

KUKAILIMOKU



154th Tactical Fighter Group

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MEDICAL CARE BENEFITS

In our continuing quest to improve working relationships with our host active duty counterparts, it is imperative that unit commanders continually monitor and assess the propriety of our conduct as Guardsmen especially when "benefits" are concerned, i.e., commissary, BX, medical privileges.

We have acknowledged that two of our Guardsmen (on active duty for less than 30 days) recently procured unauthorized dental services from the Hickam USAF Clinic counter to ANGR 160-01. Simply stated, HANG personnel on active duty for training (less than 30 days) will not use active duty medical facilities without authorization from the unit commanders and clearance through the 154th Clinic.

WHAT MAKES AN OUTSTANDING UNIT

The following items do not guarantee an outstanding rating during a management effectiveness inspection, but many are present in "outstanding" units.

A GOOD IN-BRIEF: Too many charts and figures can dilute the impact of the briefing, but meaningful workload/manpower figures make an impression. Also, managers who can identify problems and their action on them are ahead of managers who are told what their problems are by the inspector. The in-brief is the best place to tell the inspector what you think makes your activity better than similar activities. Honk your own horn with a list of accomplishments—but remember the inspector is more interested in significance of these accomplishments than the quantity.

KNOWLEDGE: Good managers know "the book", not necessarily chapter and verse, but where they can find what they need. They never answer, "We've always done it that way" to a question on procedures.

SELF-INSPECTION: A manager with a good program to identify problems and resolve them is usually well prepared for inspections.

154TH WING
HISTORY OFFICE
FILE # 2-98-188

TRAINING: Good comprehensive on-the-job training, formal training, and unit training programs show results in personnel knowledge and procedures.

PHYSICAL APPEARANCE: An exceptionally clean floor in the motor pool and an exceptionally neat contract file in procurement impress an inspector; the same idea goes for any activity.

PERSONAL APPEARANCE: An inspector notes the appearance of a manager and one's personnel. There is something to the "look sharp, be sharp" adage.

MORALE: Both good and bad morale stand out in an activity.

ANSWERS: "I'll find out" goes a lot farther than the "cost of tea" answer to the "price of apples" question. Direct answers, brief but informative, are what the inspector is looking for.

VALIDATION: When the inspectors identify a possible problem which you can shed light on, do so. They may not have all the facts, but don't try to sideline them.

ATTITUDE: Inspectees who look upon the inspector as the "bad guy" may find themselves in an adversary relationship. Remember, the inspector has a job too, and it involves helping the unit. Inspector and inspectees should cooperate with each other.

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AIR FORCE PUBLISHES SMOKING REGULATION

WASHINGTON (AFNS) -- The Air Force is publishing Air Force Regulation 30-27, "Smoking in Air Force Facilities." The regulation implements a Department of Defense instruction and should be in the field by the end of April, according to personnel officials.

The regulation will establish smoking policies for work areas, eating and medical facilities and locations where people may be gathered in confined areas. The regulation will prohibit smoking in auditoriums, conference rooms, classrooms, elevators and ground shuttle vehicles.

Personnel officials said the intent of the regulation is to provide the best possible conditions for health and welfare of Air Force people while maintaining a balance between the rights of smokers and nonsmokers.

The regulation will also add programs to discourage smoking to existing health education programs. The programs will initially consist of antismoking information provided by the

Air Force Surgeon General. The information will be made available through local base hospitals and clinics.

In work areas, supervisors will be expected to accommodate the preferences of smokers and nonsmokers. This accommodation must not affect the efficiency of the work unit and must not require additional space, equipment or costly alterations to existing work space.

Smoking in conference rooms and classrooms will be prohibited, except when they are used as normal work areas. The guidance for work areas will then apply.

In medical care facilities, smoking will be restricted to staff lounges, offices and other specially designated areas. Smoking will be permitted in patients' rooms at the discretion of the attending physician or facility commander.

Smoking will be permitted in visitor waiting areas only if the facility commander determines space and ventilation allow a smoking section.

Smoking will be prohibited in commissary sales stores and storage areas. Designated smoking areas for employees may be created in coordination with base fire marshals.

Smoking is prohibited in Army and Air Force Exchange Service (AAFES) retail customer contact areas and storage facilities under an AAFES directive. Smoking is permitted in some areas such as cafeterias and snack bars.

The Air Force regulation also mentions that where more than one individual must be billeted per room, local officials should consider assigning only smokers or nonsmokers together. Air Force officials point out this is a local management decision only and not a mandatory item.

The regulation specifies that no smoking signs will be posted where smoking is prohibited. The number of signs will be held to the minimum necessary to accomplish the intent of the regulation. They must also be compatible with the design of the building.

Air Force officials caution against people overreacting when applying the guidelines. They say that in a complex

issue such as smoking it is difficult to have a regulation for every situation which might affect smokers and nonsmokers.

There are many areas and situations in which sound judgment and personal courtesy must prevail to maintain a balance of rights, officials said.

The regulation will apply to all Air Force military and U.S. citizen civilian personnel. It also applies to non-U.S. citizen direct and indirect hire personnel, according to local custom and host country laws and agreements.

BETTER COMMUNICATIONS

Everyone of us has problems. Some we can't avoid. But some we can. Many of our problems - and our problems, yours and mine, are Air Force problems - could be avoided through better communications. Increasingly, I find that many of our difficulties, whether in our relations with those outside the Air Force, or just in the day-to-day business of interacting with our subordinates, seniors, and peers, arise out of misconceptions and misunderstandings of intent.

Let me suggest a few maxims as a guide:

1. See yourself as others see you!
2. Deal with appearance as well as reality!
3. Be sure you understand the other person's position!

As action officers (AOs) (even Commanders find themselves in the role of AOs for their favorite projects) we are too often so close to the action that we fail to see the big picture. Avoid an adversary relationship. Many times it can cause our very arguments to reinforce the misconception others have of our position. To do this it is necessary to cultivate an attitude of mind that lets one more clearly see his or her action as others see it. If others are skeptical, you must be skeptical. Sitting by my window on the world, where blue suit Air Force and civilian DODers interact, I find so often that failure to really grasp the underlying concern of the other guy is what leads to impasse and then to apparent arbitrariness in decision making.

Closely related is the matter of appearance versus reality. Often when a situation appears of questionable merit to one we are trying to influence, an AO is tempted to respond, "That just isn't so." Little is gained by this approach. Unfortunately, the only real antidote is to painstakingly begin with the false perception (which means seeing as the other guy sees) and then carefully, step by step, to pull back the veil of appearance to reveal the light of reality. And, if at first we don't succeed, we need to try again.

Keep your objective in mind. Avoid pride of authorship. Don't be overly concerned about credit for ideas. We must be satisfied to accomplish an objective, as opposed to creating every idea/word supporting it. Make others feel a part of the solution, especially where the problem is complex. Be sure you understand the other person's position before commenting. Your goal is to arrive together at a point of mutual understanding of what is needed to make the Air Force more capable.

Such simpleminded truths we each know well, yet how often we generate the kind of problems described in these TIG Briefs and elsewhere simply because we forget. Let's imagine ourselves in the other fellow's moccasins just a little more often.



L. K. MOSEMAN, II
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(Logistics)

PROTECTION OF USAF RESOURCES

SITUATION: YOU ARE DEPARTING AN OFF-BASE AREA ON A HOT SUMMER EVENING IN YOUR PRIVATELY OWNED VEHICLE. YOU OBSERVE A YOUNG MAN WITH A USAF AWOL BAG HITCH-HIKING. YOU STOP, PICK HIM UP, AND CONTINUE ON. AFTER DETERMINING THAT THIS YOUNG MAN IS ALSO GOING TO THE BASE, YOU ENGAGE IN SOME CONVERSATION CONCERNING THE HAWAIIAN SUMMERS. YOU ALSO LEARN THAT THIS YOUNG MAN ARRIVED AT HICKAM JUST TWO WEEKS AGO. AFTER ENTERING THE BASE, THE YOUNG MAN ASKS YOU TO DROP HIM OFF AT THE RECREATION CENTER. YOU DO SO AND THEN CONTINUE ON TO YOUR QUARTERS. THE NEXT MORNING YOU REPORT TO DUTY AND LEARN THE BX, BANK, COMMISSARY AND RECREATION CENTER WERE FIREBOMBED THE NIGHT BEFORE AND HAVE BEEN REDUCED TO ASHES. THE ONLY CLUE FOUND WAS AN EMPTY USAF AWOL BAG. NOW, WHAT PART HAVE YOU PLAYED IN THIS?

1. YOU MAY HAVE, BENEVOLENTLY, TRANSPORTED THE RESPONSIBLE INDIVIDUAL ON THIS INSTALLATION BASED SOLELY ON A USAF AWOL BAG AND HIS CLEAN-CUT LOOKS.

2. YOU DID NOT BOTHER TO ASK THE HITCH-HIKER FOR HIS IDENTIFICATION CARD TO DETERMINE IF, IN FACT, HE WAS ALLOWED UNESCORTED ENTRY TO THIS INSTALLATION.

WHAT SHOULD YOU HAVE DONE? A: THOUGH THE ANSWER SEEMS FAIRLY OBVIOUS NOW, YOU SHOULD HAVE DETERMINED, PRIOR TO ENTERING THE BASE, IF THE HITCH-HIKER HAD A VALID IDENTIFICATION CARD OR

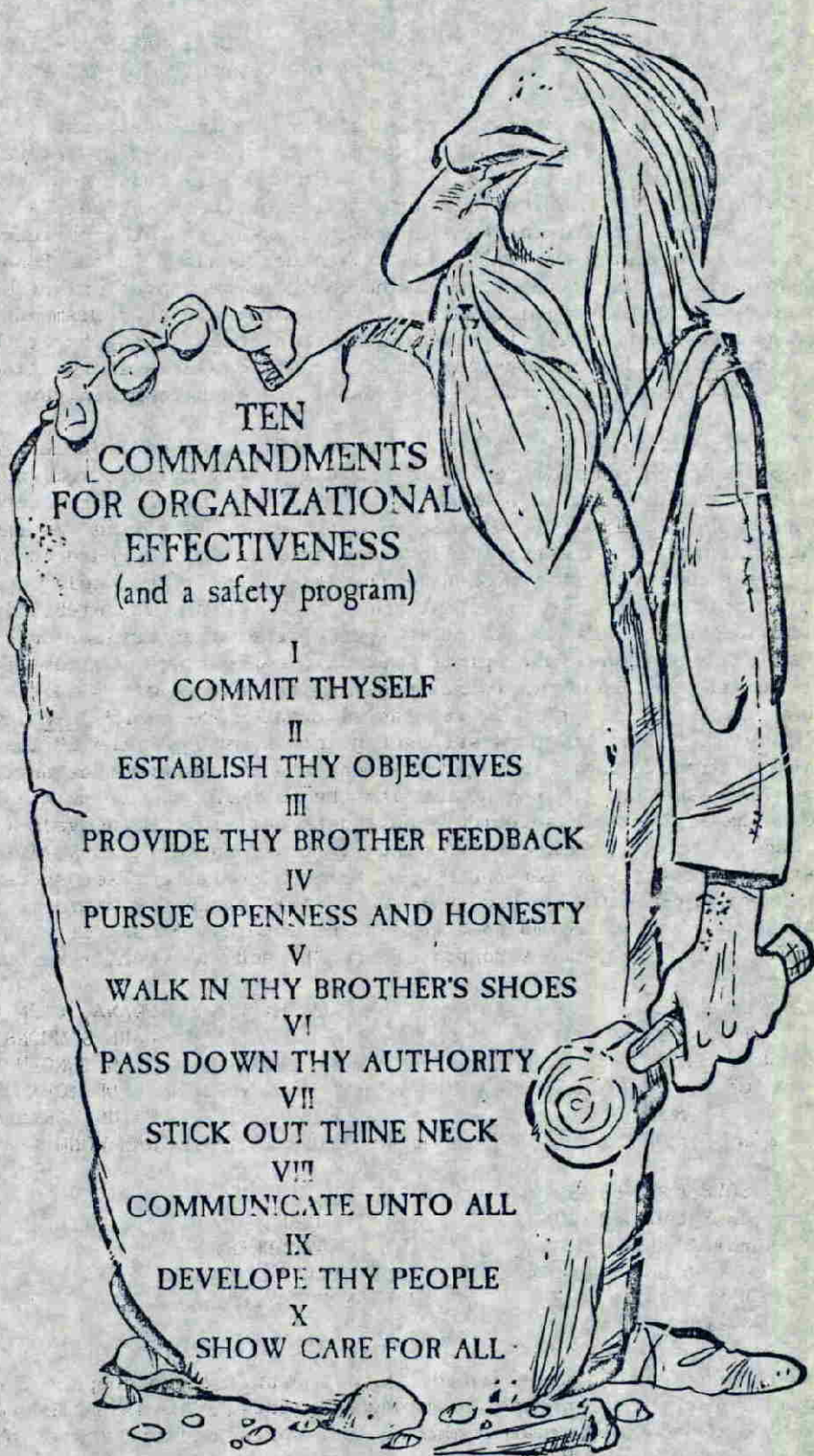
BASE PASS. IF HE DID NOT, OR THERE WAS A QUESTION AS TO THE VALIDITY OF HIS CREDENTIALS, YOU SHOULD HAVE STOPPED AT THE BASE ENTRY CONTROL POINT AND ASKED THE SECURITY POLICEMAN ON DUTY TO MAKE THE DETERMINATION AS TO WHETHER THE INDIVIDUAL IS AUTHORIZED UNESCORTED ENTRY TO THIS INSTALLATION.

WE MUST REMEMBER THAT SECURITY DOES NOT ONLY APPLY TO RESTRICTED AREAS AND CLASSIFIED MATERIAL. IT APPLIES, IN VARYING DEGREES, TO ALL RESOURCES ON AN INSTALLATION AND TO THE INSTALLATION AS A WHOLE. PERSONNEL ESCORTING INDIVIDUALS OR GROUPS ON BASE ARE HELD RESPONSIBLE FOR ASCERTAINING THEIR RIGHT AND NEED TO ENTER AND FOR THEIR CONDUCT WHILE ON THE BASE.

AIR FORCE TO REALIGN HEADQUARTERS, REDUCE WASHINGTON STAFF

The Air Force will realign and reduce its headquarters staff and other activities in the Washington area. The changes will reduce Air Force presence in Washington by an estimated 940 military and 560 civilian authorizations. Most actions are planned to begin this year and be completed by Sept. 30, 1979 (end of fiscal year 1979).

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TEN
COMMANDMENTS
FOR ORGANIZATIONAL
EFFECTIVENESS
(and a safety program)

I
COMMIT THYSELF

II
ESTABLISH THY OBJECTIVES

III
PROVIDE THY BROTHER FEEDBACK

IV
PURSUE OPENNESS AND HONESTY

V
WALK IN THY BROTHER'S SHOES

VI
PASS DOWN THY AUTHORITY

VII
STICK OUT THINE NECK

VIII
COMMUNICATE UNTO ALL

IX
DEVELOPE THY PEOPLE

X
SHOW CARE FOR ALL

These rules were the theme of a talk by Stuart O. Parsons, Lockheed Missiles and Space Co., at a meeting of the Human Factors Society. They are good points for supervisors to keep in mind for life in general, but they also have direct application to your safety program.

154TH TAC FTR GP CAPTURES HAWAII NATIONAL
GUARD 1978 "B" DIVISION VOLLEYBALL TITLE!

The 154th Tac Ftr Gp flexed its athletic muscles again entering an eighteen member novice volleyball team and a host of strong competitors in the Open Division in the recently concluded 1978 HNG Volleyball tournament. The Open Division was virtually a three-team shootout between the 154TFG, 297 S&S and the 159 Svc Bn with the remaining teams used primarily as cannon fodder. Bolstered by some homegrown "AA" talent like Danny Kalama, Black Basques, and Dick Saunders, the Group Men held their own up to playoff night when tournament pressure in the alien Army Guard-dominated gym up Diamond Head Road reached its peak. Despite some fine setting and digging by Ata Takayama, Al Naumu and Jim Pahukula, plus late-addition Barbara Chun in the line-up, the 154TFG had to settle for a 3rd place spot on championship night.

Things were different in the "B" Division when Head Coach Al Naumu prepared his charges for the long nights ahead. Coming through with a commendable record during regular league play, (only two losses) the "novice" competitors had a shaky start and had to come up through the losers bracket in the double-elimination playoffs. The members did find it particularly hard to be "up" against their opening night opponent - the 169 ACW Sq from Wheeler! Suffering their first loss in the playoffs, they came back several nights later and eliminated the 487 FA in two quick sets, avenging an earlier defeat. Behind some fine teamwork and spirit, the "B" team setters overcame earlier game jitters and settled down to business in the next game. Result: Another Army team bit the dust - the 297 S&S was eliminated 15-12 and 15-0! In the blankout, Moana Quinn served 14 straight points to stagger the 297th out of competition. In the semi-final game, revenge again was sweet as another earlier loss was wiped off the books with the pounding of Joe Akim and Mel Akamine. The sets and digs couldn't have been better from the gals (Jan Naumu, Mamo CcCallum, Moan, etc) and the 159th Svc Bn fell, 13-9, 13-11 in a heart-stopper. This loss set the stage for the crucial one-set sudden death championship playoff - However, the 154 TFG again prevailed to bring home the trophy to Hickam AFB in a well-deserved win. Final set score: 14-12. The following members comprised the "B" and "A" teams respectively:

B-Team:	MEL AKAMINE	GLENN HAYASHI	MOANA QUINN
	JOE AKIM	MEL IGE	CARL SIMMONS
	ROSE BALBAS	MAMO MCCALLUM	DALE TENGAN
	LIONEL CALVAN	YVETTE MIRAFLOR	CLYDE TORIGOE
	GARY CERA	JAN NAUMU	WAYNE WAKEMAN
	EDDY COMPOC	LARNETTE PHILLIPS	SAM WONG
A-Team:	JOSEPH BASQUES	AL NAUMU	
	REUBEN BEGONIA	JAMES PAHUKULA	
	BARBARA CHUN	RICHARD SAUNDERS	
	COLBY HOPKINS	GRANT SUZUKI	
	JERRY KAMOE	ATA TAKAYAMA	
	DANIEL KALAMA		

The members of the above teams would like to thank all who support them particularly during the intense championship nights. The HANG also sends to the above teams their greatest Mahalo and Congratulations for a job well done in representing the Hawaii Air Guard with their fine team spirit and tremendous sportsmanship!

HANG IN SECOND PLACE AT TYNDALL

The HANG 154TFG Weapons Load Team, competing in the NORAD Weapons Load Competition at Tyndall AFB, Florida, is presently in 2nd place, having completed their first load Friday, 5 May. They scored 955 points out of a possible 1,000, competing with 7 other F-4 teams. Alaska is in first place. The Hawaii team arrived at Tyndall Sunday, 30 Apr. Monday and Tuesday were devoted to written tests for all teams, including tool box inspections and receiving "ground rules" for the competition.

At this writing (Saturday afternoon) one of the eight F-4 teams has yet to accomplish its first load.

The Hawaii team will accomplish its second load Monday (tomorrow).

Points are awarded for the written exams, tool box inspection and two loads per team. Three types of aircraft are competing in the 1978 NORAD competition: F-106, F-101 and the F-4.

Keep your fingers crossed for the Hawaii ANG Weapons load team!