The Royal Military College Physical Conditioning Optimisation Review: A 4 year project to improve physical health and fitness while reducing injuries

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The Royal Military College
Physical Conditioning Optimisation Review

LT R. ORR (Dept of Defence – Army)

The Initial PCOR

Aim of the review
- Review the PT program (progression, frequency, specificity, gender) and Sport Programs
- Review the current weight loading carrying continuum
- Review management of injured cadets
- Evaluate Military Self Defence within the curriculum
- Review nutrition and dietary habits.
- Review the current injury surveillance process
- Review physical training protocols and policies
- Review staff health, fitness and PT
- Id and review influences
The Initial PCOR

Data Collection

- Heart Rate Data

Tim e: 0:42:00 0:52:00 1:02:00 1:12:00 1:22:00 1:32:00

bpm: 134 bpm

Cursor values:
The Initial PCOR

- Data Collection
  - Global Positioning Systems

The Physical Conditioning Optimisation Review

The Initial PCOR

- Data Collection
  - Field observation

The Physical Conditioning Optimisation Review
The Initial PCOR

- Data Collection
  - Triangulation

Outcomes
- Recommendations: 66 endorsed, 7 pending, 9 rejected.
- A structured periodised conditioning program accommodating short and long injury recovery programs (Medical restrictions and Rehabilitation Platoon)
The Initial PCOR

Weaknesses
- Time to complete review (71 days for an 18 month program) limited ability to ‘deep dive’ or capture external SME input
- Incomplete/inaccurate DIPP data
- Culture
  - Fault seeking fears / go ‘hard’
  - Postings and potential for recommendations to degrade and lessons learnt to be lost

The Initial PCOR

Strengths
- Internal data management was very good (eg FMSS data, Post Activity Reports)
- Detailed phys cond programs and internal review of programs
- Context
  - Volume of data to allow triangulation
- Top cover and support
- Permission given to expand program to 4 years
The Continuing PCOR

- Benefits of continuing support
  - Ability to evaluate the impact of recommendations
The Physical Conditioning Optimisation Review

PCOR Report 1 & RIP
Exercise SHAGGY RIDE

Review of Impact of LCC on Injuries

Major reduction of Electrolyte Imbalance Inj
Moderate reduction of Soft Tissue Inj

Length of Visible Light per Day

<table>
<thead>
<tr>
<th>Hours</th>
<th>Start Ex</th>
<th>End Ex</th>
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<tbody>
<tr>
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<td>Ex S1 07</td>
<td>Ex S2 07</td>
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<tr>
<td>12</td>
<td>14h45</td>
<td>14h33</td>
</tr>
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<td>11h46</td>
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</tbody>
</table>
The Physical Conditioning Optimisation Review

PCOR Report 1 & RIP
Exercise SHAGGY RIDE

Review of Impact of Recommendations

Major reduction of Electrolyte Imbalance Inj
Moderate reduction of Soft Tissue Inj

Exercise SHAGGY RIDE Report

Review of Impact of Recommendations

Major reduction of Electrolyte Imbalance Inj
Major reduction of Soft Tissue Inj

The Continuing PCOR

- Benefits of continuing support
  - Ability to adapt findings as required
The Continuing PCOR

- Benefits of continuing support
  - Ability to explore emerging topics/trends and drill deeper

Concerns over entry level fitness

Review of Selection Fitness and Day of Entry Fitness

Implementation of Bridging program

Review = Program works

Review of ICT

PCOR program works

Level does not change between ICT and II Class

Fitness lost in transition between classes

Semester break conditioning program implemented
Communication

- Staff need to be onboard and understand the review and project intent as often changes will require effort on their part (blame-game concerns addressed)

Information/data

- Quality and Quantity of sources (From policies to OH&S Reports)
- Injury surveillance mechanisms valuable but tempered by reduced capture through poor completion
PCOR Key Lessons

**Support**
- Command support is vital for not only the work but for the implementation of recommendations

**Time**
- To make long term changes you need a long term project (test, adjust, drill deeper and explore emerging trends) otherwise there is a tendency to reinvent the wheel
PCOR Outcomes

- Award (2009): The Training Command Safety Award: - Category 5 - Rehabilitation and Return to Work Award; and

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