



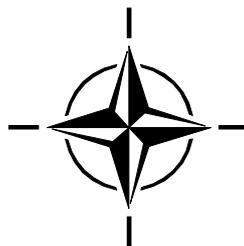
STO TECHNICAL REPORT

TR-HFM-213

Factors Affecting Attraction, Recruitment, and Retention of NATO Military Medical Professionals

(Facteurs d'influence sur l'attraction, le recrutement
et la fidélisation des professionnels de
santé militaires de l'OTAN)

HFM-213 has undertaken a social scientific assessment of personnel situations in the military medical services of contributing Nations, including existing or expected shortfalls and measures already taken or initiated to overcome those. The results of this assessment of measures of recruitment and retention are reported in this Technical Report.



Published December 2012





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by

Dr. Gregor Richter and COL. Dr. Norbert Hanhart

The NATO Science and Technology Organization

Science & Technology (S&T) in the NATO context is defined as the selective and rigorous generation and application of state-of-the-art, validated knowledge for defence and security purposes. S&T activities embrace scientific research, technology development, transition, application and field-testing, experimentation and a range of related scientific activities that include systems engineering, operational research and analysis, synthesis, integration and validation of knowledge derived through the scientific method.

In NATO, S&T is addressed using different business models, namely a collaborative business model where NATO provides a forum where NATO Nations and partner Nations elect to use their national resources to define, conduct and promote cooperative research and information exchange, and secondly an in-house delivery business model where S&T activities are conducted in a NATO dedicated executive body, having its own personnel, capabilities and infrastructure.

The mission of the NATO Science & Technology Organization (STO) is to help position the Nations' and NATO's S&T investments as a strategic enabler of the knowledge and technology advantage for the defence and security posture of NATO Nations and partner Nations, by conducting and promoting S&T activities that augment and leverage the capabilities and programmes of the Alliance, of the NATO Nations and the partner Nations, in support of NATO's objectives, and contributing to NATO's ability to enable and influence security and defence related capability development and threat mitigation in NATO Nations and partner Nations, in accordance with NATO policies.

The total spectrum of this collaborative effort is addressed by six Technical Panels who manage a wide range of scientific research activities, a Group specialising in modelling and simulation, plus a Committee dedicated to supporting the information management needs of the organization.

- AVT Applied Vehicle Technology Panel
- HFM Human Factors and Medicine Panel
- IST Information Systems Technology Panel
- NMSG NATO Modelling and Simulation Group
- SAS System Analysis and Studies Panel
- SCI Systems Concepts and Integration Panel
- SET Sensors and Electronics Technology Panel

These Panels and Group are the power-house of the collaborative model and are made up of national representatives as well as recognised world-class scientists, engineers and information specialists. In addition to providing critical technical oversight, they also provide a communication link to military users and other NATO bodies.

The scientific and technological work is carried out by Technical Teams, created under one or more of these eight bodies, for specific research activities which have a defined duration. These research activities can take a variety of forms, including Task Groups, Workshops, Symposia, Specialists' Meetings, Lecture Series and Technical Courses

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Compatibility of career and family	Personnel development												
Financial incentives	Recruitment												
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14. Abstract	<p>For several years now, available medical capabilities have been considered insufficient to meet NATO's level of ambition. Multinational Medical Support, AirMEDEVAC capabilities and Deployable Medical Facilities were identified as medical shortfall areas, not only caused by deficiencies of specified material as MEDEVAC helicopters, but especially by the lack of qualified medical personnel. Efforts and plans are in progress to mitigate these personnel shortfalls, and nations are encouraged to implement the proposed steps.</p> <p>HFM-213 has undertaken a social scientific assessment of personnel situations in the military medical services of contributing nations, including existing or expected shortfalls and measures already taken or initiated to overcome those. The results of this assessment of measures of recruitment and retention are documented in this report.</p>												





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