FROM RESEARCH TO RED TAPE

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

“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
FIT FOR DUTY: FROM RESEARCH TO RED TAPE
BARRIER 1 - INFORMATION FLOW
PUSH-PULL RELATIONSHIP

SCIENCE

SECTOR
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
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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
FIT FOR DUTY: FROM RESEARCH TO RED TAPE

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