

# MOSART Project staff member wins innovation award



CWO Yves Labonté

By Andrea Gregoire, MOSART Project Communications Advisor

In his typically modest way, the first words out of Chief Warrant Officer Yves Labonté when you ask him about receiving a Deputy Minister/Chief of the Defence Staff Innovation Award are "it is always a team effort". While it may be a team effort, innovation wouldn't happen without the sort of vision and leadership demonstrated by CWO Labonté.

CWO Labonté received the award in recognition of the vision and leadership he demonstrated in the development of a new data analysis tool to be used by the Military Occupational Structure Analysis, Redesign and Tailoring (MOSART) Project. Not only is the job analysis automation tool cutting the time it takes to analyze military jobs by 60 to 70 percent, but it is also improving the quality of the work – and saving many trees in the process.

The need for modern information management tools for a project the size and scope of MOSART was evident to CWO Labonté very early on. It seemed ironic that a project preaching modernization was using 20-year-old technology. As well as thinking there must be a better way of doing business, CWO Labonté felt the lack of a useful data management tool was a barrier to the success of the MOSART Project.

The job analysis process conducted by the project team begins with a survey to capture the tasks, skills and knowledge required to perform the work involved in a particular job, or group of jobs. The survey data are compiled by a software program that is essentially an electronic inventory of job-related information. To perform any kind of analysis of the data, it was necessary to print out different interpretations of the data.

CWO Labonté is member of a MOSART Project team analyzing jobs in the Information Management (IM) world – and for people accustomed to using electronic tools in senior IM roles, analyzing data using a paper-based method was frustrating. They knew a database program such as Access® offered some of the capabilities they needed – it only required some

enhancement to turn it into a useful interface for analyzing Comprehensive Occupational Data Analysis Program (CODAP) data.

Under the leadership of CWO Labonté, MOSART Project programmer-analyst John Goddard developed a prototype to sort and filter the data. "People's eyes lit up," CWO Labonté says, "when they saw how quickly and easily the computer could assist in the interpretation of the data."

The tool helps the analysis teams look at job data more efficiently and effectively, and do a better job of analyzing because data are easier to manipulate using a computer – this helps develop a better picture of the information.

"Chief Labonté exemplifies great leadership," says MOSART Project Director Colonel Yann Hidirglou, "by using his influence and authority to make an important contribution to the success of our project."

Word of this useful technology is crossing borders. The new tool was demonstrated at the recent International Occupational Analysis Workshop in San Antonio, Texas, and delegates from the U.S. Air Force and Marine Corps wasted no time asking for more information. Representatives from both Commands have planned trips to the MOSART Project offices to learn more.

Visit <http://hr.ottawa-hull.mil.ca/mosart/> for more information about the MOSART Project. ♦

## question corner

### Reimbursement for massages

**Q: Why is it that a massage administered by a licensed massage therapist is not reimbursable for CF personnel, but CF spouses can claim for massages under their SISIP benefits? Shouldn't personnel be entitled to equal or better health care than their spouses?**

**A:** Massage therapy has been considered in the past for addition to the CF Spectrum of Care (SOC) but, to date, supporting criteria in accordance with the inclusion principles of the SOC have been insufficient.

One of the inclusion principles is that the benefit under consideration must adhere to the scientific principle of evidence-based medicine. This principle disallows the inclusion of medical procedures or remedies that have not been thoroughly and scientifically investigated (e.g. homeopathic remedies).

Moreover, the medical coverage plan that CF dependants are offered is an extended benefits plan that goes beyond the coverage of provincial healthcare plans. The CF SOC, on the other hand, primarily takes into consideration the levels of



comprehensive coverage offered by provincial healthcare plans, and considers other extended benefits as they may pertain to the requirements of the CF. In many areas, the SOC goes beyond the care of provincial plans as well as extended healthcare plans.

The SOC Committee meets regularly to consider various medical interventions such as massage therapy, and will continue to evaluate the scientific evidence as it may pertain to the supporting principles of inclusion.

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