

ENCLOSURE F

SUBSTITUTION POLICY AND GUIDELINES

1. War Mobility Plan (WMP). The WMP is the Air Force's supporting document to the Joint Service Campaign Plan that provides Air Staff, AF planners and AF commanders with current policies, planning factors, and apportioned forces for conducting and supporting wartime operations. WMP Volume 1 (WMP-1) provides strategic and functional guidance. It also addresses general situation, mission, CONOPs, and execution tasks. The substitution policy enables commanders to select qualified members in a deployed environment.

2. FF-Series (Medical, Non-AE) UTC Substitution Criteria and Parameters

2.1. AFSCs not listed in Tables F-1 or F-2 are not substitutable unless specifically allowed in the UTC Mission Capability Statement (MISCAP). Care should be taken to match mission requirements with the scope of practice of specialty substitutes. Reference the UTC MISCAPS and AFI 10-403 for skill level and rank/grade substitutions guidance.

2.2. Substitutions shall not exceed 50 percent of any AFSC requirements (unless otherwise noted) in a single UTC or set of UTCs that collectively make up an operational platform (e.g., EMEDS platform). Standard rounding methodology to the next whole number will apply (e.g., UTC FFAAT requires 2 AFSC 041A3; $2 \times .50 = 1.0$; if the fraction is between 0.5 and 1.0, round up). Deviations from this planning factor must be approved by AFMRA/SG3X. If the AFSC requirement for a particular UTC is less than three, at least one must be fully qualified in that particular skill. Substitutes should not be expected to function as independent practitioners. Plans should incorporate provisions for supervision of substitute personnel by a fully qualified individual in that AFSC.

2.3. For any conflicts between UTC mission capability statement MISCAPs and this enclosure, the *UTC MISCAP takes precedence*. Please review the MISCAP for any concerns or questions.

2.4. These substitution policies shall not restrict the authority of medical unit commanders to use personnel according to their best judgment in order to satisfy UTC capability assignments or during execution to meet mission objectives.

2.5. Residents can be used as substitutes for previously awarded AFSCs (i.e. slick AFSC without shred) and for AFSCs for which they are being trained.

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**MEDICAL AFSC
SUBSTITUTION LIST**

TABLE F-1, Officer Specialties

P	AFSC	S	AFSC Description	1st Sub	2nd Sub	3rd Sub	4th Sub
	040C0	C	MEDICAL CMDR, MEDICAL	040C0X <i>(See Rule 1)</i>			
V	041A3		HEALTH SERVICE ADMIN, SYSTEMS	041AX <i>(See Rule 2)</i>			
R	041A3		HEALTH SERVICE ADMIN, READINESS PLANNER	R04XXX <i>(See Rule 3)</i>			
	042G3		PHYSICIAN ASSISTANT	046Y3H			
	042G3	A	PHYSICIAN ASSISTANT, ORTHOPEDICS	045B3X			
	042G3	C	PHYSICIAN ASSISTANT, GENERAL SURGERY	045S3			
	042P3		CLINICAL PSYCHOLOGIST	042S3	046Y3P		
	042S3		CLINICAL SOCIAL WORKER	042P3X <i>(See Rule 1)</i>	046Y3P		
	043E3	A	BIOENVIRONMENTAL ENGINEER, GENERAL	043E3B 043E3D 043E3G			
	044F3		FAMILY PHYSICIAN	042G3 046Y3H	044G3	048R3	
	044P3		PSYCHIATRIST	046Y3P			
	044Y3		CRITICAL CARE MEDICINE	044M3G	044E3	045A3 045A4	045S3 46Y3C
	045A3		ANESTHESIOLOGIST	046Y3M	Rule 6		
	045B3		ORTHOPEDIC SURGEON	045B3X <i>(See Rule 1)</i>	Rule 6		

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TABLE F-1, Officer Specialties (cont'd)

P	AFSC	S	AFSC Description	1st Sub	2nd Sub	3rd Sub	4th Sub
	045S3		SURGEON	045S3B 045S3D 045S3H 045S3K	045S3A 045S3C 045S3E		
	045S3	E	SURGEON, PERIPHERAL VASCULAR	045S3A 045S3C 045S3K			
	046A3		NURSING ADMINISTRATOR	046N4	046N3		
	046N3		CLINICAL NURSE	046N3G			
	046N3	E	CLINICAL NURSE, CRITICAL CARE	046Y3C	46N3J	46N3G	
	046N3	G	CLINICAL NURSE, OBSTETRICAL	046Y3A			
	046N3	J	CLINICAL NURSE, EMERGENCY/TRAUMA	046N3E			
	046P3		MENTAL HEALTH NURSE	046Y3P			
	046Y3	A	P-APN, WOMEN'S HEALTH CARE NURSE PRACTITIONER	046Y3H <i>(See Rule 1)</i>	046Y3G <i>(See Rule 1)</i>		
	046Y3	H	P-APN, FAMILY NURSE PRACTITIONER	042G3	044F3		
	046Y3	M	P-APN, CERTIFIED REGISTERED NURSE ANESTHETIST	045A3	Rule 6		
	046Y3	P	P-APN, PSYCHIATRIC AND MENTAL HEALTH NURSE PRACTITIONER	044P3			
	047G3		DENTIST	047X3			
	047G3	A	DENTIST, COMPREHENSIVE	047G3B	047G3C	047G3 <i>(See Rule 1)</i>	047XXX <i>(See Rule 1)</i>
	047S3		ORAL/MAXILLOFACIAL SURGEON	045N3			
	048A3		AEROSPACE MEDICINE SPCLST	048R3	048G3		
	048G3		GENERAL MEDICAL OFFICER (GMO), FLIGHT SURGEON	048R3	042G3P/ 046Y3F <i>(See Rule 5)</i>	048A3	
	048R3		RESIDENCY TRAINED FLIGHT SURGEON	048G3	048A3	042G3P/ 046Y3F <i>(See Rule 5)</i>	

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TABLE F-2, Enlisted Specialties

P	AFSC	S	AFSC Description	1st Sub	2nd Sub
	4A0X1		HEALTH SERVICE MGT	4N0X1	4C0X1
V	4A0X1		HEALTH SVC MGT	4A0X1 SEI 264 (See Rule 2)	4XXXX (See Rule 2)
R	4A0X1		HEALTH SVC MGT	R4XXXX (See Rule 3)	
	4B0X1		BIOENVIRONMENTAL	4E0X1	
	4E0X1		PUBLIC HEALTH	4B0X1	
	4N0X1	C	AEROSPACE MEDICAL SERVICE IDMT	046Y3H (See Rule 4)	
	4N0X1	F	AEROSPACE MED SERVICE FLIGHT AND OPERATIONAL MED TECH	4N0X1 (See Rule 7)	

Rules:

Rule 1	Includes all shred outs.
Rule 2	Must have experience in Medical Systems with working knowledge of Local Area Networks and operating systems used in deployed systems (e.g. EMEDS, ERPSS).
Rule 3	Any R prefixed medical AFSC or have completed Joint Medical Planners Course or Contingency War Planner Course and served 1 year as a planner in any CCMD, C-MAJCOM, TSOC or AFSOC Operational Unit.
Rule 4	Must meet training and certification requirements IAW AFI 44-103.
Rule 5	Must meet training and certification requirements IAW AFMAN48-149. Additionally, must be currently working or previously worked for a minimum of 12 months in Aerospace Medicine. 042G3Ps and 046Y3Fs cannot perform duties autonomously (oversight by a 48X must be available).
Rule 6	AFSC may be substituted with corresponding Post Graduate Year (PGY) Resident.
Rule 7	Must have Flight Medicine Training for a minimum for 4 months.

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