



# The Journal

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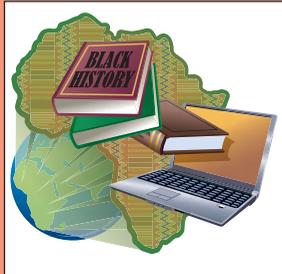
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February 17, 2011

## Inside



**Just Say 'No'**  
MCPON takes a stand on drug abuse.....Pg. 3



**Did You Know?**  
Test your Black History Month knowledge....Pg. 5



**Chaplain's Corner**  
Words from Bethesda Chaplain.....Pg. 6



**Here ye, Here ye!**  
HRO hosts town hall to inform staff.....Pg. 9

## NNMC Receives Joint Commission Accreditation

By Sarah Fortney  
Journal staff writer

In recognition of the hospital's safe and high quality care, treatment and services, the National Naval Medical Center (NNMC) received Joint Commission accreditation Feb. 9.

The Joint Commission accredits and certifies more than 18,000 health care organizations and programs nationwide ensuring health care provided is safe and effective.

"There are multiple participation requirements that we have to meet in order to be accredited. Part of that includes our on-site survey that took place in November," said Gene Monroe, a Joint Commission specialist at NNMC.

During the tri-annual survey, Nov. 15 through Nov. 19, 2010, commission surveyors conducted on-site observations and interviews and assessed documents provided by hospital staff. Evaluating the hospital's efforts to improve performance, the commission



also reviewed more than 1,500 standards, addressing areas such as medication management, emergency management, leadership, life safety,

rights and responsibilities of the individual, treatment and services, and national patient safety goals.

"If you were to ask yourself what a high quality hospital looks like, these standards provide that picture for you," said Monroe. "We successfully completed the survey process and that has resulted in our continued re-accreditation."

Department of Defense medical treatment facilities are required to seek and maintain accreditation, he added.

"It's one of the ways we validate we're doing great work, we're providing safe and quality health care to the beneficiaries," said Capt. Khin Aungthein, NNMC's Joint Commission fellow.

While the commission surveys the hospital tri-annually, Aungthein said, they can survey the organization any-

time between 18 and 39 months after a completed survey.

"We need to be ready at any given time," said Aungthein, adding that it's not just about meeting the Joint Commission's standards. "We're doing it for our patients to keep our patients safe, our staff safe and our organization safe."

"[The] National Naval Medical Center upholds a commitment of quality patient care. Despite everything else we have going on; our staff is committed to providing quality primary care and specialty services in a patient and family-centered environment. The Joint Commission survey process is an opportunity to benchmark our hospital against the highest healthcare industry standards. Our warriors — past, present and future — and their families deserve nothing less," said Col. Charles Callahan, NNMC's chief of staff.

In addition to the Joint Commission accreditation, the Medical Inspector General (IG) team also evaluates the hospital, Aungthein added, making sure NNMC is also compliant with their requirements.

See **QUALITY** page 6

## Navy Announces Fiscal Year 2012 Budget

By Mass Communication Specialist 1st Class  
Stephen Murphy  
Defense Media Activity-Anacostia

Deputy Assistant Secretary of the Navy for Budget, Rear Adm. Joe Mulloy, briefed the Fiscal Year 2012 Department of the Navy budget roll-out at the Pentagon Feb. 14.

"The FY12 budget request reflects the Navy's continued commitment to Sailors, Marines, civilians, and their families," said Mulloy. "It reaffirms the valuable contribution our assets make across the full spectrum of warfare and increases the capability of our fleet. While military pay will increase 1.6 percent, additionally, reenlistment bonuses for key rates are being maintained, and selective reenlistment bonuses are being offered.

President Barack Obama's budget

for Fiscal Year 2012 was submitted to Congress Feb. 14, with an overall request for the DoN of \$161.4 billion, which is an increase of \$1.0 billion over last year's baseline appropriations.

FY12 budget also includes an additional request for overseas contingency operations in the amount of \$15 billion. The Department of the Navy has been fully engaged across all facets of ongoing contingency operations while transforming itself to provide the nation with rapid, flexible and agile options to deal with new security challenges.

The proposed budget focuses on improving capabilities to fight today's wars and investing in capabilities to counter future threats while continuing to care for Navy and Marine Corps service members, civilians, and their



(U.S. Navy photo by Mass Communication Specialist 2nd Class Brian Morales)

**Secretary of Defense Robert M. Gates delivered remarks during an all-hands call aboard the aircraft carrier USS Abraham Lincoln (CVN 72) in December 2010. The Abraham Lincoln Carrier Strike Group was deployed in support of maritime security operations and theater security cooperation efforts.**

See **BUDGET** page 4

## Commander's Column

Monday is Presidents' Day. In its inception it was recognized solely to honor President George Washington, but it has now evolved to honor all presidents both past and present.

The position of President of the United States brings with it enormous responsibility. A major role of the President is the duty of Commander-in-Chief of the United States armed forces. Holding this charge, his office establishes the yearly defense budget, military strategies and sets the standards for the safety and well being of military members.

Many of our presidents have been former military members; six of them were former Naval officers, some in the Naval Reserve. President John F. Kennedy reached the rank of Lieutenant and served in World War II where he received the Navy and Marine Corps medal and the Purple Heart.

One of our most noted presidents who served in the Navy and was the driving force



behind the creation of the National Naval Medical Center is Franklin D. Roosevelt. He also served as the Assistant Secretary of the Navy. Through his vision and guidance we are now the beneficiaries of this great Flagship of Navy Medicine,

known throughout the world for its dedication to research and as a beacon of hope for the wounded, ill and injured.

On Monday, February 21, I hope you take the time to reflect on the contributions of each of our US presidents and how our country has continued to grow and change. Please remember those who are standing the watch at home and abroad ensuring the freedoms that we enjoy in our great democracy.

Commander sends,  
Rear Adm. Matthew L. Nathan  
Medical Corps,  
United States Navy

## Bethesda Notebook

### Warning: CAC PIN Reset Scam

The Department of the Navy is warning CAC users of an e-mail scam, directing them to change their CAC PIN to a 10 to 14 digit number because of a change in policy. The e-mail then directs you to a Web site to change your PIN. This is a scam — no such change in policy has been announced. This is a phishing e-mail and users should not attempt to change their CAC PIN via a Web site. The DoD policy for the CAC PIN is still six to eight digits. If you suspect your PIN may have been compromised, you can change your PIN using middleware installed on your work computer. If the PIN has been locked, you must return to a RAPIDS workstation or a CAC PIN reset workstation. For more information, call 301-319-4270, option 2.

### 'African Americans and the Civil War' Program

In honor of Black History Month, Bethesda's Multicultural Committee will host "African Americans and the Civil War" today from 11:30 a.m. to 12:30 p.m. in the Memorial Auditorium, featuring guest speaker Rev. Dr. Sylvester Turner. For more information, e-mail [lenora.journigan@med.navy.mil](mailto:lenora.journigan@med.navy.mil) or [annmarie.rippentrop@med.navy.mil](mailto:annmarie.rippentrop@med.navy.mil).

### New Regional EEO Officer

Naval District Washington has a new regional Deputy Equal Employment Opportunity Officer (DEEOO), Chandra Vickers. Promoting an inclusive work environment, Vickers and her staff are charged with increasing EEO awareness and reducing complaints. The office is also responsible for conducting EEO-related training, such as sexual harassment prevention and diversity seminars. For more information, contact Vickers at 202-433-2559.

### Funeral to be Held for Thornton's Son

Staff members are invited to attend a funeral service tomorrow at 11 a.m. for Justin Thornton, the son of NNMC's Chief Information Officer, Lt. Cmdr. Tony Thornton. The funeral will be held at the Inter-Denominational Church of God, located at 19201 Woodfield Road in Gaithersburg, Md. Family and friends can also participate in the viewing, before the funeral service, between 9 and 11 a.m. The prescribed uniform of the day for service members who plan to attend is service dress blues with ribbons. The burial service will take place at 2 p.m. at the Baltimore National Cemetery, located at 5501 Frederick Ave. in Baltimore, Md.

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# Solid Curtain — Citadel Shield Takes Places Next Week

By Sarah Fortney  
Journal staff writer

To test the installation and tenant commands' response to hostile situations, Naval Support Activity Bethesda (NSAB) will take part in Solid Curtain – Citadel Shield 2011 (SC/CS 11) next week.

Coordinated by U.S. Fleet Forces Command and Commander, Navy Installations Command (CNIC), SC/CS 11 is the largest force protection/anti-terrorism exercise conducted nationwide. The exercise, taking place Monday through Friday, will consist of a series of mini-drills, helping to strengthen, inform and educate leadership and emergency response teams.

All staff members are urged to pay attention to commend-wide e-mails that will be distributed throughout the event, informing them how to respond to the various scenarios throughout the training.

During the exercise, which will not interfere with day-to-day operations, staff may also notice or pass through a scenario – do not be alarmed.

“Solid Curtain/Citadel Shield 2011 is an objec-

tive-driven Command Post Exercise (CPX) ... designed to establish a learning environment for participants to exercise response plans and operational capabilities as they pertain to the effects of terrorism,” said Troy High, NSAB’s Security Director. “The exercise will engage other primary mission capabilities, such as fleet and family readiness, fire and emergency services, emergency preparedness and safety, which serve to integrate the response to, or adjust operations following, a terrorist attack.”

In recent months, NSAB has further enhanced the safety and well-being of personnel assigned to, or visiting NSAB, the Security Department by providing up-to-date training and guidelines in response to a Code White, a newly implemented security alert to inform staff and patients of an active shooter situation.

Staff members should post the Code White Active Shooter Community Response Guide in their common areas, which outlines the following guidelines:

- If you are in a building where there is an active shooter, and you’re able to do so without compromising your safety, call 911, 777 or NSAB

Security at 301-295-1246. Report your specific location, number of people around you, number of victims, and number of assailants.

- Lock and barricade doors, do not stand by doors or windows, turn off lights and close blinds. Block windows, silence cell phones, turn off radios and computer monitors and keep yourself out of sight and take cover. Know all alternate exits in your building.

- Attempts to rescue people should only be made if they can be accomplished without further endangering the persons inside a secured area.

- Stay where you are and shelter in place, urging visitors to move within interior spaces. Lock all doors, and take cover behind a concrete wall, filing cabinet or other solid source of protection if possible.

- Remain in your closed space until given the “all clear” announcement or being evacuated by law enforcement officials.

For more information on Code White or SC/CS 11, or to schedule training for your command, department and/or division, contact Chief Master-at-Arms Robert Hebron at 301-319-8312.

## MCPON Message to the Fleet: No Second Chances for Drug Abuse

Special from Master  
Chief Petty Officer of the  
Navy (MCPON)(SS/SW)  
Rick D. West

Master Chief Petty Officer of the Navy (MCPON)(SS/SW) Rick D. West, released the following message on drug abuse, which focuses on “Spice,” herbal products and other designer drugs, to the fleet, Feb. 11:

“Shipmates, there has been an alarming rise in the number of Sailors who are choosing to use ‘Spice,’ herbal products and other so-called designer drugs; and this must come to an immediate stop.

More than 150 Sailors are currently being processed for ‘Spice’ use, possession or distribution, and this is UNSAT.

Overall, the Navy has separated 1,374 Sailors in FY09; 1,308 Sailors in FY10; and 302 Sailors during the first quarter of FY11, for drug abuse. These unexpected losses negatively affect our commands' manning levels, which in turn affects the commands' operational and warfighter readiness. The Navy's policy on drug abuse is simple and clear – zero tolerance, and there are no second chances.

NAVADMIN 108/10 states the following on drug abuse:

‘Drug abuse includes the wrongful use, possession, manufacture, or distribution of a controlled substance. Drug abuse also includes the unlawful use of controlled substance analogues (designer drugs), natural substances (e.g., fungi, excretions), chemicals (e.g., chemicals wrongfully used as inhalants), propellants and/or prescribed or over-the-

counter drugs or pharmaceutical compounds with the intent to induce intoxication, excitement, or stupefaction of the central nervous system, and will subject the violator to punitive action under the UCMJ and/or adverse administrative action.’

Some examples of substances mentioned above where the wrongful use constitutes drug abuse includes, but is not limited to the following:

- Products that contain synthetic cannabinoid compounds, such as “Spice,” genie, blaze, dream, ex-ses, spark, fusion, dark knight, yukatan fire, and K2.

- Natural substances such as salvia divinorum and mushrooms.

- Common items abused by inhaling or huffing, such as Dust Off, glue, paint thinner and gasoline.

- Over-the-counter products such as Robitussin and Coricidin HBP.

- Prescription medications such as Oxycodone, Vicodin, Adderall, and Valium.

If you didn’t know, ‘Spice’ is a mixture of natural herbs and synthetic cannabinoids, that when smoked, produce a marijuana-like ‘high’ that decreases motor skills, impairs coordination and concentration, and effects short-term memory and senses. The effects of these substances is unpredictable when combined with alcohol, and since the chemical blends are continuously manipulated and the strength of the synthetic chemical used is unknown, there is no way to know what you are getting in the drugs nor what the long-term health risks are if used.

Some of the side effects from these drugs included uncontrolled



(Official U.S. Navy photo)

**U.S. Navy file photo of Master Chief Petty Officer of the Navy (MCPON) Rick D. West.**

vomiting, excessive sweating, flushed skin, increased heart rate and high blood pressure, and loss of consciousness. If this sounds like a good time to you, then go ahead and hand over your rank and paycheck, and possibly your life.

Bottom line: The use and even just the possession of ‘Spice,’ herbal products, designer drugs, chemicals used for huffing, salvia divinorum, or products containing synthetic cannabinoid compounds are prohibited. Leadership, along with Naval Criminal Investigative Service, is aggressively working to catch per-

sonnel who are possessing, using, or distributing drugs; and when you get caught, your career will be over.

Drug abuse goes against our Navy’s core values and ethos, and it is a threat to lives, unit and mission readiness and morale. It is every Sailor’s responsibility to deter drug abuse. If you do the crime, you will do the time ... remember zero tolerance and no second chances. HOOYAH!”

For more news from Master Chief Petty Officer of the Navy, visit [www.navy.mil/mcpoin/index.asp](http://www.navy.mil/mcpoin/index.asp).

## BUDGET:

### From Page 1

families.

"The FY12 budget reaffirms the need for procurement while reforming how we buy and operate," said Mulloy. "The Navy and Marine Corps continue to sustain levels of readiness to deliver exactly the right combat capabilities - access, speed, agility, adaptability, persistence, awareness and lethality - for exactly the right cost."

Mulloy also pointed out that even with the streamlining of the DoN budget and through captured efficiencies, the Navy will still be able to purchase five more ships than planned, extra F/A-18 fighter jets to help modernize the aviation warfare, and more P-8 aircraft.

The total DoN efficiencies

will save \$35 billion over five years.

Themes consistent throughout the DoN budget are:

- Taking care of people
- Rebalancing and enhancing military capabilities
- Addressing efficiencies and reforms
- While supporting our troops

Defense Secretary Robert Gates announced Jan. 6 a series of efficiencies decisions designed to save the Department of Defense more than \$178 billion during the next five years, primarily by reducing overhead costs, improving business practices and culling excess or troubled programs.

For more information on the FY12 budget, visit [www.finance.hq.navy.mil/fm-b/12pres/BOOKS.htm](http://www.finance.hq.navy.mil/fm-b/12pres/BOOKS.htm).

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\*Johns Hopkins Community Physicians has a new office at 6000 Executive Blvd, Suite 625 in North Bethesda. For a complete list of all care locations, visit [hopkinsmedicine.org/usfhp](http://hopkinsmedicine.org/usfhp)

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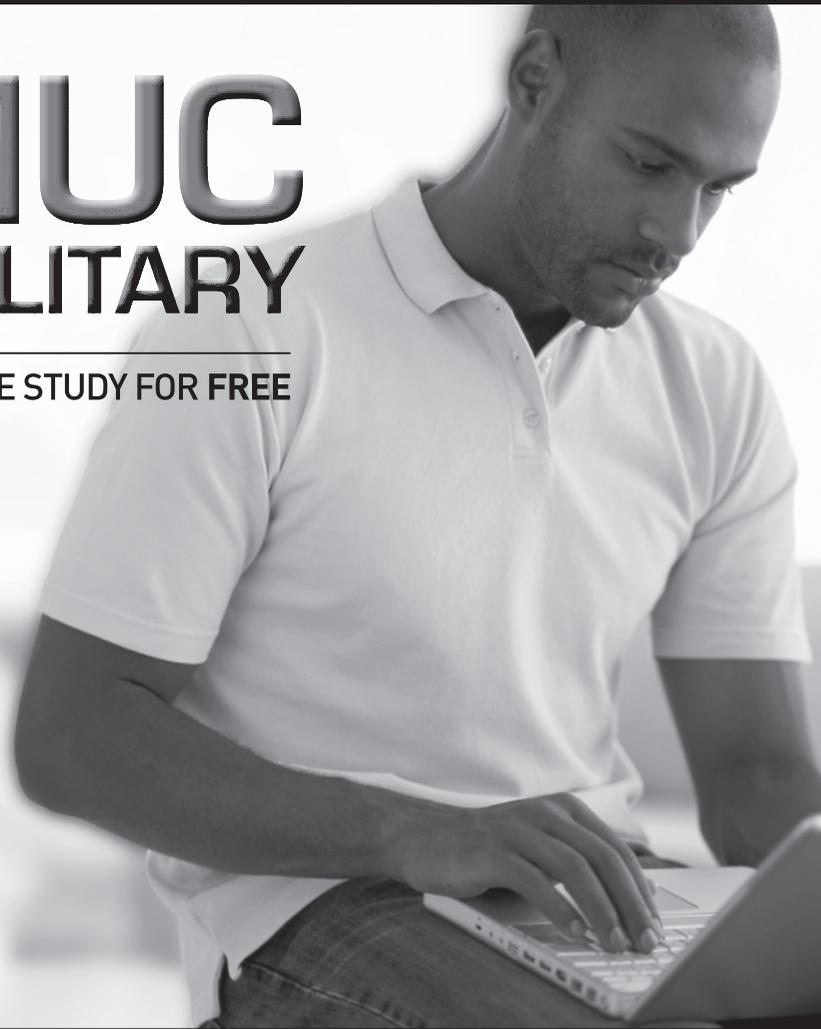
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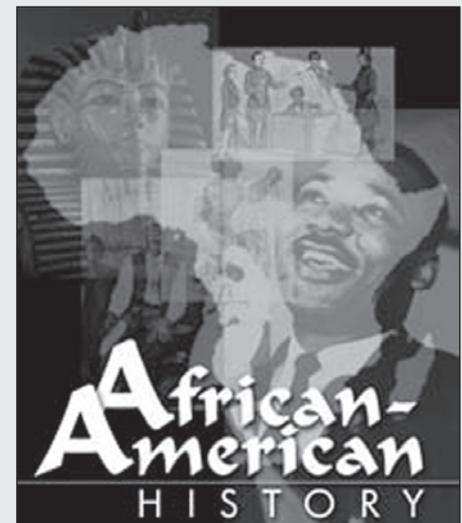
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## Did You Know? Black History Month Trivia



**Which African American inventor published a Farmers Almanac?**

- Benjamin Banneker published his own Farmers Almanac.

**Who was the first African American woman to receive a patent?**

- Sarah Goode was the first African American woman to receive a patent. She invented a bed that folded into a cabinet in 1885.

**Which black inventor held more than 60 patents?**

- Frederick Jones held over 60 patents, most of them pertaining to refrigeration. His portable air conditioner was used in World War II to preserve medicine and blood serum.

**Who was the first African American heavyweight champion as well as inventor?**

- Jack Johnson, the world's first African American heavyweight champion patented a wrench.

**Which millionaire black entrepreneur and inventor started out by washing laundry?**

- Madame C.J. Walker.

**Which black inventor developed the blood bank?**

- Dr. Charles Richard Drew developed the blood bank.

**Which civil rights leader established the first sociology department in the U.S.?**

- W.E.B. DuBois, educator and civil rights leader, established the first sociology department in the U.S.

**Which black inventor created a micro-computer system with bus control means for peripheral processing devices?**

- Mark Dean, along with co-inventor Dennis Moelle, created the system, which allows use of computer plug-ins, such as disk drives, speakers and scanners.

## Chaplain's Corner

*"I wish to have no connection with any ship that does not sail fast for I intend to go in harm's way."*

— Captain John Paul Jones, Nov. 16, 1778, in a letter to le Ray de Chaumont

The above quote embodies a spirit of boldness, of courage and self-sacrifice. This spirit is the hallmark of the United States Navy, and the military in general, in a wartime environment.

What do expensive dinners, flowers, candy and cards have to do with warfare? Selfless love is giving oneself, wholly and committed, seeking the good of another person.

This spirit of selflessness is evident today. One only has to walk the fifth floor to meet heroes past and present who know the impact of visible and invisible wounds of war. One example is Marine Corps Cpl. Jason Dunham, posthumously awarded the Medal of Honor. He was in Karabilah, Iraq, when an insurgent leaped out of a vehicle



**Chaplain Houk**

and attacked his Marines with a grenade. Cpl. Dunham immediately warned his fellow Marines and covered the grenade with his helmet and body, giving his life.

How does love fit into warfare? The answer points to another question: who do you love? This moves beyond love expressed in cards and flowers to the type of selfless love that reaches down into the core

of our very being.

In the Christian tradition, Jesus' death is reflected in this same spirit of self-sacrifice to which people of all faiths can relate: no one has greater love than to lay down his life for his friends. Almost seven years ago, Cpl. Dunham laid down his life for his friends — so they would live instead of him. He intentionally went into harm's way. So the question persists for each of us: Who do you love?

— Chaplain Ray Houk, Deputy Command Chaplain

## Pastoral Care Services

Pastoral Care, located in Building 8, room 1329D, is open Monday through Friday, 7:30 a.m. to 4 p.m. Two chapels are open 24 hours a day, located next to the Pastoral Care office and in Building 9 on the third floor. The following services are also available:

### Monday

Roman Catholic Mass  
Noon — Main Chapel

### Tuesday

Qur'an Study  
Noon — Building 2, 2nd floor  
Conference Room

### Torah Study

12:15 p.m. — Main Chapel

### Wednesday

Roman Catholic Mass  
Noon — Main Chapel

### Thursday

Roman Catholic Mass  
Noon — Main Chapel

### Friday

Roman Catholic Mass  
Noon — Main Chapel

### Juma'ah Prayer

Noon — Building 2, 2nd floor  
Conference Room

### Sunday

Roman Catholic Mass  
Noon — Main Chapel

Protestant Worship Service  
10:30 a.m. — Main Chapel

## MPT&E Hosts Mentorship Fair



(photo by Cat DeBinder)

Sailors take interest in opportunities to further their careers during Navy Medicine Manpower, Personnel, Training & Education's (NM MPT&E) Mentorship Fair on Tuesday at the National Naval Medical Center.

## QUALITY:

From Page 1

A separate organization, the IG visits at the same time as the Joint Commission, assessing efficiency, readiness and quality of health care in accordance with the Secretary of the Navy and Bureau of Medicine and Surgery (BUMED).

"All of those things are very important to make sure our organization is performing at the level we should [be]," said Aungthein.

This spring, the Joint Commission will return for a one-day life safety survey of the hospital's new spaces, said Monroe. Staff can also expect another visit within three to six months after integration, surveying Walter Reed National Military Medical Center Bethesda (WRNMM-CB) as a new organization.

For more information on the Joint Commission, visit [www.jointcommission.org](http://www.jointcommission.org).

# NSAB, NNMC Establish Voting Assistance Office

By Mass Communication Specialist 1st Class (SW)  
Ardelle Purcell  
Journal staff writer

To ensure staff members are afforded the right to vote, Naval Support Activity Bethesda (NSAB) and the National Naval Medical Center (NNMC) recently joined forces to open a Voting Assistance Office.

"The newly established voting assistance office was a result of a partnership between NNMC and NSA Bethesda to have a dedicated location to provide year-round voting assistance to the uniformed service members, their families and the staff on campus," said NSAB's Executive Officer Cmdr. John Lamberton.

The voting assistance office is located in Building 9, basement room 0321 by the galley entrance will be led by Installation Voter Assistance Officer Lt. Cmdr. Arlene Lopez. The office will be open daily during lunch hours from 11 a.m. to 1 p.m.

"Under Lt. Cmdr. Lopez's leadership, she and her team have reached out to over 5,000 staff members and families with registration drives, messages and hours of voting assistance," said Lamberton. "This dedicated office is the culmination of [their] hard work and commitment to the Voting Assistance Program."

According to the joint designation letter signed by NSAB's Commanding Officer Capt. Matthew Malanowski and NNMC's Commanding Officer Rear Adm. Matthew Nathan, "The Voting Assistance Office provides the overarching guidance to ensure that eligible voters receive information about registration, voting procedures and materials pertaining to

scheduled elections including dates, offices, constitutional amendments and other ballot proposals. Through the strong partnership, the Voting Assistance Program will afford every service member, their eligible family members and other personnel who are attached to or serving on campus, or who may be absent from their voting residence are given every opportunity to vote using the Voter Registration Program."

Voting is a voluntary act in the U.S. It's a way citizens can express their opinions or support for a certain motion, a selection of a candidate(s) or a political party. In 1986 Congress passed the Uniformed and Overseas Citizens Absentee Voting Act, which states that members of the uniformed services, merchant marines, their family members and U.S. citizens residing outside the U.S., have the right to register to and vote by absentee ballot in federal elections.

In 2009, President Barack Obama signed the Military and Overseas Voters Empowerment Act (MOVE Act) into law. The MOVE Act requires all states to provide blank absentee ballots in at least one electronic format — e-mail, an online ballot delivery system or fax.

"With everyone's support and enthusiasm, we will maintain our voter's assistance program and meet the requirements of the MOVE Act," said Lopez. "Trained representatives will be in the office to provide direct assistance to all our eligible voters in completing the forms necessary to register to vote, update their voter registration information and to request absentee ballots. We will also provide voter assistance functions for deploying personnel, personnel returning from deployment and personnel recording a



(photo by Mass Communication Specialist Seaman Dion Dawson)

change of address."

For those interested in becoming a voter assistance representative, please contact Chief Hospital

Corpsman Daniel Rossi at 301-319-8546, or for more information visit the Federal Voting Assistance Program Web site at [www.fvap.gov](http://www.fvap.gov).

## Navy Seeks Nominations for 2010 Civilian Humanitarian Award

From Chief of Naval Personnel Public Affairs

The deadline to submit nominations for the 2010 Zachary and Elizabeth Fisher Distinguished Civilian Humanitarian Award is March 18.

Submissions must be sent via command channels to the Deputy Chief of Naval Operations (Manpower, Personnel, Training and Education) OPNAV N135.

The award recognizes a private sector individual or organization that has demonstrated exceptional patriotism and humanitarian concerns for members of the U.S. armed forces or their families, according to NAVADMIN 407/10.

The nominee selected by the Navy will further compete with nominees from the other services for the award. The winner will receive the award and be honored during a ceremony in the fall, at the Pentagon.

Established in 1996 by the military in honor of Zachary and Elizabeth Fisher, the award recognizes and honors a private sector individual, or organization, that has demonstrated exceptional patriotism and humanitarian concerns for members of the U.S. armed forces or their families.

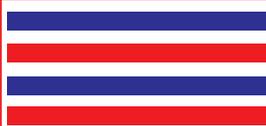
The 2009 Navy nominee for the award was Dan Coutcher, who was unanimously selected by the commanding officers of the North Carolina State University Naval, Army and Air Force ROTC units, in recognition of his

selfless devotion and countless hours to providing free grief and marriage counseling services and meals for struggling military members and their families.

For complete nomination information and award questions, see NAVADMIN 407/10 at [www.npc.navy.mil](http://www.npc.navy.mil).

For more news from Chief of Naval Personnel, visit [www.navy.mil/local/cnp/](http://www.navy.mil/local/cnp/).





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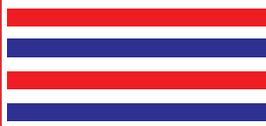
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# Human Resources Council Holds First Integration Town Hall

By Cat DeBinder  
Journal staff writer

Throughout the process of the integration of Walter Reed Army Medical Center (WRAMC) and the National Naval Medical Center (NNMC), the Civilian Human Resources Council (CHRC) is keeping staff members in the know, kicking off a series of presentations on Friday at NNMC's Memorial Auditorium.

From now until September, when the new joint medical facility officially opens, the "CHR Council Live" series will be held the second Friday of each month for civilian employees and supervisors.

Subject matter experts will address and present information that impacts staff, said Nory Hagerty, CHRC consultant to the Joint Task Force (JTF) CapMed CHR council.

Staff had the opportunity to attend one of two sessions, during which the council addressed employees' duties during the transition into Walter Reed National Military Medical Center Bethesda (WRNMMCB) and Fort Belvoir Community Hospital (FBCH). Once the transition takes place, Hagerty said, the JTF will review all position descriptions for accuracy. Additionally, all civilian personnel will convert to Department of Defense (DoD) employees in June.

Supervisors should begin talking with their staff about these matters if they haven't done so already, she said.

Some internal policies such as timekeeping, performance appraisal system and standard operating procedures (SOPs) will differ, said Hagerty.

"Additionally, a new Human Resources (HR) Servicing office will be established in June," she said.

During this transition, Hagerty explained, all employees will still be Federal employees. Additionally, there will be no change in the basic rules and regulations that govern benefits; basic benefits will remain the same, including insurance, retirement and Thrift Savings Plan (TSP).

Friday's meeting also included a presentation on how to uphold a successful cultural integration.

Mary Abbajay, president and CEO of the Careerstone Group, a leadership development firm contracted by the JTF, explained cultural integration is something that can be difficult and won't happen overnight.

"Culture is famously difficult to change, merge or integrate," said Abbajay. "Fifty to 80 percent of all mergers fail as a direct result of ignoring cultural integration ... People will resist change [and] resistance is natural."

To ensure smooth transition, it's important to have everyone within the organization work toward a clearly understood common purpose with shared processes and core values, Abbajay said, adding, "Successful cultural integration has occurred when individuals are prepared to give up on 'their way' for a best practice in service of the common good."

To keep the lines of communication open, staff who attended Friday's meeting had an opportunity to fill out a questionnaire, offering their feedback and suggestions, which may be discussed in future meetings.

For more information, or to submit suggestions for future topics during this series, e-mail Nory Hagerty at [norieta.hagerty@med.navy.mil](mailto:norieta.hagerty@med.navy.mil).

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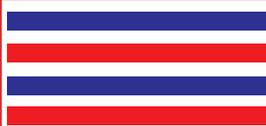
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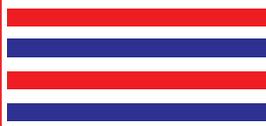
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