



National Capital Consortium Pediatric Residency Program Navy Fitness Reports

“FITREPs,” or Navy fitness reports are the periodic report cards that officers receive from their Commanders. FITREPs are generated:

- a) at least once a year for all officers (for Lieutenants, that time is February 1st)
- b) whenever you change duty stations
- c) when you complete a specific phase of training (at the end of internship and at the end of residency), and
- d) anytime there is a change of command at your unit.

FITREPs become part of your official Navy record and are used by selection boards to determine your fitness for promotion. They are also used by the Graduate Medical Education Selection Boards to determine your fitness for training beyond the PGY-1 year, including residency and fellowship training.

With the current fitness report, you are rated 1-5 in six different areas of performance in comparison with other officers of your same rank and level of training. See the sample form enclosed here. The higher the score, the better your performance. Interns are compared to interns; lieutenants are compared to other lieutenants. Scores for these 6 areas are totaled and divided by 6 to give a summary score. Summary scores of 3.0-3.4 fall into the “promote” category; scores of 3.5-4.4 are “must promote;” and scores of 4.5-5.0 are “early promote.” Commanders are not allowed to give “early promote” ranking to more than 20% of their officers; only 30% may receive the “must promote” ranking. Fifty percent of officers at each command must fall in the “promote” or lower categories. Commanders are judged by their superiors on how carefully they follow these guidelines.

With this quota system in mind, the default grade for any of the areas of performance is 3. Commanders must provide written justification for grades of 4 or 5 for any trait on the fitness reports. Performances that distinguish one officer from his/her peers will be recognized with higher grades.

How does your commander know what you have done? You tell them! About 12 weeks before fitness reports are issued, you will be given a “brag sheet” to fill out. This is your chance to brag, to describe your special accomplishments, to make sure your commander knows everything you have done during the grading period. Some “do’s” and “don’ts” about brag sheets:

DON’T be bashful - you don’t lose points for tooting your own horn; you may lose points if something you have accomplished is overlooked.

DO fill out the brag sheet completely - make sure all the requested information is included.

DO complete the brag sheet in a timely fashion - return it to your program director promptly;

DO include your score from your most recent physical readiness test - you can receive a grade of 4 or 5 in the category of military bearing only if you have scored an “excellent” or “outstanding” on the PRT and passed the BCA.

If you have any questions about FITREPs or how they are prepared, please see your advisor or the Program Director.



National Capital Consortium Pediatric Residency Program Navy Fitness Reports

WRNMMC Resident Fitness Report / Evaluation & Counseling Brag Sheet	
1. Due no later than (Date): _____	
2. Name (Last, First, MI): _____	3. Grade / Rank: _____
4. Resident Level: _____	5. Designator: 2100 or 2105 (circle one)
6. SSN: _____	7. Date Reported to Command: _____
8. Ending date of last report: _____	
9. Primary / Collateral / Watchstanding duties: Pediatric Intern or Pediatric Resident (circle one)	
10. List Clinical Rotations you have completed since your last FITREP:	
a. _____	h. _____
b. _____	i. _____
c. _____	j. _____
d. _____	k. _____
e. _____	l. _____
f. _____	m. _____
g. _____	
33a. Document why you are a recognized expert and provide examples of being sought after to solve difficult problems. <i>List all formal presentations you made to staff or any groups outside the program (to include research presentations, invited speaker to a group, grand rounds, clinical pathology conferences, etc.)</i>	
33b. Score on last In-Training exam: _____	



National Capital Consortium Pediatric Residency Program Navy Fitness Reports

33c. Document achievement of advanced qualifications and professional affiliations. *List certifications: PALS, NRP, ACLS, ATLS, and IF YOU ARE AN INSTRUCTOR OR PROVIDER. Also list continuing education, seminars, correspondence courses, shipboard orientation, C4 and Fleet Hospital training.*

34. Equal Opportunity:

a. Provide examples of how you ensure a climate of fairness and respect for human worth.

b. Provide examples of being a leader and model contributor to unit cohesiveness and morale. *List all committees and involvement (civic, religious organizations, social committees, etc...)*

35. Military Bearing / Character:

a. PRT status: W/S NW/S Waiver Date of last
PRT _____

Result: Fail SAT Good Excellent
Outstanding

b. List examples of consistent exemplary personal appearance. Report your last Command inspection results.



National Capital Consortium Pediatric Residency Program Navy Fitness Reports

- c. How do you exemplify Navy Core Values: Honor, Commitment, Courage? *List projects you volunteered for and results, consistently recognized for appearance / no discrepancies, etc.*

36. Teamwork:

Describe how you are a superior team builder that inspires cooperation and progress.

37. Personal Job / Mission Accomplishments and Initiatives:

- a. List awards you have received this period.

- b. Describe innovative methods you have developed to improve the residency program. (*e.g., organized a meeting, developed a course, improved the residency program, advocated for a new idea, etc.*)

- c. Describe any work on scholarly projects this period.



National Capital Consortium Pediatric Residency Program Navy Fitness Reports

d. Estimate the number of patients you care for in your continuity panel.

38. Leadership:

a. Explain any leadership roles you have taken within the program.

b. Describe how you are a superb organizer with great foresight, always getting ahead of problems.

c. Estimate the number of junior residents and medical students that you supervised this period.

_____ Residents

_____ Students

d. Why are you considered an exceptional communicator? Provide examples of communication with staff and how it impacts your staff's performance.



National Capital Consortium Pediatric Residency Program Navy Fitness Reports

e. List office positions of committees. *Resident rep, AAP delegate, subcommittee at retreats, special projects, etc...*

f. Give examples of how you recognize your exemplary staff / peers.

g. Describe how you constant improve the personal and professional lives of others. *Civic activities, scheduling / training inservices, lectures given voluntarily, etc...*

40. Recommendations for next career assignment. *Chief resident, fellowship, dept. head, etc...*

Member's signature: _____

Date: _____

Counselor's signature: _____

Date: _____