



HS PAC Chair Chat



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It's March already and the transformation engine is running at 8,000 rpm! Decisions and policies continue to be made on a weekly basis. Our PAC has been operating at 66% capacity until the new PAC members were confirmed by the OSG this past week! Rest assured, your PAC and many HS volunteer officers continue to work hard to represent the HS Category in every facet of this evolutionary process.

There is so much going on, there's no way I can cover everything in one page – a criteria I won't ignore. It keeps things simple and forces me to pick the MOST IMPORTANT issues (and reduced font size ;)

WIPT vs. WPDG?

In the last newsletter, I discussed Functional Advisory Committees (FAC). In this issue I would like to define the difference between a WIPT versus a WPDG. Workgroup Interdisciplinary Planning Teams (WIPT; OCCFM) and Work Planning and Design Groups (WPDG; OCCO) are entities charged with creating and implementing policies during transformation. WIPTs look at existing policies and revisit policies to see if they meet Corps needs. The group provides recommendations to the Oversight Integrate Project Team (OIPT). The Chairperson of the OIPT reports activities to the OSG when key decisions are required. Members of the OIPT are senior staff and determined by the ASH. The four WIPTs consisted of 1) Discipline and Retentions, 2) Readiness, 3) Officer Training, and 4) Recruitment. The last two were recently merged into a WIPDG, a combination of WIPT and WPDG to reduce duplication. WPDGs are charged to create policy and recommend implementation approaches. Currently there are five groups 1) Sizing, 2) Recruitment, 3) Training and Career Development, 4) 3H Assignments, and 5) Billet Officer Profiles and Officer Selection System. The last WPDG is the one that will impact you first – you may find your NEW billet “graded” at a lower (or higher) grade than your rank! What do you do if this happens? Attend the next PAC meeting to find out....

Internal Operations Exposed

The Office of Inspection General (OIG) found that the Corps was not able to meet some State needs and that deficiencies in officer preparation, deployment logistics, field operations, and officer reimbursement impacted the efficiency and the effectiveness of the response. OIG recommended that the Corps incorporate a number of infrastructure changes into its comprehensive transformation process. The ASH concurred with OIG's findings and recommendations. To read the full report, go to <http://www.oig.hhs.gov/oei/reports/oei-09-06-00030.pdf>.

Breaking News!

Seven new HS PAC members have been confirmed!

Our new members should receive their confirmation letters later this week. For those who are still interested in becoming a PAC member, look for the nomination announcements next month.

Are You Unique?

Officers who are not easily classified by one of our nine Professional Advisory Groups (PAGs) prepare yourselves for work. Your billet WILL be rewritten and now is the time to *ask not what your PAC can do for you but what you can do for your PAC*. The HS category faces the toughest challenge among all categories because we represent 50+ professions, yet we must develop a “standard” billet for all HSOs. Deadline is this month!!!! How can we make such a tight timeline – you ask? We must rely on our motto ***Strength through Diversity***. Through our individual efforts we will succeed and you will have an opportunity to control your future. Look for a listserv message from me soon that will provide more information. We hope to develop an FAQ during this process – so send me your questions – I can't promise answers but I can promise we will attempt to get them.

Up for Promotion in 2009? Promotion Benchmarks for PY 2009 are being drafted now. More to share in April.

HSO Website: <http://usphs-hso.org/>