

Jul 78

SL 1 THE FOLLOWING IS AN OVERVIEW OF A PARARESCUE MANAGEMENT SURVEY
LT CONDUCTED IN MARCH OF THIS YEAR AT THE DIRECTION OF MAJ GEN
SAUNDERS. THE DISTRIBUTION OF THIS SURVEY WAS LIMITED TO
ACTIVE DUTY UNITS.

SL 2 COMMAND RESPONDENTS INCLUDE UNIT COMMANDERS, OPERATIONS OFFICERS
LT AND STANDARDIZATION OFFICERS. IDENTIFIED AS SUPERVISORY
RESPONDENTS ARE PARARESCUE NCOICs, ASSISTANT NCOICs AND
STANDARDIZATION COUNTERPARTS. A TOTAL OF 33 COMMAND AND 31
SL 2.5 SUPERVISORY PERSONNEL RESPONDED EQUATING TO A 78% RESPONSE.
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THE SURVEY ITSELF CONSISTED OF TWO PARTS. PART ONE WAS A
SERIES OF QUESTIONS REQUIRING YES OR NO ANSWERS, MANY OF
WHICH WERE EXPANDED UPON BY THE RESPONDENTS. PART TWO CONTAINED
A SERIES OF QUESTIONS REQUIRING ESSAY TYPE ANSWERS.

MASTER COPIES OF PART ONE ARE PROVIDED FOR YOUR INFORMATION.
RESPONSE TO THE SECOND PART OF THE MANAGEMENT SURVEY WAS MORE
DIFFICULT TO ANALYZE. THERE WERE SIGNIFICANT PERCEPTUAL
DIFFERENCES BETWEEN COMMAND AND SUPERVISORY PERSONNEL.

SL-3 THE FOLLOWING SUBJECT AREAS WERE SELECTED FOR MORE DISCUSSION
RT
LEAVE
IN
PLACE
TILL
SUMMARY
BECAUSE THEY OFFERED AN INSIGHT INTO THE ACCIDENT PROBLEM AND
POSSIBLE SOLUTIONS TO IMPROVING NOT ONLY THE OPERATIONAL SAFETY
ASPECTS BUT THE CAREER AND JOB SATISFACTION ALSO.

SL-4 UTILIZATION OF PARARESCUE PERSONNEL:

LT
THE MAJORITY OF RESPONDENTS BOTH COMMAND (58%) AND SUPERVISORY
(80%) FELT THAT PARARESCUE PERSONNEL ARE NOT BEING EFFECTIVELY
UTILIZED IN EITHER AN OPERATIONAL OR TRAINING ROLE. THE REASON
FOR NON-UTILIZATION CITED MOST FREQUENTLY WAS THE "INCREASED
RISK MISSION" POLICY. COMMAND PERSONNEL COMPLY WITH THIS
POLICY TO INSURE ADEQUATE LEVELS OF COMMAND AND CONTROL, BUT
THEY ALSO FEEL THAT WING AND HQ PERSONNEL WILL ONLY ACCEPT
RELATIVELY UNCHALLENGING MISSIONS WITH A LOW TO NON-EXISTENT
RISK FACTOR.

AS A RESULT, THERE IS COMPARATIVELY LITTLE OPERATIONAL USE OF
PARARESCUE PERSONNEL, WHICH HAS A DEFINITE ADVERSE AFFECT ON
ALL CREW MEMBERS. THIS NON-UTILIZATION OF PARARESCUE WAS
IDENTIFIED AS A CONTRIBUTING FACTOR IN THE SPREAD OF COMPLACENCY

WITHIN THE CAREER FIELD. A 100% COMMITMENT TO A TRAINING PROGRAM IS DIFFICULT FOR SUPERVISORY PERSONNEL TO SELL WHEN THE POSSIBILITY OF OPERATIONAL COMMITMENT IS PERCEIVED AS MUCH LESS.

3L-5 II. TRAINING DIRECTIVES

4 THE LACK OF ADEQUATE WRITTEN TRAINING GUIDANCE WAS FREQUENTLY IDENTIFIED.

THIS PROBLEM IS BEING WORKED BY DOT IN THE FORM OF A COMPREHENSIVE PARARESCUE TRAINING MANUAL WHICH WILL BE IN THE FIELD BY OCTOBER 1978.

ALSO IDENTIFIED WAS THE LACK OF TRAINING EXPERIENCE IN VARIETY OF CLIMACTIC AREAS. FOR EXAMPLE, PARARESCUE PERSONNEL ARE EXPECTED TO HAVE THE CAPABILITY TO DEPLOY INTO THE ARCTIC. WE HAVE PARARESCUE PERSONNEL IN FLORIDA WHO UNTIL RECENTLY HAD NEVER SEEN SNOW MUCH LESS TRAINED IN IT. ONE POSSIBLE SOLUTION TO THIS PROBLEM WOULD BE AN INCREASE IN INTRA-SQUADRON TRAINING PROGRAMS WITHIN RESCUE. PROPERLY SUPERVISED, THIS COULD PROVIDE A COST EFFECTIVE SOLUTION TO THIS DEFICIENCY. A

SECOND SOLUTION MAY BE TO ESTABLISH A BASE LINE OF QUALIFICATION FOR ALL PJs AND FURTHER QUALIFY CERTAIN INDIVIDUALS ON EACH TEAM FOR SPECIAL OPERATIONS, I.E., HIGH ALTITUDE RESCUE TEAM.

SL-6 III. CURRENT EVALUATION SYSTEMS.

LT

THE MAJORITY OF COMMAND RESPONDENTS FELT THAT THE CURRENT SYSTEMS ARE ADEQUATE. CONVERSELY, SUPERVISORY PERSONNEL FELT THAT A MORE FUNCTIONAL ORI TYPE APPROACH TO EVALUATIONS WOULD BE MORE APPROPRIATE.

ONCE THE TRAINING MANUAL IS PUBLISHED, STANDARDIZED TRAINING AND EVALUATION CRITERIA WILL BE DEVELOPED FROM WHICH EVALUATION EXERCISES CAN BE PATTERNED.

SL-7 IV. PARTICIPATION IN OFF-DUTY ACTIVITIES.

LT

THIS ITEM WAS ADDRESSED TO SUPERVISORY PERSONNEL ONLY.

UNANIMOUSLY, TEAMS WITH PERSONNEL INVOLVED IN OFF-DUTY ACTIVITIES SUCH AS SKY DIVING, SCUBA, MOUNTAIN CLIMBING FEEL THIS INCREASES THE OVERALL PROFICIENCY OF THE INDIVIDUAL AND TEAM. PRESENT REGULATIONS RESTRICT THE USE OF SECTION'S EQUIPMENT DURING THIS

OFF-DUTY TRAINING.

ARRS WILL ENCOURAGE PARTICIPATION IN OFF-DUTY ACTIVITIES AND ALLOW THE USE OF MILITARY EQUIPMENT DURING SCHEDULED ACTIVITIES FOR CURRENCY.

SL-8 V. RETENTION OF PARARESCUE PERSONNEL.

LT

THE MOST FREQUENTLY CITED REASON FOR LOW RETENTION RATES AMONG FIRST TERM PARARESCUE PERSONNEL WAS THE LACK OF OPERATIONAL MISSION OPPORTUNITY. THIS, ALONG WITH FREQUENT PCS MOVES AND THE LACK OF PROMOTION OPPORTUNITY, WERE CITED AS REASONS FOR THE LOSS OF OUR EXPERIENCED PERSONNEL.

THE SINGLE MOST EFFECTIVE POLICY, THAT WILL AFFECT PARARESCUE RETENTION MOST DRAMATICALLY AMONG BOTH FIRST TERM AND CAREER PERSONNEL, IS TO INCREASE OPERATIONAL MISSION UTILIZATIONS. ADDITIONALLY, WE SHOULD EXPLORE GRADE RELIEF FOR PROMOTIONS.

L-9 VI. EQUIPMENT.

LT

ARRSR 55-3 AUTHORIZED THE NECESSARY EQUIPMENT TO PERFORM THE MISSION; HOWEVER, BUDGET RESTRAINTS HAVE RESTRICTED SOME TEAMS



FROM PROCURING THE REQUIRED EQUIPMENT.

SOLUTION: ARRS WINGS MUST EMPHASIZE THE NEED TO PROCURE THE EQUIPMENT AND HAVE UNITS PRIORITIZE THEIR EQUIPMENT REQUIREMENTS FOR REQUISITION.

SL-10 VII. DRUG ABUSE.

Lt

94% OF THE COMMAND AND 80% OF THE SUPERVISORY RESPONDENTS REPLIED THAT DRUG ABUSE IS NOT A PROBLEM WITHIN THEIR SECTIONS. (NUMBER LOST IN LAST YEAR - 12)

ARRS SUP TO AFR 35-13 AND INITIAL BRIEF AT OL-J ON DRUG AWARENESS HAVE DIRECTLY HELPED IN CUTTING THE PROBLEM.

SL-11 VIII. COMPOSITE VRS LLH RESPONSES

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WE HAD ANTICIPATED PROBLEM AREAS TO BE DIFFERENT BETWEEN OUR COMPOSITE/HHL UNITS AND THE LLH UNITS. HOWEVER, THE SURVEY SHOWED THAT PROBLEMS ARE SIMILAR IN ALL UNITS WITH PJs ASSIGNED. THE MAIN AREAS OF CONCERN FOR LLH UNITS ^{WERE} ~~WAS~~ MANNING, EQUIPAGE, AND MISSION COMMITMENTS. OUR PRESENT OVERALL MANNING IS 82%, WITH A 90% MANNING PROJECTED BY 31 DECEMBER 1978.

SL 112 IX. PARARESCUE OICs.

76% COMMAND AND 100% OF THE SUPERVISORY RESPONDENTS DID NOT FEEL THAT AN OIC OF THE PARARESCUE SECTION WAS REQUIRED. SEVERAL COMMAND RESPONDENTS REPLIED THAT THEY WOULD LIKE TO HAVE OICs APPOINTED BUT THEY HAVE TOO MANY ADDITIONAL DUTIES AND MANNING WON'T ALLOW.

TURN OFF BOTH PROJECTORS UNTIL SL-13 NEXT PAGE
SUMMARY:

12.5 THE MAIN OBJECTIVE OF THIS SURVEY WAS TO DETERMINE THE CAUSE OF THE UNDESIRABLE ACCIDENT TREND WITHIN THE PARARESCUE CAREER FIELD. PARACHUTING, SCUBA DIVING, MOUNTAIN CLIMBING, AND ANY NUMBER OF OTHER TRAINING REQUIREMENTS PERFORMED BY THE PARARESCUEMAN ON A DAILY BASIS ARE DANGEROUS AND POTENTIAL OF ACCIDENTS EXISTS. ALL OF US DESIRE A "0" ACCIDENT RATE. GRANTED, THE MAJORITY OF ACCIDENTS RESULT FROM PERSONNEL ERROR OR JUDGMENT, BUT SOME ACCIDENTS WILL OCCUR, I.E., BAEHR, TALLY, AND WE MUST EXPECT SOME INJURIES. EVERY ACCIDENT HAS A LESSON TO BE LEARNED WHICH SHOULD BE THE END RESULT OF ANY INVESTIGATION. THE SUBJECT AREAS WE HAVE ADDRESSED WERE FELT



TO BE RELATED TO ACCIDENT CAUSES. FROM THE SUBJECT AREAS,

SL-13 THREE FACTORS ARE DEFINITELY HIGHLIGHTED IN THE SURVEY, AND

CONSIDERED CONTRIBUTING. COMPLACENCY, RESULTING FROM THE

LACK OF OPERATIONAL MISSIONS. THE INDIVIDUAL PJ APPROACHES

THE TRAINING MISSIONS AS THOUGH IT'S SOMETHING THEY WILL NEVER

GET TO USE OPERATIONALLY.

MANNING: PRESENTLY, THE PARARESCUE CAREER FIELD IS 67% MANNED

WITH SSGTs, 53% MANNED WITH TSGTs, AND 44% MANNED WITH MSGTs.

SL-13.5 THESE STATISTICS SHOW THAT WE DON'T HAVE ENOUGH SUPERVISORS

TO PROVIDE THE REQUIRED MANAGEMENT, AND THIS MAY BE A CONTRIB-

UTING FACTOR TO THE ACCIDENT RATE. MOST OF OUR NCOs REALIZE

THE PROMOTION OPPORTUNITIES WITHIN THE PJ CAREER FIELD ARE VERY

LIMITED AND DUE TO THE KEEN COMPETITION, MANY PJs GET OUT AND

CROSS-TRAIN INTO A CAREER FIELD IN WHICH PROMOTION IS BETTER.

PCS MOVEMENTS FURTHER INDUCE LOSSES. PJs AVERAGE TWO YEARS

ON STATION.