

Expeditionary Operations Panel: Canadian Forces Health Services Reserves

Col Kristiana Stevens

Dir HS Res/HS Res Advisor

23 Apr 10



Your health - Our mission

Votre santé - Notre mission



**CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES**



Scope

- Health Services Reserves – Organization/Demographics
- Deployment Stats
- Lessons Learned & Impact on: Recruiting
Training
Deployment
Retention
- Future



Your health - Our mission

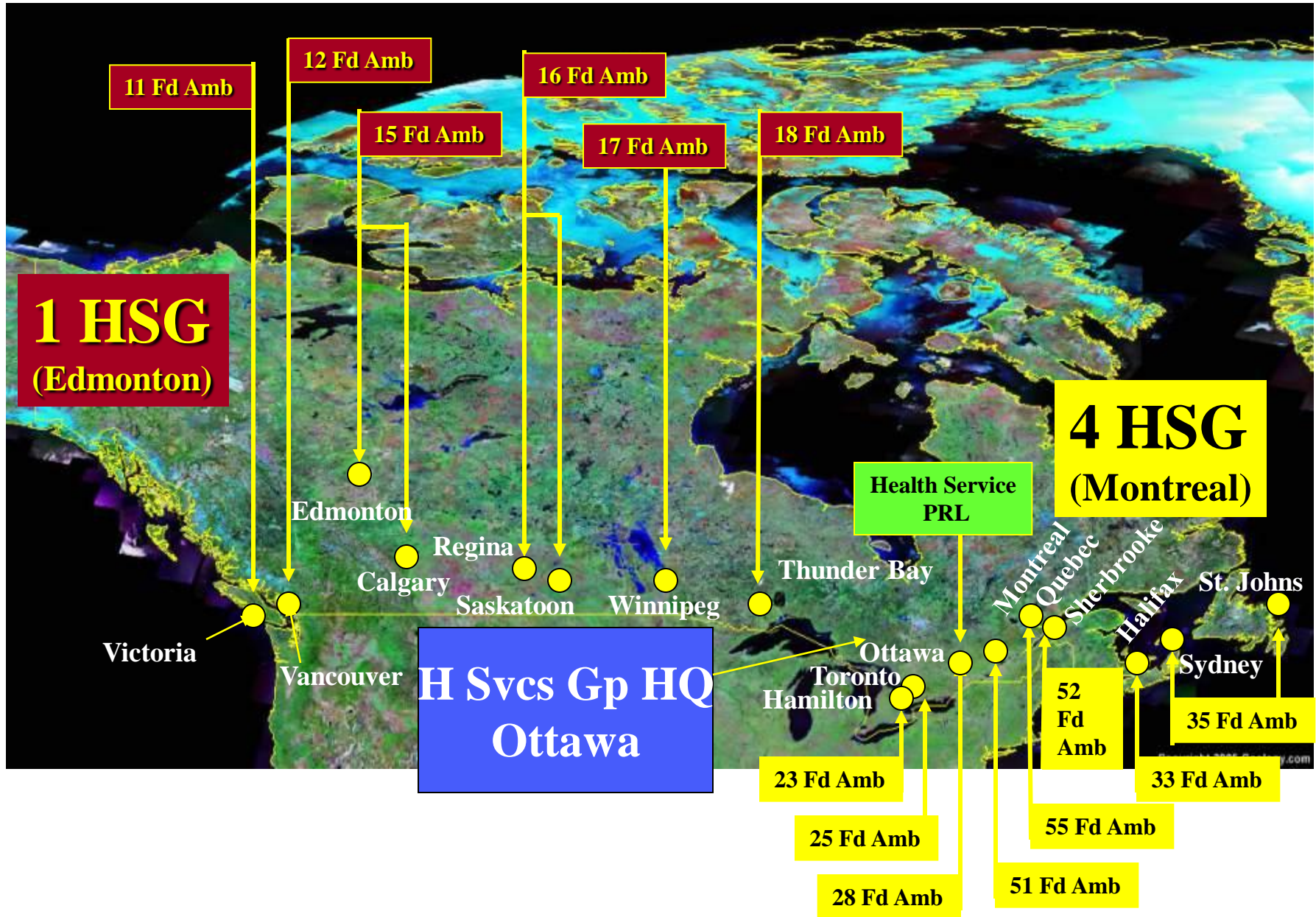
Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES

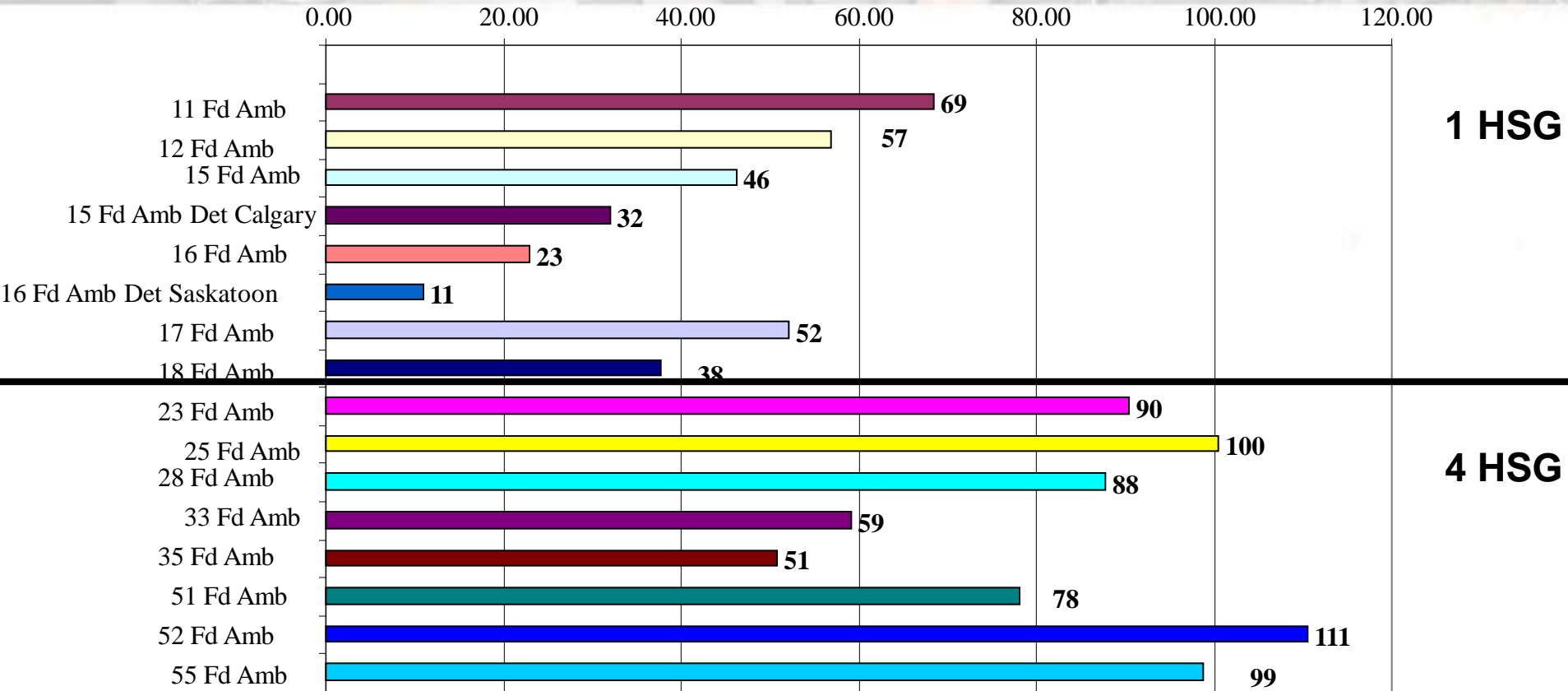


Health Services Reserves Geographical Footprint



Health Services Reserves Manning - Ave Paid Strength FY 09/10

Grand Average = 1173



CF Health Services Primary Reserve List:

Class A: 39

Class B: 131



Your health - Our mission

Votre santé - Notre mission

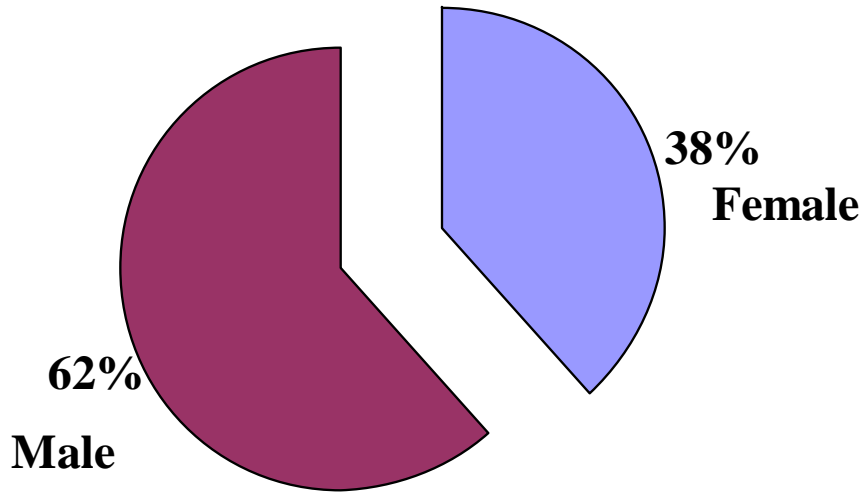


CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES

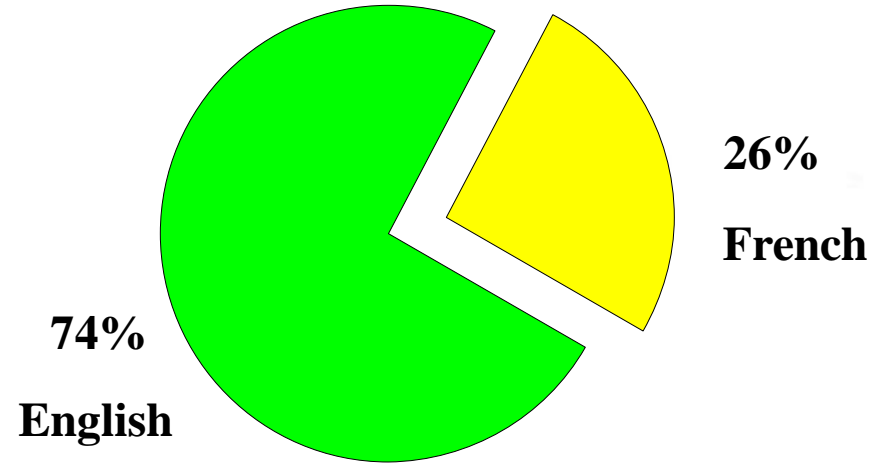


Health Services Reserves - Demographics

Gender Distribution



First Official Language



Field Ambulance: Average Age = 31 yrs

Health Services Primary Reserve List: Average Age = 46 yrs



Your health - Our mission

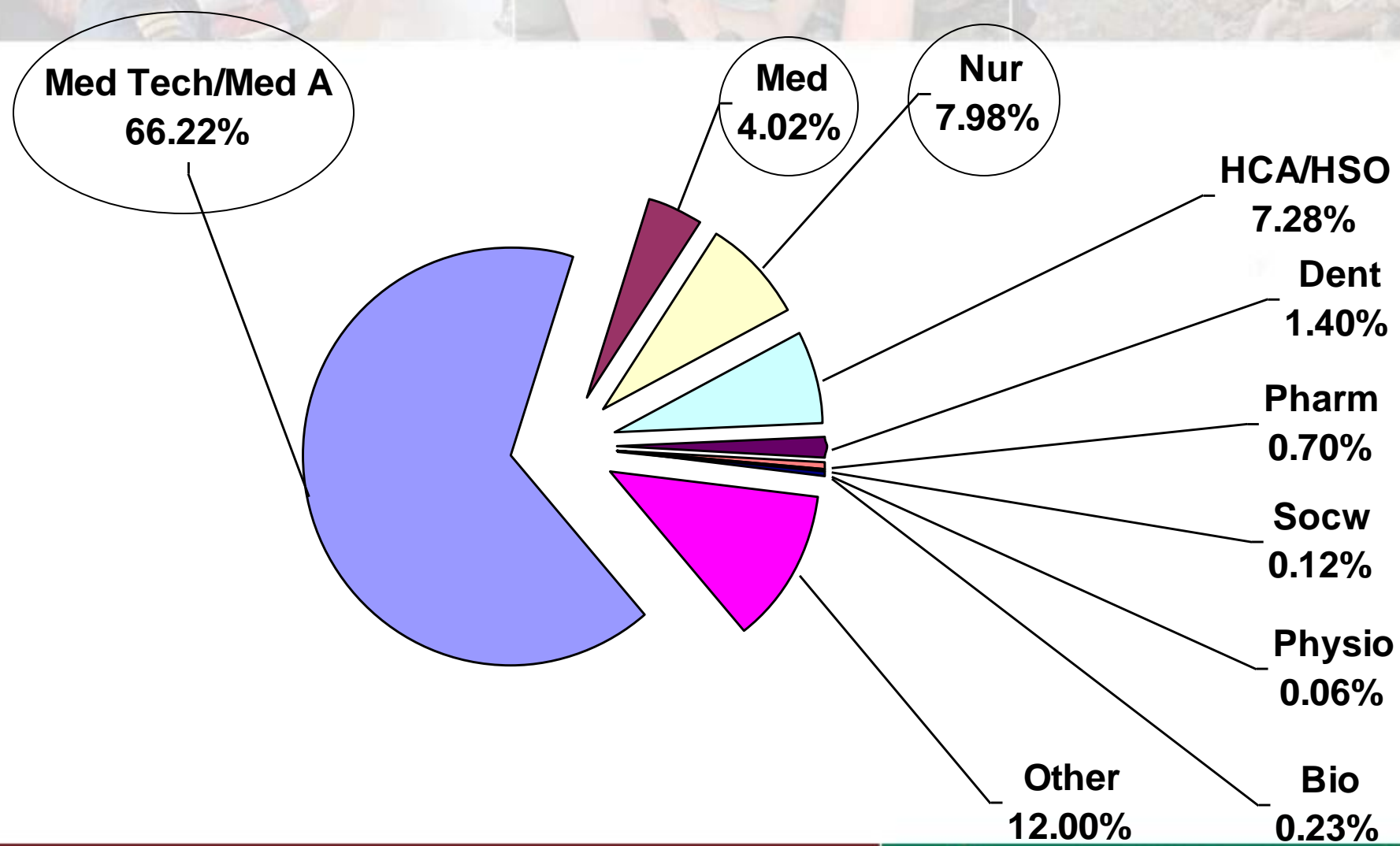
Votre santé - Notre mission



**CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES**



Health Service Reserves Occupations



Your health - Our mission
Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Health Services Reserves – Support to National Roles



Conduct daily domestic and continental operations, including in the Arctic and through NORAD



Support a major international event in Canada, such as the 2010 Olympics



Respond to a major terrorist attack



Support civilian authorities during a crisis in Canada such as a natural disaster



Lead and/or conduct a major international operation for an extended period



Deploy forces in response to crises elsewhere in the world for shorter periods

- Integrated Regular/Reserve response
- Capable of supporting/augmenting multiple missions simultaneously (Afghanistan, Olympics, Haiti)



Your health - Our mission

Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Health Services Reserves – Support to National Roles



Conduct daily domestic and continental operations, including in the Arctic and through NORAD



Support a major international event in Canada, such as the 2010 Olympics



Respond to a major terrorist attack



Support civilian authorities during a crisis in Canada such as a natural disaster



Lead and/or conduct a major international operation for an extended period



Deploy forces in response to crises elsewhere in the world for shorter periods

- Ability to support/augment at all 4 levels of Health Care
 - **Role 1** – pre-hospital care (i.e. with disembarked troops, triage, sorting, preparation for evacuation)
 - **Role 2** – stabilization, life-saving treatment, evacuation
 - **Role 3** – initial wound surgery, post-operative care, short-term surgical/med in-patient care
 - **Role 4** – Definitive Care



Your health - Our mission

Votre santé - Notre mission

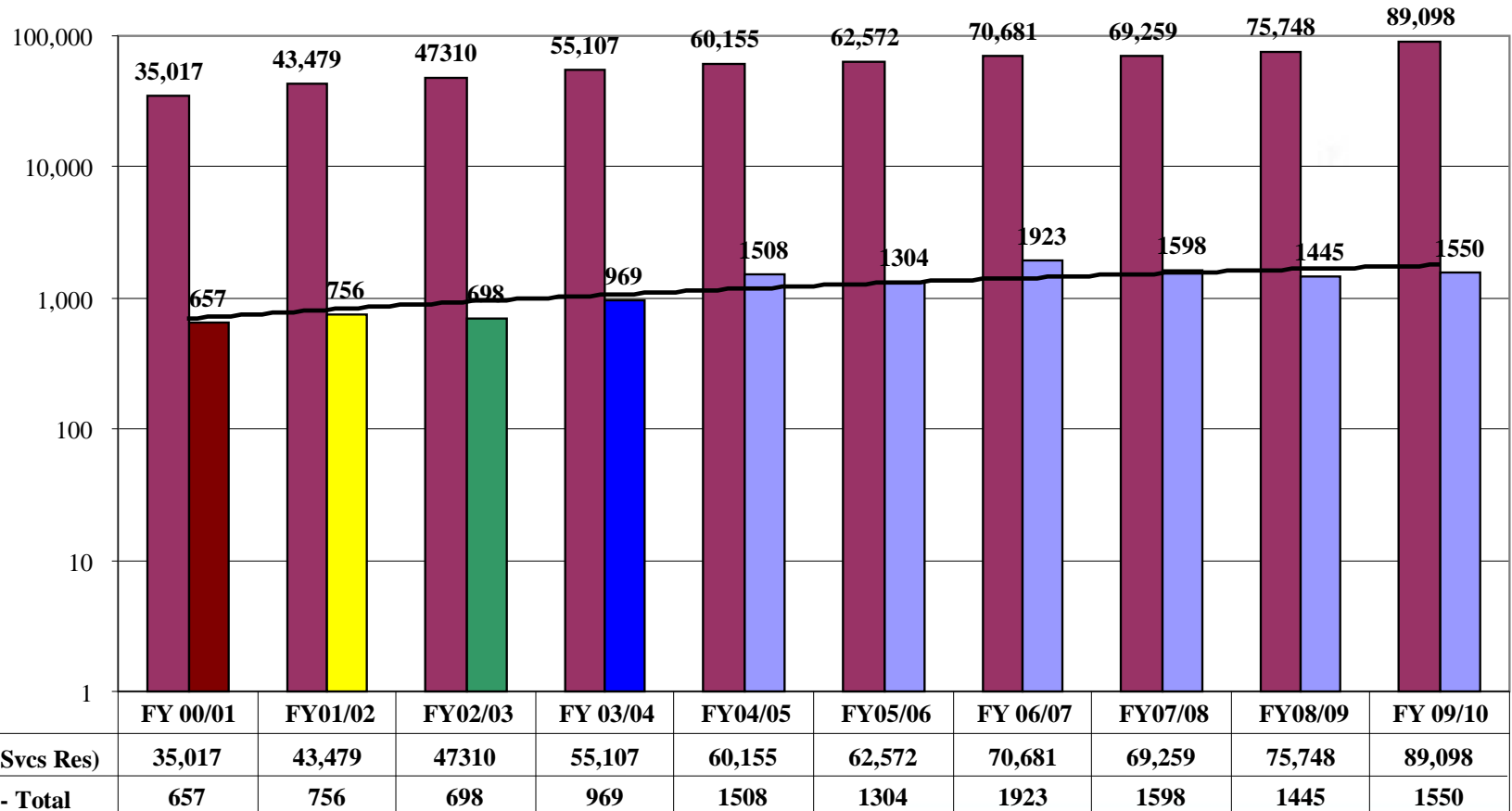


CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Force Employment – ALL Taskings

Health Services Reserve Units vs CF Total
Tasking nominations occurring wholly or partly in FY



Your health - Our mission

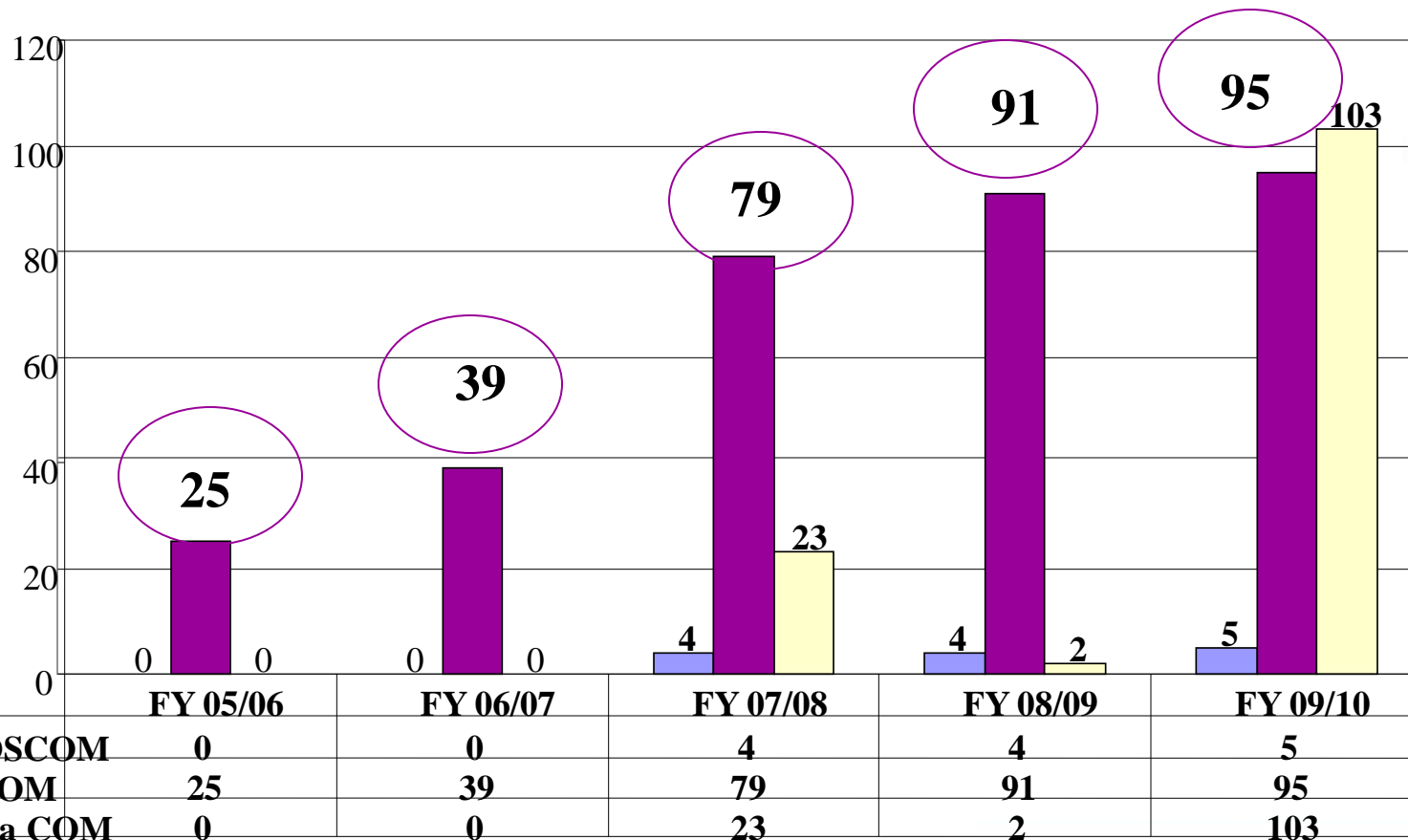
Votre santé - Notre mission



**CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES**



HS Reserves Deployed - by Command



Your health - Our mission

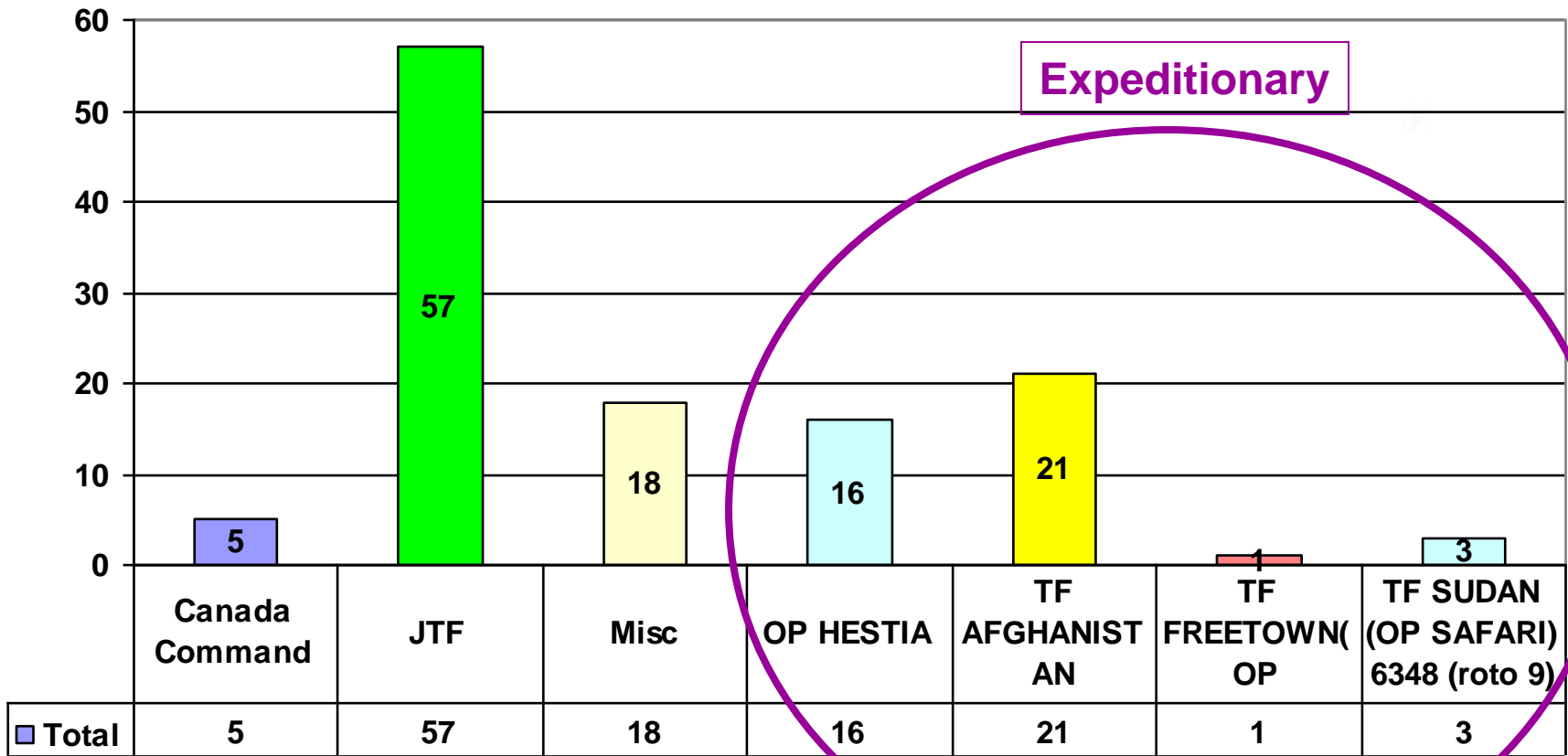
Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



HS Reserves Deployed Today (snapshot taken 31 Mar 10)



Your health - Our mission

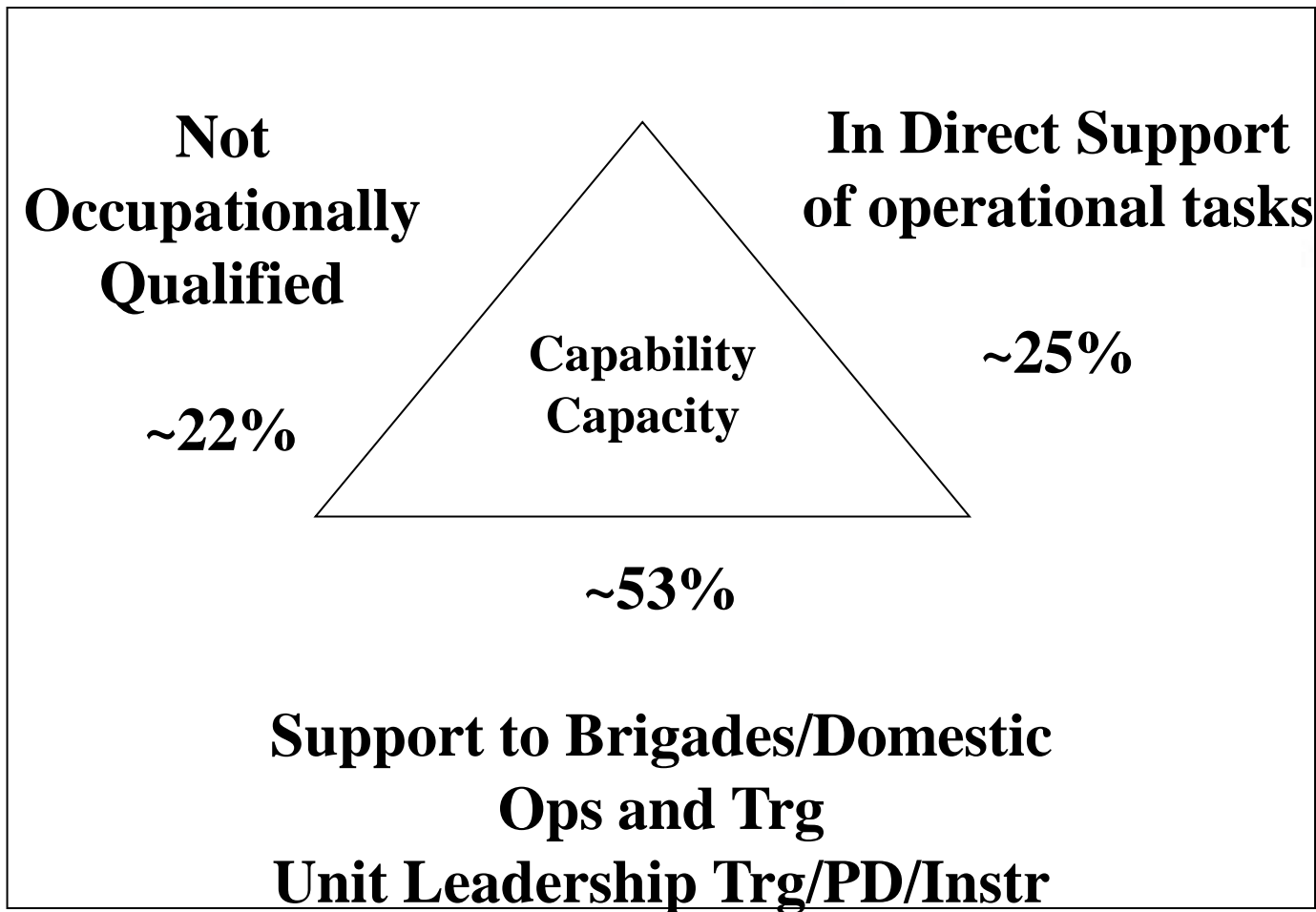
Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Impact - State of HS Reserves



Your health - Our mission

Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Health Services Group Lessons Learned

- **The Process**

**National (DND/CF)
Environmental (Navy, Army, Air)
Functional (H Services)**

- Evolving process internally
- Formally introduced late last year
- Presently awaiting collation and analysis of relevant HS Res issues.
- Many observations are generic in nature to those experienced by other Environmental Commands/Force Generators – and hence incorporated into their LL.
- Already commenced many initiatives to enhance HS Res support specifically.



Your health - Our mission

Votre santé - Notre mission



**CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES**



Lessons Learned - Recruiting

Challenges:

- No clinical occupations within Reserves except physicians
- Demographics are different
- Competing for professionals
- Length and process involved with recruiting

Action:

- Addition of Nurse and Medical Officer positions in Res Fd Ambs
- Establishment of a Health Services Primary Reserve List
- Creation of mirror image occupations in Reg & Res F
- Targeted recruiting by occupation/profession and specialty
- Executive recruiting initiative
- Capability based recruiting/intake plan vs HR manning model
- Management of critical trades – Primary Care Paramedic Training



Your health - Our mission

Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Lessons Learned - Training

Challenges:

- Length of Individual and Collective Training
- No unit level clinical training oversight
- Equipment – “*Train as you fight*” - parity in function & form critical to effective training and integration
- Innovation and flexibility required

Action:

- Harmonization of occupational and associated training standards between Res and Reg F at the Occupational and Training Standard levels
- Modularization of all courses, including BOTC
- Review of Training Methodology – distributed learning focus
- Enhanced flight nurse and flight surgeon training opportunities
- Enhanced opportunities with international partners (eg. USA)
- Equipment – procurement progressing
- Require all licensed clinicians to maintain clinical skill set via civilian employment



Your health - Our mission

Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Lessons Learned - Deployment

Challenges:

- Length of operational commitments and pre-deployment training
- Pre-planning/time available – critical factors

Action:

- Mounting Phase – notification timelines critical to responsiveness – being managed
- Periodic CI C – nurses and doctors – allowed for 24 hr response time
- Active management of H Svcs PRL key to filling specialty positions
- Use of Res to backfill in clinics domestically effective – both for Res F and Reg F in terms of providing MCSP training and alleviating pressure on Reg F



Your health - Our mission

Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Lessons Learned - Retention

Challenges:

- Competition for professions – civilian sector opportunities
- Lack of formed unit capability and limiting Res employment to individual augmentation is a dissatisfier
- Limited day to day clinical role of Reserves
- Fragmented HR employment framework

Action:

- Backfills in clinics domestically ensure relevance of Res
- Increase in clinical support role to Brigades for Reserve Field Ambulances
- Cultural integration of Res and Reg F beneficial
- Deployments bring enhanced credibility and experience to units
- Humanitarian Aid type missions/trg opportunities
- Continue to advance HR issues



Your health - Our mission

Votre santé - Notre mission



CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES



Future

- Still maturing as a Total Force Health Care organization
- H Svcs Gp – Campaign Plan Strategy 2K14
- Integrated Field Force Review
- Continue to provide clinical roles to Health Services Reserves



Your health - Our mission

Votre santé - Notre mission



**CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES**





Questions?



Your health - Our mission

Votre santé - Notre mission



**CANADIAN FORCES
HEALTH SERVICES
SERVICES DE SANTÉ DES
FORCES CANADIENNES**

