

## Medical Support Discipline Alignment Plan 2019

### Background

As stated in the Department Head (DH) Appointment Letter and the Bi-SCD 75-2, the DH leads and conducts the Annual Discipline Conference (ADC) in support of the DH function under the Joint Force for Development (JFD) purview. The ADC closes the loop of the Education and Training (E&T) development and aims for the participation of the community of interest to include JFD, the Requirements Authority (RA), NATO Force Structure (NFS) / NATO Command Structure (NCS) HQ's, national Subject Matter Experts (SME), Education & Training Facilities (ETF) and affiliated organizations. The ADC presents an opportunity for the community of interest to validate training requirements and identify potential solutions for the existing E&T gaps.

The aim of this report of the ADC, the Discipline Alignment Plan, is a reflexion on the main achievements and the way ahead in the development and enhancement of the discipline. It outlines the way ahead in order to assemble a sustainable NATO Education and Training Programme for the Medical Support discipline. It also serves as a request of the DH for assistance and as a coordination tool within the community of interest.

### 1. General

The NATO Military Medicine Centre of Excellence (MILMED COE), as the DH, conducted the 2019 ADC for the Medical Support discipline on 18-22 March 2019 in conjunction with the Chiefs of Medical Services (COMEDS) Military Medical Training Working Group (MMT WG) in Hilversum, Netherlands.

A list of participants is presented in Annex B.

### 2. POC until next ADC

The following Points of Contact (POCs) represent the governance structure entities of the Medical Support Discipline until the next ADC:

Function	Organisation	Rank - Name	Tel	E-mail
JFD Discipline POC	ACT JFD	LTC Giuliano Venditti (OF4)	+1 757 300-6908	Giuliano.Venditti@act.nato.int
RA	HQ SACT JFD, SHAPE Joint Medical Division	LTC Tomas Halajcuk (OF-4)	+42 060 554 6197	Tomas.Halajcuk@shape.nato.int

DH	MILMED COE	CDR Katherine Noel (OF-4)	+36 30 777 5054	Dir.Department@coemed.org
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### 3. Main Developments and Achievements

- a. The STP presenting the scope and long-term objectives of the Medical Support discipline was approved by the North Atlantic Council on 25 June 2015.
- b. The Medical Support Training Requirements Analysis (TRA) Final Report was signed by HQ SACT Deputy Chief of Staff (DCOS) Joint Force Trainer on 5 July 2015. This is one of the cornerstone documents of the Medical Support discipline's Global Programming approach based upon the Bi-SC Directives on Education and Training. Further refinements were completed during the 2018 ADC and were approved in the 2018 DAP.
- c. Prior to the ADC, the DH conducted an electronic and VTC review of the TRA in cooperation with representatives from ACT DCOS JFD, ACO JMED (RA), MILMED COE Training Branch, and the MMT WG. The results of this review validated the current TRA with the continued recommendation that the job descriptions within the NCS/NFS need to be updated to include current duties and required training. In addition, as the NCS adaptation process continues to be implemented new job descriptions and associated training requirements will need to be updated. These changes will be reflected in the 2020 TRA and DAP.

### 4. Review Standing and New Operational Requirements

- a. The RA reviewed the ACO JMED Training Requirements, SACEURs Annual Guidance on Education, Training, Exercises and Evaluation (SAGE 20), and Collective Training that reiterate the current TRA. See Annex C for full presentation and updates.
- b. Additionally, he provided an overview of the NATO Medical Vision and Strategic Goals of COMEDS, as outlined below:

**NATO Medical Vision** - NATO has Sufficient, Capable, Prepared and Interoperable Medical Forces of the appropriate quality to meet the NATO Level of Ambition and able to operate within a Comprehensive Approach.

**COMEDS strategic goals** - enhancing medical capability and interoperability within NATO and partner nations; improving availability of military medical force/assets; enhance deployability of NATO medical forces / assets; and enhance relationship and collaboration with non-NATO military and civilian organizations.

In accordance with NATO medical objectives, SHAPE/ACO JMED identifies strategic medical training requirements, as follows:

- Plan and synchronize medical support at all levels;
- Test and evaluate the overall medical support system including Med C2;
- Demonstrate coherent interaction (based on NATO doctrine, standards and procedures) between military, civilian, national, multinational and contracted medical entities;
- Train and evaluate the Modular Approach in a field of multinational medical support;
- Focus on training and evaluating of those medical assets which are designated to support the Readiness Action Plan (RAP) and are assigned to NRF and Very high readiness Joint Task Force (VJTF).

## 5. Education and Individual Training

- a. As noted above, the TRA was validated prior the ADC. Updates associated with the NCS adaptation will be not be noted on the current TRA. New Job Descriptions and associated training requirements will be reflected in the 2020 TRA and DAP.
- b. The Medical Course Director position at NATO School Oberammergau will be filled in March 2019. All courses will run per published dates.
- c. The OPR for the Senior Staff Medical Officers Course will move from ACO to ACT, effective immediately.
- d. Training solutions added to the 2019 TRA:
  - Joint Medical Operations Course – Basic, Defense Medical Readiness Training Institute.
  - Public health Emergency Management Course, Defense Medical Readiness Training Institute.
- e. Curriculum updates completed:
  - DHSC-Level 1 was updated to better reflect current training requirements, the course will be renamed “NATO health Surveillance and Multinational Management of Epidemic Crisis for the Operational and Strategic Leader.”
- f. Training solutions paused or cancelled:
  - MIMMS – MILMED COE
  - MMSHA – MILMED COE/Bundeswehr Command and Staff College
  - MIDDM – MILMED COE/Hamburg
- g. Training solutions removed from the TRA:
  - FHP – MILMED COE/DHSC
  - AMPC – NATO School Oberammergau
  - Healthcare Leader – Bundeswehr Command and Staff College
- h. Nine training institutions and course directors presented their facilities and training opportunities applicable to NATO nations and partners. See Annex’s E-M for full presentations.

- Multinational Medical Coordination Center (MMCC) and European Medical Command (EMC)
  - MARCOM MEDAD, MARMED Course
  - NATO Maritime Interdiction Operational Training Centre (NMIOTC)
  - Lithuanian Military Medical Training Center (LTU MMTC)
  - Defense Medical Readiness and Training Institute (DMRTI)
  - Defense Institute for Medical Operations (DIMO)
  - Bureau of Medicine and Surgery, Global Health Engagement (BUMED)
  - Military Medicine Centre of Excellence (MILMED COE)
  - Multinational Medical Joint Training Center (M2JTC)
- i. The DH, MILMED COE, ACT Medical Branch, MMCC/EMC, and SMEs from other training institutions took part in syndicate work to review the current courses covering the training requirements for medical command and staff officers. In conjunction with the COMEDS Military Medical Training Working Group, the syndicate will; 1.) Catalogue and identify existing gaps in the training and requirements, 2.) Evaluate patronage and bi/multi-national solutions to minimize duplication and increase the standardization of training, and 3.) Identify the best platform(s) to share and source information. The first workshop will be held in coordination between the MMCC and Bundeswehr Command and Staff College in July. The syndicate will present updates at the next MMT-WG in October 2019.
- j. The DH and FHP SMEs from other training institutions took part in syndicate work to review the current courses covering the training requirements for FHP. The syndicate will perform a multi-national curriculum review and gap analysis to address the NATO requirements, course demand, and training synchronization. The first workshop will be conducted between May-July. The syndicate will present updates at the next MMT-WG in October 2019.

## 6. Collective Training and Exercises

- a. The RA provided an update on collective training and exercise requirements and stated that the medical support discipline should:
- Ensure that the medical support discipline is an integral part of SACEUR's prioritized exercises
  - Achieve a better visibility within NATO high visibility live exercise – TRJU19, STJU-JA 20, STJU 21 and STDF 21.

These goals can be achieved through nations participating with independent medical assets and/or by using existing medical exercises which could be incorporated into NATO exercises (coordinated or linked with them).

- b. SAGE 20's paragraph was reviewed as it relates to the medical support discipline and is consistent with the current TRA. The paragraph specifically states the following:

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- Medical Support Discipline focusses on planning, assessing and coordination of Alliance medical operations.
  - Available and deployable military medical forces together with enhanced relationship and collaboration between all relevant military and civilian organizations are a key prerequisite.
  - Improvement of civil-military cooperation in order to strengthen the Alliance's related medical preparedness, resilience and consequence management capacities is essential.
  - Enhancing operational health service support capabilities tailored to mission requirements is critical for improvement of the entire continuum of care, where Multinational solutions for medical support must be emphasized.
  - Medical Support Discipline will be focused on a complexity of the Healthcare Cycle as an end-to-end process, including a full spectrum of medical capabilities and cover all domains and facets where medical support functions are recognized.
  - ETEE should ensure identification and management of wide scope of medical threats in order to maintain NATO forces sustainment up to MJO+ level comprising Theatre Wide Approach. To accomplish this, all Major NATO Joint Exercises should contain comprehensive medical scenarios and exercise play.
- c. Upcoming NATO and Medical Exercises are:
- 2019 - TRIDENT JUPITER 19 (CAX/CPX)
  - 2019 – VIGOROUS WARRIOR 19 (LIVEX)
  - 2020-2021 – STEADFAST Series
- d. Upcoming medical support NATO evaluations include:
- EXEVAL – Vigorous Warrior 19 (conducted by MILMED COE 01-13 APR 2019 at the Joint National Training Base, Cincu, Romania.
  - Multiple MEDEVALs per STANAG 2560 via NATO MILMED COE are being conducted on national and multinational medical units in the coming year.
- e. The ACO Medical Branch/RA and SMEs from other training institutions took part in syndicate work to identify gaps and solutions to improve collective training effectiveness within the NATO Medical Community. In conjunction with the COMEDS Military Medical Training Working Group, the syndicate will; 1.) Determine suitability/need to establish the 'Observer Training' function for medical support, 2.) Establish a medical SME database for observer trainers, JOINTEVAL evaluators, EXCON augmenters and MEL/MIL scripting, and 3.) Determine feasibility of establishing a 'medical core planning team' to link ACO, MILMED COE, and CC exercises. The syndicate will present updates at the next MMT-WG in October 2019.

## 7. Recommendations to JFD and RA

- a. TRA: The current TRA is valid with the above recommended changes.

Annex List:

Annex A: Medical Support Discipline Alignment Plan 2019

Annex B: Participant List

Annex C1-C3: Updated TRA and Curriculum Mapping, March 2019

Annex D: ACO, Requirements Authority

Annex E: MMCC

Annex F: MARCOM

Annex G: NMIOTC

Annex H: LTU MMTC

Annex I: DMRTI

Annex J: DIMO

Annex K: BUMED GHE

Annex L: MILMED COE

Annex M: M2JTC

Annex N: TROPICAL MEDICINE SYMPOSIUM 2019

Annex O: DIMO FY18 COURSE PAMPHLET

Annex P: BWMED ACADEMY 2019

Annex Q: FUAKBW HCLM