGH TE = 6.25)

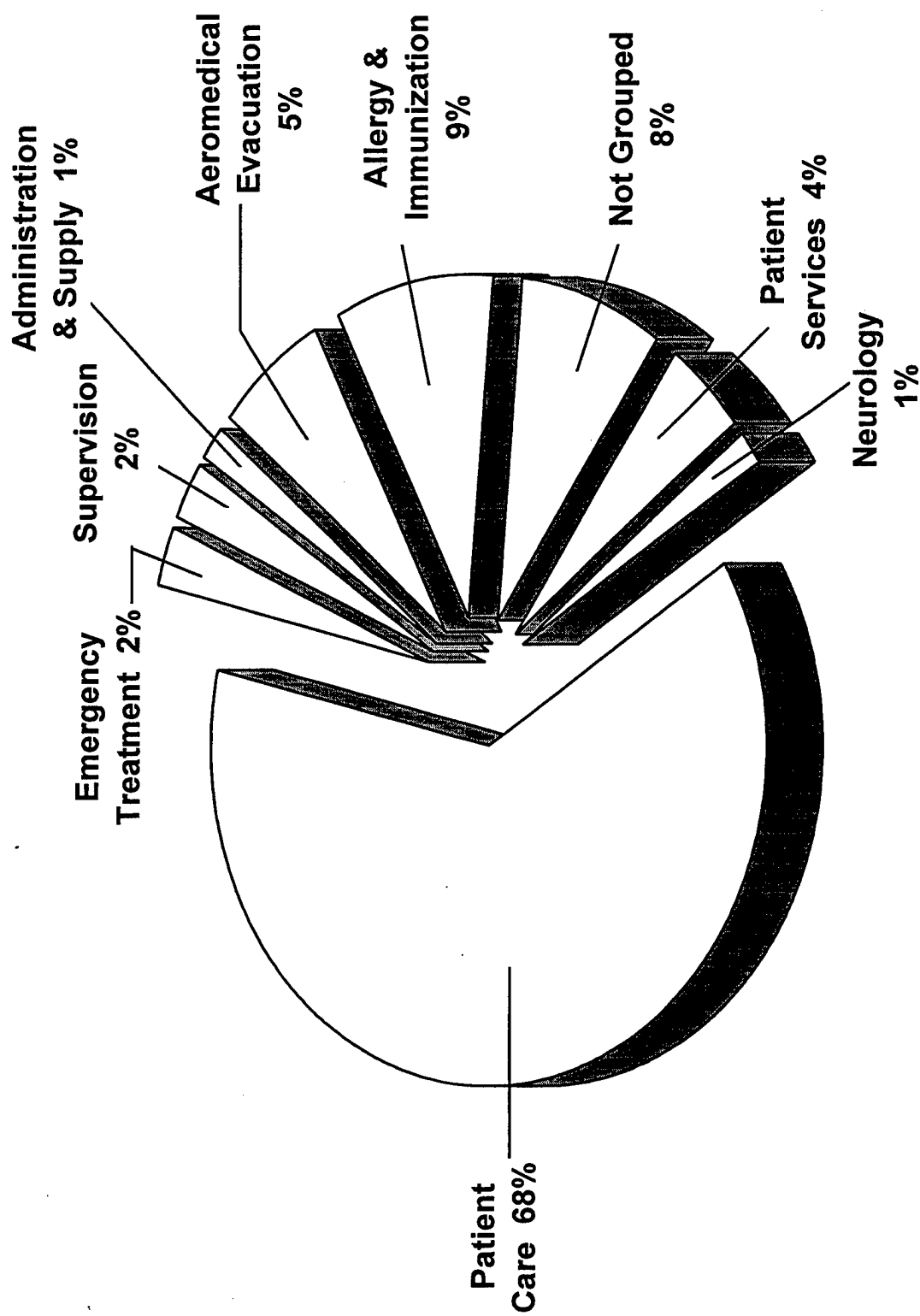
**TABLE 29**

**RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY  
FIRST-ENLISTMENT ACTIVE DUTY PERSONNEL**

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT & SUPERVISORY ACTIVITIES	6
B PERFORMING TRAINING ACTIVITIES	2
C PERFORMING GENERAL ADMINISTRATIVE & SUPPLY ACTIVITIES	9
D MAINTAINING PATIENT RECORDS	12
E PERFORMING PATIENT CARE ACTIVITIES	40
F ASSISTING HEALTH CARE PROVIDERS WITH DIAGNOSTIC PROCEDURES	5
G PERFORMING OUTPATIENT CLINICAL CARE	4
H PERFORMING INPATIENT SERVICES	5
I PERFORMING EMERGENCY TREATMENT ACTIVITIES	5
J PERFORMING ALLERGY & IMMUNIZATION ACTIVITIES	4
K PREPARING ALLERGY EXTRACTS	1
L PERFORMING NEUROLOGICAL TESTS & PROCEDURES	1
M PERFORMING INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMT) ACTIVITIES	1
N PERFORMING AEROMEDICAL EVACUATION ACTIVITIES	2
O PERFORMING MEDICAL READINESS ACTIVITIES	2
P PERFORMING HYPERBARIC CHAMBER ACTIVITIES	*
Q PERFORMING HEMODIALYSIS ACTIVITIES	*

\* Denotes less than 1 percent

# **JOBS PERFORMED BY FIRST-ENLISTMENT AFSC 4N0X1 PERSONNEL**



**FIGURE 2**

TABLE 30

**MOST COMMONLY PERFORMED TASKS FOR  
FIRST-ENLISTMENT 4N0X1 ACTIVE DUTY PERSONNEL**

TASKS	PERCENT MEMBERS PERFORMING (N=693)
D160 Take and record pulse rates or temperatures	90
D155 Take and record blood pressures	86
D161 Take and record respiratory rates	84
E200 Dispose of contaminated needles or syringes	75
E196 Clean and disinfect medical equipment	65
D158 Take and record oxygen saturation	65
E199 Dispose of contaminated materials, other than needles or syringes	64
E310 Set up oxygen equipment	64
C134 Label specimens	64
D156 Take and record body weight or body measurements, such as body and abdominal girth	63
E162 Accompany patients to appointments or procedures	62
E219 Maintain sterile fields	60
F345 Take and record orthostatic vital signs	58
E163 Administer bed pans or urinals	58
E215 Inspect or restock emergency carts	58
E197 Clean patient care areas, other than in aircraft	57
E184 Apply or remove dressings	56
C123 Identify and report equipment or supply problems	54
E291 Set up equipment for electrocardiograms (EKGs)	53
E195 Attach cardiac monitoring leads to patients	53
C118 Brief patients regarding medical facility policies	53
D153 Measure or record intake and output	53
E213 Insert or remove urinary catheters	53
C137 Perform operational checks on medical equipment	51
E207 Identify or assist in care for respiratory distress	50
E209 Initiate intravenous infusions	50
E186 Apply suction to patients	49
H372 Make beds	49

TABLE 31

**EQUIPMENT AND TEST EQUIPMENT USED BY MORE THAN 30 PERCENT  
OF FIRST-JOB OR FIRST-ENLISTMENT  
AFSC 4N0X1 ACTIVE DUTY PERSONNEL**

EQUIPMENT	4N0X1 1ST JOB (N=262)	4N0X1 1ST ENL (N=541)
Needles	91	91
Stethoscopes	90	90
Thermometers, Electronic	90	86
Blood Pressure Cuffs, Electronic	89	87
Pulse Oximeters	87	83
Wheelchairs	85	82
Blood Pressure Cuffs, other than Electronic	84	85
Oxygen Masks	82	79
Suction Equipment	80	77
Catheters, Urinary	76	70
Scales	74	70
Accucheck Glucose Testers	71	69
Syringes, other than Ear Lavage	70	75
Cold Packs	69	66
Thermometers, Typanic	69	69
Pumps, Infusion	67	65
Electrocardiographic Machines	63	62
Bag-Valve-Masks	61	65
Gurneys, Hospital	61	64
Tape Measures	60	60
Nebulizers	50	57
Heating Pads	47	44
Humidifiers	47	45
Dopplers	46	49
Gurneys, Ambulance	46	48
Ambulances	44	46
Catheters, Indwelling	42	45
Restraints	42	48
Back Boards	38	45
Airways, Oral	37	42
Crash Rescue Equipment Kits	35	32
Airways, Nasopharyngeal	33	39
Litters	33	39
Fetal Monitors	32	25
Vaginal Speculums	31	30
Syringes, Ear Lavage	29	34
Handheld Fire Extinguishers	28	32

### Specialty Training Standard (STS)

In September 1996, training personnel from Sheppard AFB TX matched tasks in the JI to appropriate sections of the STS at a workshop held at Sheppard AFB TX. In addition, personnel from Wilford Hall and Brooks AFB TX reviewed appropriate sections of the STS. A listing of the STS was then produced showing each STS paragraph and subparagraph, tasks matched, percent criterion group members performing, TE and TD ratings, and ATI. This listing is included in the TRAINING EXTRACT sent to the school for review. Criteria set forth in AETCI 36-2601 were used to review the relevance of each STS paragraph and subparagraph with matched tasks.

Career Ladder Progression, (paragraph 1) was not reviewed. Technical areas included in paragraphs 2-18 were thoroughly reviewed using OSR data. Typically, STS areas having matched tasks that have sufficiently high TE and TD ratings and are performed by at least 20 percent of personnel in the 1-48 months TAFMS group or the 3-skill level group should be retained in the STS.

Using this approach, a substantial portion of STS paragraphs did not have tasks matched with at least 20 percent members performing when compared to the total population criterion groups mentioned above. This lack of support across so many elements is due to the high degree of diversity among the jobs or functions performed within the career ladder. However, since the STS is intended to provide comprehensive coverage of tasks performed by career ladder personnel across all jobs or functions, it is critical that job-specific tasks be included in the STS.

This diversity and variety of jobs within the AFSC 4N0X1 career ladder therefore warrant a different approach, or perspective, in examining the STS to ensure that all major jobs are adequately covered in the STS. Thus, a second printout was created showing the clusters and job groups identified and corresponding percent members performing data for tasks matched to each STS paragraph. By using this method, fewer entries in the STS were not supported by OSR data. Examples of these entries are listed in Table 32. A complete listing of the STS paragraphs, with OSR data displayed for each of these jobs identified, can be found in the TRAINING EXTRACT report that accompanies this OSR. Training personnel and SMEs should review these areas closely to determine if continued inclusion in future revisions to the STS is warranted.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. Eighty-one technical tasks performed by more than 20 percent of any job members were not matched to the STS. They involve performing patient care activities, assisting health care providers with diagnostic procedures, performing outpatient clinical care, performing emergency treatment activities, performing allergy and immunization activities, performing neurological tests and procedures, and performing aeromedical evacuation activities (see Table 33). The functional community and training personnel need to review these technical tasks for inclusion in the STS.

TABLE 32

**EXAMPLES OF STS ITEMS NOT SUPPORTED BY OSR DATA  
(PERCENT MEMBERS PERFORMING)**

STS REFERENCE/TASKS	3-SK LVL COURSE	PERCENT MEMBERS PERFORMING				
		PATIENT SERVICES	ADMIN & SUPPLY	PATIENT CARE	EMERGENCY TREATMENT	SUPV
<b>10 FUNDAMENTALS OF NURSING CARE</b>	2b					
<i>10h PERFORM TRANSFER TECHNIQUES</i>						
10h(3) (b) Turning sheets					0	5
H377 Turn patients using turning devices		3	0	16		
<b>11 NURSING CARE OF PATIENTS WITH SPECIAL NEEDS</b>	a					
<i>11i WOUND MANAGEMENT</i>					0	1
11i(3)(f) Incision and drainage of abscesses						
M573 Perform incision and drainages		0	0	3		
<b>15 INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMTs)</b>	3c					
<i>15b IDMT ADMINISTRATION PROCEDURES</i>						
15b(1) Maintain military health records						
M560 Maintain dental or medical records		4	0	7	9	4

TABLE 32 (CONTINUED)

EXAMPLES OF STS ITEMS NOT SUPPORTED BY OSR DATA  
(PERCENT MEMBERS PERFORMING)

STS REFERENCE ITEMS	3-SK LVL COURSE	PERCENT MEMBERS PERFORMING			
		NEUROLOGY	AEROMEDICAL EVACUATION	ALLERGY & IMMUNIZATION	TNG MEDICAL READINESS
<b>10 FUNDAMENTALS OF NURSING CARE</b>					
<i>10h PERFORM TRANSFER TECHNIQUES</i>					
10h(3) (b) Turning sheets	2b	0	7	0	0
H377 Turn patients using turning devices					
<b>11 NURSING CARE OF PATIENTS WITH SPECIAL NEEDS</b>					
<i>11i WOUND MANAGEMENT</i>					
11i(3)(f) Incision and drainage of abscesses	a	0	1	0	0
M573 Perform incision and drainages					
<b>15 INDEPENDENT DUTY MEDICAL TECHNICIAN (IDMTs)</b>					
<i>15b IDMT ADMINISTRATION</i>					
<i>PROCEDURES</i>	3c				
15b(1) Maintain military health records		0	1	2	0
M560 Maintain dental or medical records					



TABLE 33

SAMPLE OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE 4N0X1  
3-SKILL LEVEL MEMBERS BUT NOT REFERENCED BY STS  
(PERCENT MEMBERS PERFORMING)

	STS REFERENCE/TASKS	PERCENT MEMBERS PERFORMING					
		PATIENT SERVICES	ADMIN & SUPPLY	PATIENT CARE	EMERGENCY TREATMENT	SUPV	
E162	Accompany patients to appointments or procedures	39	20	68	26	34	
E204	Identify and initiate emergency treatment for syncope	4	0	35	13	21	
E291	Set up equipment for electrocardiograms (EKGs)	41	10	69	67	31	
F340	Run electrocardiograph (ECG) tracings	24	0	43	48	27	
I401	Perform hand or litter carries	30	0	41	78	21	
I409	Perform or practice decontaminations of personnel or equipment	8	0	28	57	12	
I415	Perform standby medical coverage	3	10	30	50	16	

TABLE 33 (CONTINUED)

SAMPLE OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE 4N0X1  
3-SKILL LEVEL MEMBERS BUT NOT REFERENCED BY STS  
(PERCENT MEMBERS PERFORMING)

	STS REFERENCE/TASKS	PERCENT MEMBERS PERFORMING				
		NEUROLOGY	AEROMEDICAL EVACUATION	ALLERGY & IMMUNIZATION	TNG	MEDICAL READINESS
E162	Accompany patients to appointments or procedures	39	13	27	0	0
E204	Identify and initiate emergency treatment for syncope	17	23	36	0	0
E291	Set up equipment for electrocardiograms (EKGs)	6	21	8	0	0
F340	Run electrocardiograph (ECG) tracings	0	10	5	0	0
I401	Perform hand or litter carries	0	65	13	0	14
I409	Perform or practice decontaminations of personnel or equipment	6	21	10	0	14
I415	Perform standby medical coverage	0	14	13	0	0

### Plan of Instruction (POI)

POI J3AQR4N031-003, Medical Services Apprentice, dated October 1996 was reviewed against OSR data and the job structure described in the SPECIALTY JOBS section. JI tasks were matched to related training objectives in the entry level course with the assistance from the technical school SMEs. The method employed was similar to that of the STS percent members performing data for first-job (1-24 months TAFMS) personnel, first-enlistment (1-48 months TAFMS) personnel and TE and TD ratings.

POI blocks, units of instruction, and learning objectives were compared to the standard set forth in AETCI 36-2601, Table A2.1, Atch 2 (30 percent or more of the first-enlistment group performing tasks trained, along with sufficiently high TE and TD ratings on those tasks). By this guidance, tasks trained in the course which do not meet these criteria should be considered for elimination from the formal course, if not justified on some other acceptable basis.

From a review of the overall POI, the course gives newly assigned airmen a good introduction to the major aspects of the jobs which will most likely be performed in their first assignment. However, 9 of the 92 proficiency coded learning objectives listed are not supported by survey data. Table 34 lists examples of these performance-coded objectives. These learning objectives should be reviewed by training personnel to see if they should remain in the POI. Table 35 lists technical tasks performed by 30 percent or more first-enlistment personnel, but not referenced by the POI. Training personnel should also review these tasks.

### **JOB SATISFACTION ANALYSIS**

An examination of responses to the job satisfaction questions can give career ladder managers a better understanding of some of the factors that may affect the job performance of airmen in the career ladder. The survey booklet included questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions. The responses of the current survey sample were then analyzed by making several comparisons: (1) among TAFMS groups of the Medical services career ladder and a comparative sample of personnel from other Medical career ladders surveyed in 1995 (AFSCs 4A2X1, 4T0X1, and 4T0X2); and (2) between current and previous survey TAFMS groups; and (3) across specialty groups identified in the **SPECIALTY JOBS** section of this report.

Table 36 compares first-enlistment (1-48 months TAFMS), second-enlistment (49-96 months TAFMS), and career (97+ months TAFMS) group data to corresponding enlistment groups from other Medical AFSCs surveyed during the 1995 calendar year. These data give a relative measure of how the job satisfaction of AFSC 4N0X1 personnel compares with similar

TABLE 34

**EXAMPLES OF POI ITEMS NOT SUPPORTED BY OSR DATA  
(PERCENT MEMBERS PERFORMING)**

<u>POI REFERENCE/TASKS</u>	<u>TNG EMP</u>	<u>1ST JOB (N=249)</u>	<u>1ST ENL (N=693)</u>	<u>TSK DIF</u>
I.2a. Without reference, using CBI terminals, identify basic facts and principles about medical terminology with at least 70 percent accuracy.				
C126 Initiate or annotate computer generated laboratory forms	3.28	9	11	3.75
IV.3-1. Without reference, identify why and when scene size-up and the initial assessment must be done with at least 80 percent accuracy.				
O617 Assist in identification of patients under field conditions	3.11	11	14	5.01
IV.7-1. Without reference, identify basic facts and terms about ambulance operations with at least 80 percent accuracy.				
0617 Assist in identification of patients under field conditions	3.11	11	14	5.01

TABLE 35

SAMPLE OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE 4N0X1  
FIRST ENLISTMENT MEMBERS BUT NOT REFERENCED BY POI  
(PERCENT MEMBERS PERFORMING)

TASKS	PERCENT MEMBERS PERFORMING			
	TNG EMP	1ST ENL (N=693)	TSK DIF	
E200 Identify or assist in care for postoperative hemorrhages	7.14	75	2.77	
E195 Attach cardiac monitoring leads to patients	6.88	53	3.59	
D158 Take and record oxygen saturation	6.79	65	3.11	
E215 Inspect or restock emergency carts	6.23	58	3.39	
E188 Assist in blood transfusions	6.16	32	5.66	
E225 Monitor and report on patients recovering from anesthesia	6.11	30	5.46	
E308 Set up intravenous monitoring equipment	5.91	39	4.04	

TABLE 36

**COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 4N0X1 ACTIVE DUTY TAFMS GROUPS  
IN CURRENT STUDY TO COMPARATIVE STUDY  
(PERCENT MEMBERS RESPONDING)**

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	AFSC 4N0X1 (N=541)	COMP SAMPLE (N=518)	AFSC 4N0X1 (N=329)	COMP SAMPLE (N=427)	AFSC 4N0X1 (N=670)	COMP SAMPLE (N=725)
<b><u>EXPRESSED JOB INTEREST:</u></b>						
INTERESTING	80	86	87	73	81	84
SO-SO	11	10	8	17	12	11
DULL	9	4	7	5	7	5
<b><u>PERCEIVED USE OF TALENTS:</u></b>						
FAIRLY WELL TO PERFECT	82	66	91	82	80	89
NONE TO VERY LITTLE	17	34	8	18	20	11
<b><u>PERCEIVED USE OF TRAINING:</u></b>						
FAIRLY WELL TO PERFECT	86	92	81	91	77	83
NONE TO VERY LITTLE	14	8	19	9	23	17
<b><u>SENSE OF ACCOMPLISHMENT FROM JOB:</u></b>						
SATISFIED	75	51	73	63	72	69
NEUTRAL	13	49	11	36	11	9
DISSATISFIED	12	0	16	*	17	22
<b><u>REENLISTMENT INTENTIONS:</u></b>						
YES OR PROBABLY YES	54	51	62	81	76	77
NO OR PROBABLY NO	45	49	38	9	10	9
WILL RETIRE	0	0	0	10	14	14

NOTE: Columns may not add to 100 percent due to rounding  
Comparative data are from AFSCs 4A2X1, 4T0X1, and 4T0X2 surveyed in 1995

Air Force specialties. Medical Services personnel in the 49-96 months TAFMS group reported generally lower job satisfaction than members of the comparative sample. Overall, satisfaction for the three TAFMS groups in AFSC 4N0X1 is still relatively high.

Comparison of job satisfaction indicator responses of the current TAFMS groups to TAFMS groups in the AFSC 902X0 1992 survey (see Table 37) indicate that generally, the 1996 responses are higher than the 1992 responses.

An examination of job satisfaction data can also reveal the influences performing certain jobs may have on overall job satisfaction. Table 38 presents job satisfaction data for the jobs identified in the career ladder structure for AFSC 4N0X1. Overall, personnel in the Patient Services Job had the lowest job satisfaction.

Table 39 shows the job satisfaction across total Active Duty, ANG, and Reserve. Satisfaction across all three groups is relatively high. The majority of the three groups seem to be satisfied. There was little difference across the groups.

## IMPLICATIONS

As explained in the **INTRODUCTION**, this survey was conducted primarily to provide training personnel with current information on the Medical Services career ladder for use in reviewing current training programs and training documents. Specialty Job Analysis indicates no big changes have occurred in AFSC 4N0X1 over the past 5 years. Overall job progression is normal and shows a distinct pattern as one moves from the 3- to the 7-skill level. Furthermore, the AFMAN 36-2108 *Specialty Description* broadly describes the jobs and tasks being performed. Job satisfaction is fairly high, and no serious problem areas were noted. Analyses of the STS reflect adequate support for some areas, however, there are unsupported items. These STS items should be closely reviewed to decide whether they belong in the STS. Some tasks, not referenced to the STS, which had supporting data are also recommended for review and possible inclusion in future revisions of the training program. In addition, a thorough analysis of the POI indicated that 9 proficiency learning objectives are not supported by survey data. These learning objectives should be reviewed by training personnel to see if they should remain in the POI.

TABLE 37

**COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 4N0X1  
ACTIVE DUTY TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY  
(PERCENT MEMBERS RESPONDING)**

	1-48 MONTHS TAFMS		49-96 MONTHS TAFMS		97+ MONTHS TAFMS	
	AFSC 4N0X1 (N=541)	1992 902X0 (N=872)	AFSC 4N0X1 (N=329)	1992 902X0 (N=845)	AFSC 4N0X1 (N=670)	1992 902X0 (N=954)
<b><u>EXPRESSED JOB INTEREST:</u></b>						
INTERESTING	80	77	87	77	81	78
SO-SO	11	14	8	14	12	14
DULL	9	9	9	9	7	8
<b><u>PERCEIVED USE OF TALENTS:</u></b>						
FAIRLY WELL TO PERFECT	82	79	91	79	80	82
NONE TO VERY LITTLE	17	21	8	21	20	18
<b><u>PERCEIVED USE OF TRAINING:</u></b>						
FAIRLY WELL TO PERFECT	86	84	81	78	77	77
NONE TO VERY LITTLE	14	16	19	22	23	23
<b><u>SENSE OF ACCOMPLISHMENT FROM JOB:</u></b>						
SATISFIED	75	74	73	72	72	71
NEUTRAL	13	11	11	10	11	10
DISSATISFIED	12	15	16	18	17	19
<b><u>REENLISTMENT INTENTIONS:</u></b>						
YES OR PROBABLY YES	54	55	62	64	76	71
NO OR PROBABLY NO	45	44	38	36	10	10
WILL RETIRE	0	*	0	*	14	19

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



TABLE 38

**JOB SATISFACTION INDICATORS FOR AFSC 4N0X1 JOB GROUPS  
(PERCENT MEMBERS RESPONDING)**

	PATIENT SERVICES GP160	ADMIN & SUPPLY STG190	PATIENT CARE STG077	EMERGENCY TREATMENT STG096	SUPV STG057
<b><u>EXPRESSED JOB INTEREST:</u></b>					
INTERESTING	62	90	81	83	86
SO-SO	22	0	12	13	10
DULL	16	10	7	4	4
<b><u>PERCEIVED USE OF TALENTS:</u></b>					
FAIRLY WELL TO PERFECT	66	90	83	85	81
NONE TO VERY LITTLE	34	10	17	15	19
<b><u>PERCEIVED USE OF TRAINING:</u></b>					
FAIRLY WELL TO PERFECT	57	90	84	74	78
NONE TO VERY LITTLE	43	10	16	26	22
<b><u>SENSE OF ACCOMPLISHMENT FROM JOB:</u></b>					
SATISFIED	59	70	75	67	73
NEUTRAL	11	20	11	13	11
DISSATISFIED	30	10	13	20	16
<b><u>REENLISTMENT INTENTIONS:</u></b>					
YES OR PROBABLY YES	69	70	65	83	74
NO OR PROBABLY NO	28	30	30	10	11
WILL RETIRE	3	0	4	7	15

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

TABLE 38 (CONTINUED)

**JOB SATISFACTION INDICATORS FOR AFSC 4N0X1 JOB GROUPS  
(PERCENT MEMBERS RESPONDING)**

	NEUROLOGY (STG496)	AEROMEDICAL EVACUATION (STG050)	ALLERGY & IMMUNIZATION (STG063)	TNG (STG293)	MEDICAL READINESS (STG249)
<b><u>EXPRESSED JOB INTEREST:</u></b>					
INTERESTING	83	81	68	87	100
SO-SO	11	13	14	13	0
DULL	6	6	18	0	0
<b><u>PERCEIVED USE OF TALENTS:</u></b>					
FAIRLY WELL TO PERFECT	95	86	75	80	86
NONE TO VERY LITTLE	5	14	25	20	14
<b><u>PERCEIVED USE OF TRAINING:</u></b>					
FAIRLY WELL TO PERFECT	89	84	79	87	86
NONE TO VERY LITTLE	11	16	20	13	14
<b><u>SENSE OF ACCOMPLISHMENT FROM JOB:</u></b>					
SATISFIED	83	77	64	73	86
NEUTRAL	17	18	34	27	14
DISSATISFIED	0	5	2	0	0
<b><u>REENLISTMENT INTENTIONS:</u></b>					
YES OR PROBABLY YES	83	77	64	73	86
NO OR PROBABLY NO	17	18	34	27	14
WILL RETIRE	0	5	2	0	0

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

TABLE 39

**JOB SATISFACTION INDICATORS FOR AFSC 4N0X1 TOTAL SAMPLE  
(PERCENT MEMBERS RESPONDING)**

	ACTIVE (N=1,540)	ANG (N=223)	AFRES (N=312)
<b><u>EXPRESSED JOB INTEREST:</u></b>			
INTERESTING	80	79	79
SO-SO	13	13	14
DULL	7	8	7
<b><u>PERCEIVED USE OF TALENTS:</u></b>			
FAIRLY WELL TO PERFECT	80	81	82
NONE TO VERY LITTLE	19	19	18
<b><u>PERCEIVED USE OF TRAINING:</u></b>			
FAIRLY WELL TO PERFECT	81	77	80
NONE TO VERY LITTLE	19	23	20
<b><u>SENSE OF ACCOMPLISHMENT FROM JOB:</u></b>			
SATISFIED	73	71	69
NEUTRAL	11	12	12
DISSATISFIED	15	17	19
<b><u>REENLISTMENT INTENTIONS:</u></b>			
YES OR PROBABLY YES	65	73	81
NO OR PROBABLY NO	28	21	13
WILL RETIRE	6	6	6

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

**APPENDIX A**

**REPRESENTATIVE TASKS PERFORMED BY  
MEMBERS OF CAREER LADDER JOBS**

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**TABLE A1**  
**PATIENT SERVICES**  
**(GP160, N=74)**

TYPICAL TASKS		PERCENT
D160	Take and record pulse rates or temperatures	99
D155	Take and record blood pressures	95
D161	Take and record respiratory rates	76
D156	Take and record body weight or body measurements, such as body and abdominal girth	70
E168	Administer intramuscular injections	50
E291	Set up equipment for electrocardiograms (EKGs)	41
E173	Administer subcutaneous injections	39
E162	Accompany patients to appointments or procedures	39
E200	Dispose of contaminated needles or syringes	38
E197	Clean patient care areas, other than in aircraft	35
F345	Take and record orthostatic vital signs	32
E167	Administer intradermal injections	30
I401	Perform hand or litter carries	30
E196	Clean and disinfect medical equipment	30
C134	Label specimens	30
D153	Measure or record intake and output	28
A63	Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	27
E195	Attach cardiac monitoring leads to patients	27
D159	Take and record patient histories	27
E163	Administer bed pans or urinals	27

**TABLE A2**  
**ADMINISTRATION AND SUPPLY**  
**(STG190, N=10)**

TYPICAL TASKS		PERCENT
D160	Take and record pulse rates or temperatures	100
D161	Take and record respiratory rates	100
D155	Take and record blood pressures	100
D153	Measure or record intake and output	100
C134	Label specimens	90
E196	Clean and disinfect medical equipment	90
E200	Dispose of contaminated needles or syringes	80
D158	Take and record oxygen saturation	80
C142	Store equipment, tools, or supplies	70
C118	Brief patients regarding medical facility policies	70
H366	Admit or orient patients to wards	70
H371	Distribute nourishment to patients	70
E197	Clean patient care areas, other than aircraft	60
C119	Compile data for records, reports, or logs	50
D156	Take and record body weight or body measurements, such as body and abdominal girth	50
E163	Administer bed pans or urinals	50
E199	Dispose of contaminated materials, other than needles or syringes	50
E209	Initiate intravenous infusions	50
H372	Make beds	50
E184	Apply or remove dressings	50

TABLE A3

PATIENT CARE  
(STG077, N=1076)

TYPICAL TASKS		PERCENT
D160	Take and record pulse rates or temperatures	96
D161	Take and record respiratory rates	94
D155	Take and record blood pressures	93
E200	Dispose of contaminated needles or syringes	88
D158	Take and record oxygen saturation	83
C134	Label specimens	80
E196	Clean and disinfect medical equipment	80
E219	Maintain sterile fields	80
E310	Set up oxygen equipment	77
E199	Dispose of contaminated materials, other than needles or syringes	75
E184	Apply or remove dressings	75
F345	Take and record orthostatic vital signs	74
E215	Inspect or restock emergency carts	73
D156	Take and record body weight or body measurements, such as body and abdominal girth	73
E170	Administer or monitor intravenous infusions	73
E209	Initiate intravenous infusions	71
E213	Insert or remove urinary catheters	69
E197	Clean patient care areas, other than in aircraft	69
E195	Attach cardiac monitoring leads to patients	69
E291	Set up equipment for electrocardiograms (EKGs)	69
E260	Perform venipunctures	69



**TABLE A4**  
**EMERGENCY TREATMENT**  
**(STG096, N=46)**

TYPICAL TASKS		PERCENT
I411	Perform or practice patient assessments	93
D160	Take and record pulse rates or temperatures	91
D155	Take and record blood pressures	89
I412	Perform or practice rescue breathing	87
I402	Perform or practice applications of cervical collars	85
O631	Set up or tear down tents	80
I405	Perform or practice applications of long-spine boards	78
I408	Perform or practice applications of short-spine boards	78
I401	Perform hand or litter carries	78
I413	Perform or practice stabilizations of cervical spines	76
D161	Take or record respiratory rates	74
D156	Take and record body weight or body measurements, such as body and abdominal girth	70
I414	Perform or practice traumatic hemorrhage control	70
I403	Perform or practice applications of extrication devices	70
E291	Set up equipment for electrocardiograms (EKGs)	67
I404	Perform or practice applications of Hare-leg traction splints	67
E168	Administer intramuscular injections	63
E200	Dispose of contaminated needles or syringes	61
A63	Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	59
I409	Perform or practice decontaminations of personnel or equipment	57
I395	Load or unload patients in or from ambulances	57

**TABLE A5**  
**SUPERVISION**  
**(STG057, N=345)**

TYPICAL TASKS		PERCENT
A63	Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	85
A45	Evaluate personnel for compliance with performance standards	78
A19	determine or establish work assignments, schedules, or priorities	77
A16	Counsel subordinates concerning personal matters	76
A78	Supervise military personnel	74
A12	Conduct supervisory orientations of newly assigned personnel	74
A17	determine or establish logistics requirements, such as personnel, equipment, space, or supplies	74
A8	Conduct general staff meetings or briefings	72
A10	Conduct self-inspections or self-assessments	70
A6	Brief subordinates concerning resolution of technical problems	70
B92	Conduct OJT	69
A23	Develop or establish work methods or procedures	69
C123	Identify and report equipment or supply problems	69
A28	Direct training functions	68
B103	Evaluate personnel to determine training needs	68
A13	conduct supervisory performance feedback sessions	68
B104	Evaluate progress of trainees	66
A82	Write recommendations for awards or decorations	66
B108	Maintain training records or files	66
A34	Establish performance standards for subordinates	66

**TABLE A6**  
**NEUROLOGY**  
**(STG496, N=18)**

TYPICAL TASKS		PERCENT
L486	Apply paste electrodes	100
L506	Perform EEGs using hyperventilation activations	100
L498	Measure head of patients and mark electrode sites, using 10-20 system, for EEGs	100
L480	Annotate electroencephalograms (EEGs) with artifact information	100
L509	Perform EEGs using transverse montages	100
L494	Inspect electrode impedance	100
L507	Perform EEGs using monopolar or referential montages	100
L505	Perform EEGs using bipolar montages	100
L508	Perform EEGs using photic stimulation activations	100
L488	Brief patients concerning examination procedures	100
L520	Prepare electrode sites for application of electrodes	100
L495	Measure head of patients and mark electrode sites for additional recording electrodes	100
L489	Calibrate electrodiagnostic equipment	100
L479	Adjust neurological equipment during recordings	100
L491	Detect and eliminate artifacts	94
C141	Schedule patient appointments	94
L518	Perform sleep activation EEGs	94
L493	Identify waveform abnormalities and apply additional electrodes	94
L490	Design montages to enhance or localize EEG abnormalities	94

**TABLE A7**  
**AEROMEDICAL EVACUATION**  
**(STG050, N=175)**

TYPICAL TASKS		PERCENT
N596	Enplane or deplane patients	94
N595	Enplane or deplane baggage	91
N591	Configure aircraft to receive patients	88
N613	Secure or tie down medical equipment on aircraft	87
N600	Identify patient symptoms arising from physiological changes due to flight	87
N602	Initiate or annotate aeromedical evacuation forms	85
N588	Annotate patient airlift tags	85
D161	Take and record pulse rates or temperatures	85
N605	Operate aeromedical evacuation aircraft support systems, such as oxygen, vacuum, or lighting	84
D160	Take and record pulse rates or temperatures	84
N599	Identify and treat hypoxia	83
N609	Perform preflight safety briefings	81
N606	Perform cabin-secure checks	81
N610	Perform searches of patients, passengers, or baggage	81
D155	Take and record blood pressures	80
N597	Evaluate needs of patients being air evacuated	79
N590	Complete altitude chamber flights	78
N607	Perform emergency medical care during flight	77
N611	Prepare patients or equipment for ditchings or crashes	76
N593	Direct vehicle movement around aircraft	74
N594	Distribute in-flight meals	74

**TABLE A8**  
**ALLERGY AND IMMUNIZATION**  
**(STG063, N=164)**

TYPICAL TASKS		PERCENT
J437	Counsel patients concerning routine immunization procedures or effects	96
E167	Administer intradermal injections	94
J429	Assist in assessment and treatment of anaphlaxis	93
E168	Administer intramuscular injections	93
J433	compare Public Health service Form 731 (international Certificate of Vaccination) with immunization requirements	93
E173	Administer subcutaneous injections	88
J422	Administer allergy extracts	88
J438	Determine dosages for allergy patients	88
J436	Counsel patients concerning allergy injection programs	86
J462	Prepare medications or vaccines for injections	84
J453	Monitor allergy patient reactions after injections	84
J423	Administer allergy skin tests	84
E203	Identify and record results of allergy skin tests	82
J435	Consult with physicians regarding allergy medication of patients	82
D148	Initiate patient allergy records	80
J446	Interpret and record results of delayed skin tests	77
J424	Administer anergy panels	75

**TABLE A9**  
**TRAINING**  
**(STG293, N=15)**

TYPICAL TASKS		PERCENT
B85	Administer or score tests	93
B95	counsel trainees on training progress	93
B109	Personalize lesson plans	93
B90	Conduct formal course classroom training	87
B104	Evaluate progress of trainees	80
B89	Conduct formal classroom training	73
B107	Maintain training equipment	73
B113	Prepare workbooks or study guides	73
B108	Maintain training records or files	67
A16	Counsel subordinates concerning personnel matters	60
B116	Write test questions	60
B94	Construct or develop training materials or aids	53
A63	Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	53
B105	Evaluate tests	53

**TABLE A10**  
**MEDICAL READINESS**  
**(STG249, N=7)**

TYPICAL TASKS	PERCENT
O631 Set up or tear down tents	100
O622 Pack or unpack field supplies or field equipment	100
O624 Perform facility or personnel security	100
O623 Participate in chemical warfare confidence exercises	86
O618 Identify chemical warfare agents	86
O621 Pack or palletize medical supplies or equipment for deployment or transport	86
B104 Evaluate progress of trainees	86
B107 Maintain training equipment	86
B102 Evaluate inspect training materials or aids for operation or suitability	86
O616 Assemble or disassemble equipment, instruments, or supplies for ATHs	71
B90 Conduct formal course classroom training	71
O617 Assist in identification of patients under field conditions	71
O630 Set up or tear down isoshelters	71
B109 Personalize lesson plans	71
O620 Maintain sanitary field environments	71
B89 Conduct formal classroom training	71
C122 Evaluate serviceability of equipment, tools, or supplies	71
C123 Identify and report equipment or supply problems	71
A63 Participate in general meetings, such as staff meetings, briefings, conferences, and workshops, other than conducting	71