



FROM RESEARCH TO RED TAPE

THE CHALLENGES IN IMPLEMENTING FIT FOR DUTY PROGRAMS AMONGST EMERGENCY MANAGEMENT AGENCIES



“THE PHYSICAL FITNESS NECESSARY FOR JOB ROLES”

PHYSICAL CAPACITIES



AEROBIC



ANAEROBIC



STRENGTH



**STRENGTH
ENDURANCE**



POWER

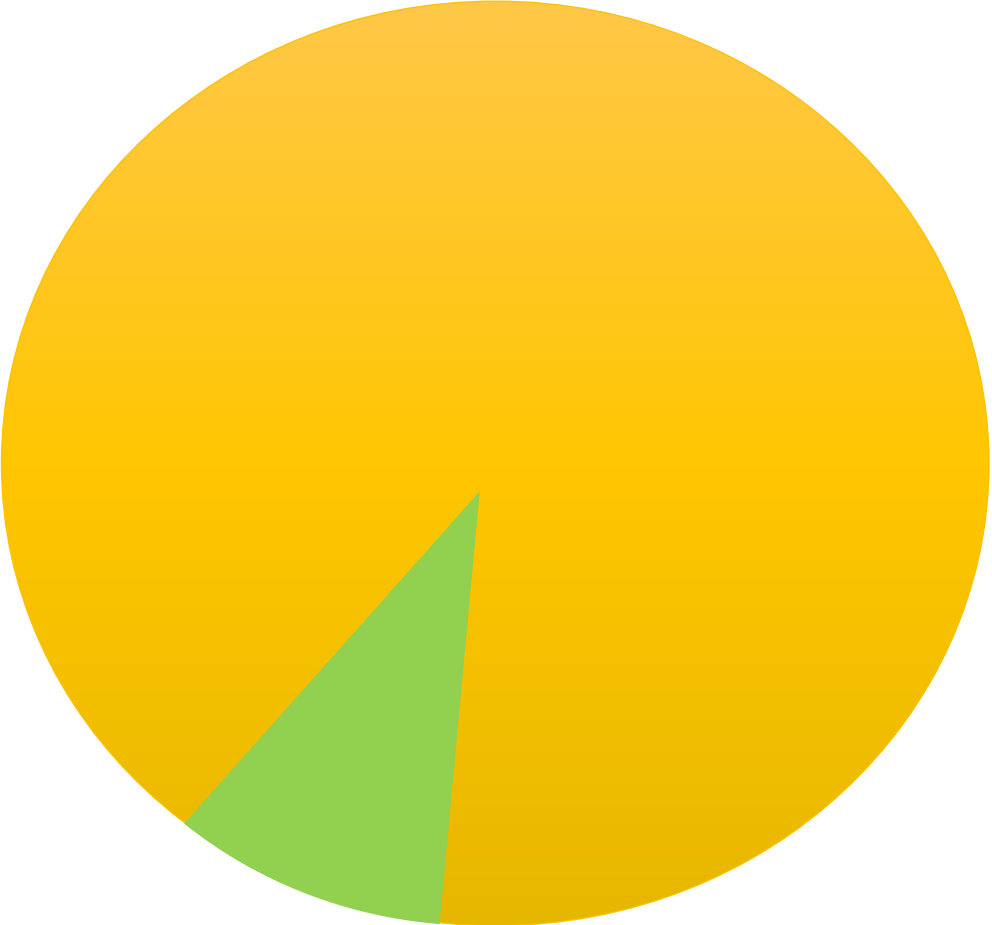


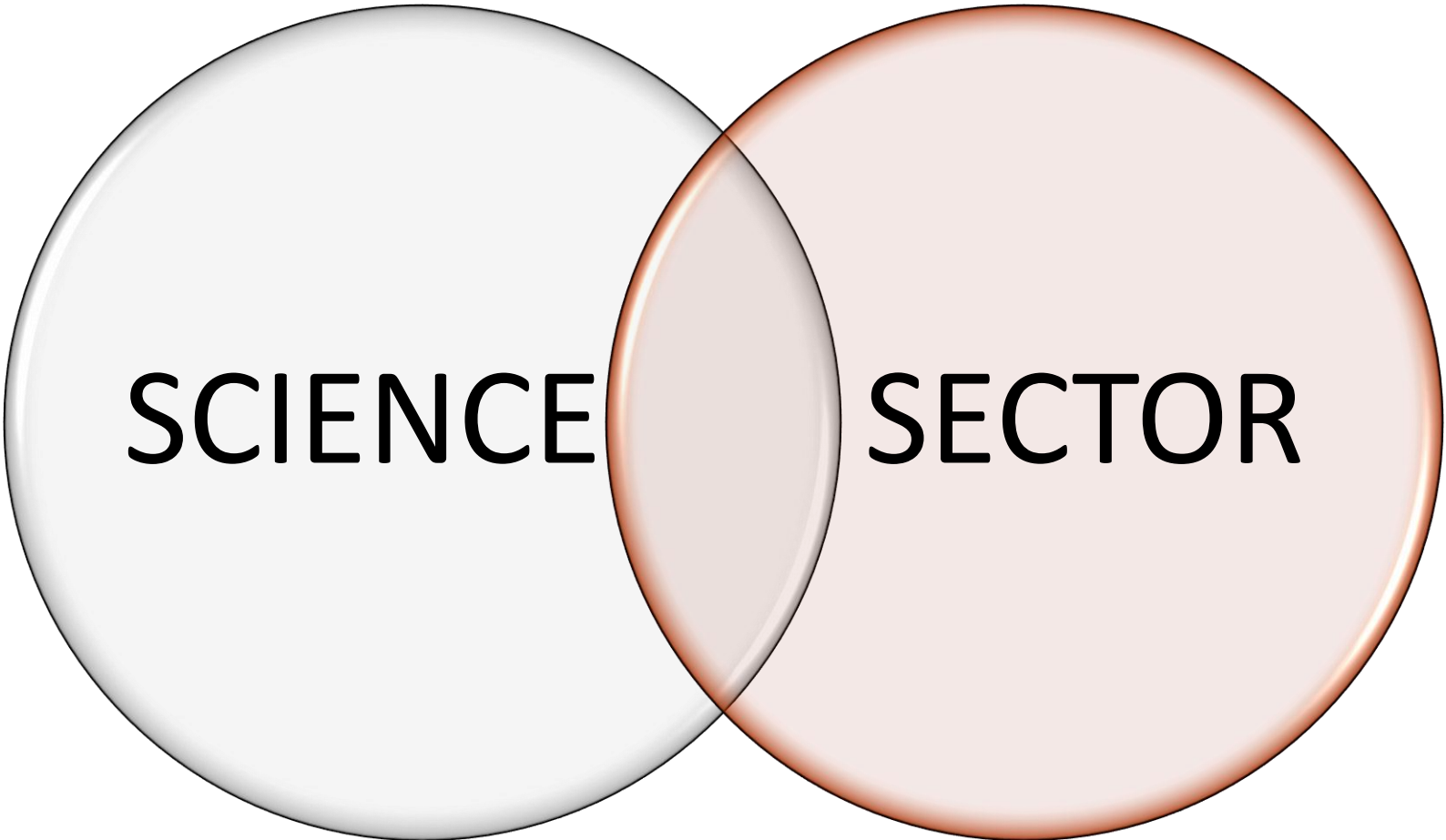
FLEXIBILITY



FIT FOR DUTY: FROM RESEARCH TO RED TAPE

CURRENT AUSTRALIAN LANDSCAPE





BARRIER 1 - INFORMATION FLOW

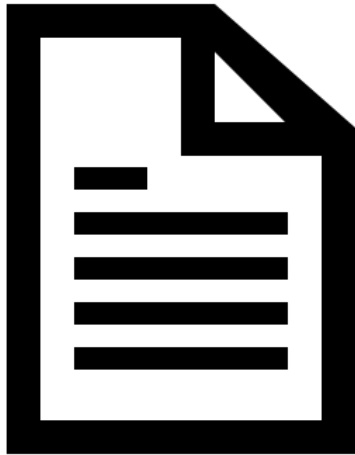


PUSH-PULL RELATIONSHIP



WRITTEN INFORMATION

- Peer review publication



Fluency effect: *form* of information affects *substance* of information.

STEPS FORWARD

- ✓ Away from peer review publications
- ✓ Audio / visual material
- ✓ Improved utility of knowledge hubs



BARRIER 2 - EDUCATION



MISUNDERSTANDINGS

- General vs specific health
- Test failure
- Test adoption
- Normative data
- Discrimination



COMMON TESTS

PUSH-UPS



MULTI-STAGE FITNESS



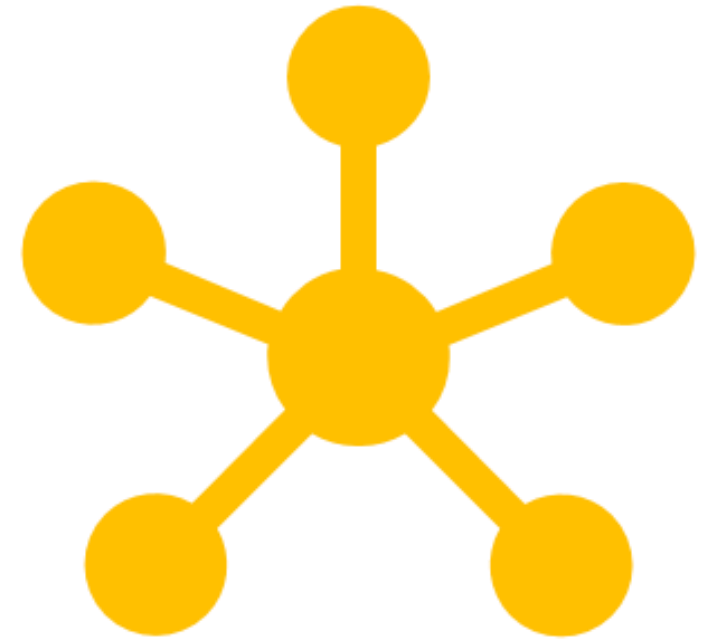
STEPS FORWARD

- ✓ Recognition: FFD is a science
- ✓ Collaboration
- ✓ Identify assumptions

BARRIER 3 – LEGISLATION



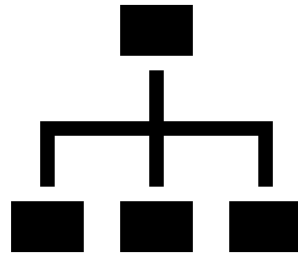
- Commonwealth legislation
- State / territory legislation
- Local authorities and enterprise agreements



STEPS FORWARD

- ✓ Identifying appropriate legislation **early**
- ✓ Professional advice

BARRIER 4 – THE ORGANISATION



Ownership?

Staffing?

Hierarchy

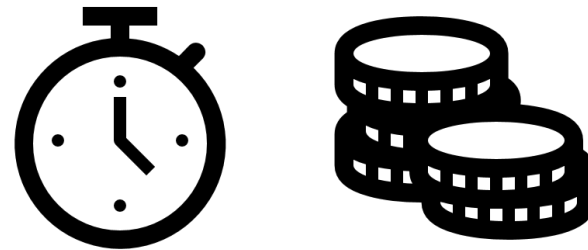


“If we have data, let’s look at the data. If all we have are opinions, let’s go with mine.”

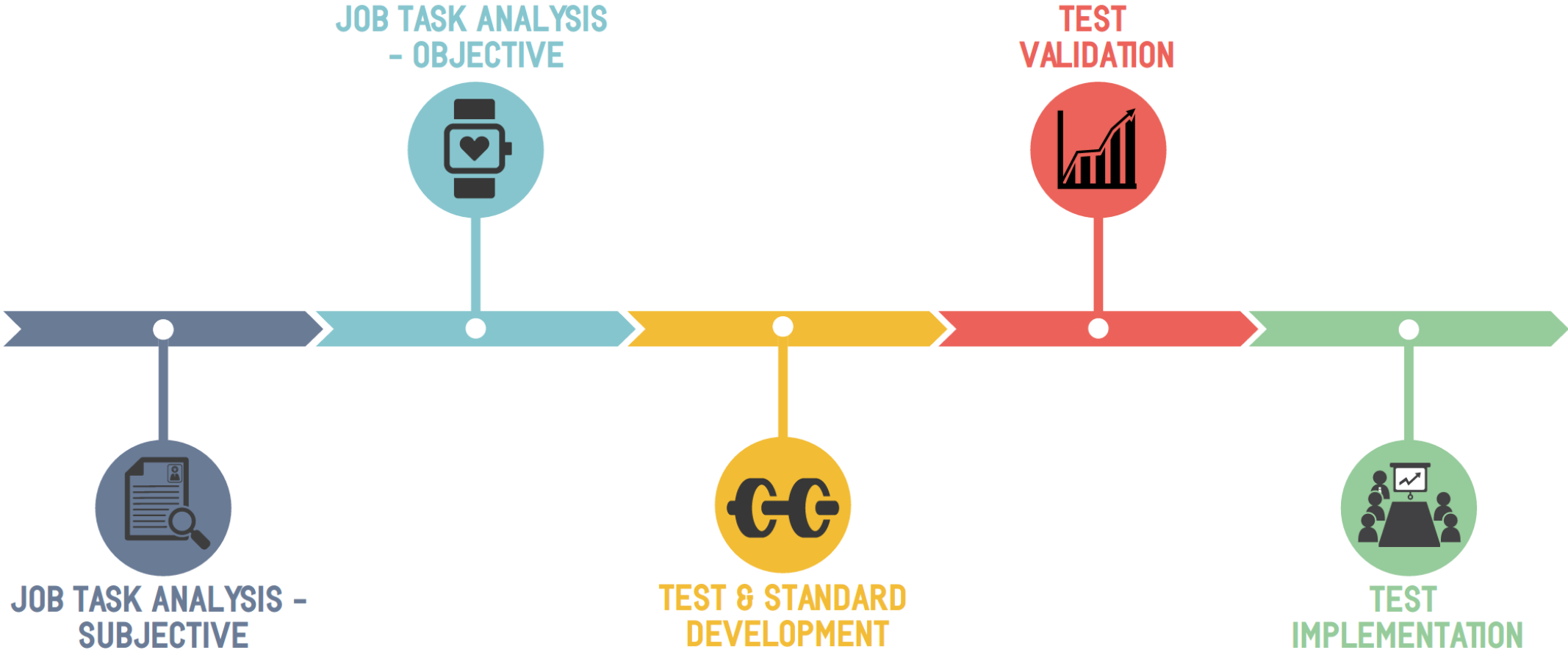
STEPS FORWARD

- ✓ Accountability
- ✓ FTE
- ✓ Inclusion

BARRIER 5 - TIME AND COST



PROCESS



TIME

- Lengths of string
- Imposed time limits
- Concrete foundation



COST

- Lengths of string
- Research - ROI
- Sunk-costs fallacy



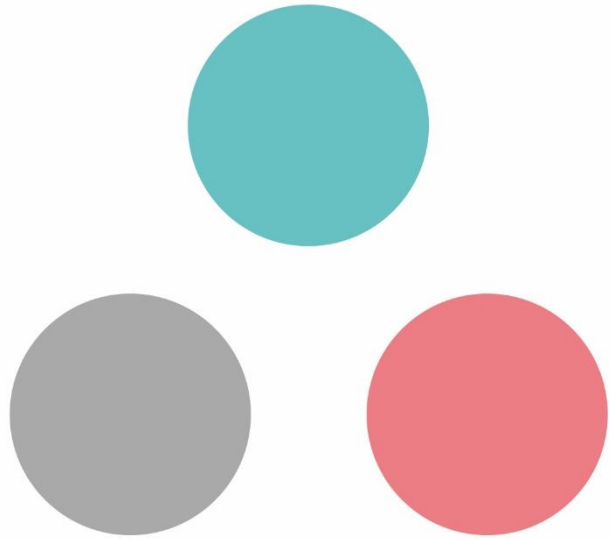
STEPS FORWARD

- ✓ Away from arbitrary timelines
- ✓ Long term focus
- ✓ Further ROI communication

SUMMARY

- Australia – privileged position
- Improved understanding
- Adequate resourcing
- Personal FFD





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