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**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)



**SAFETY  
IN ACTION 2012**

17-19 APRIL 2012  
MELBOURNE EXHIBITION CENTRE

## 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 Physical Conditioning Optimisation Review

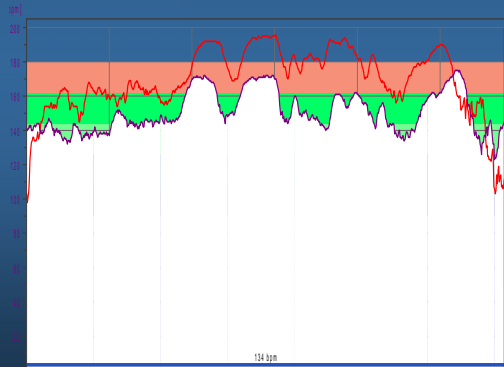
# The Initial PCOR

- Data Collection



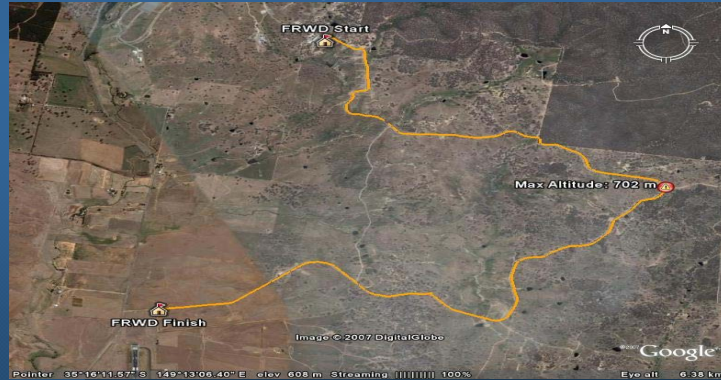
# The Initial PCOR

- Data Collection  
– Heart Rate Data



## The Initial PCOR

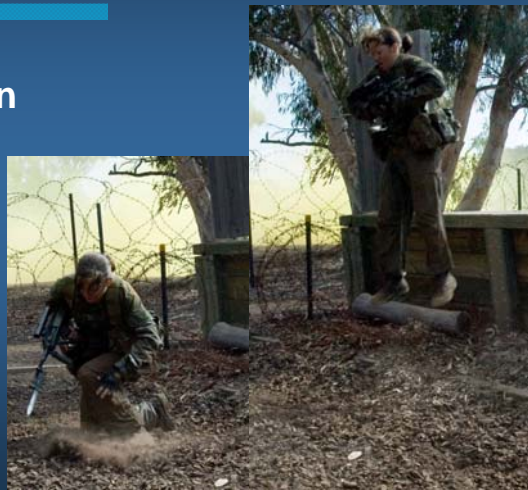
- Data Collection
  - Global Positioning Systems



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## The Initial PCOR

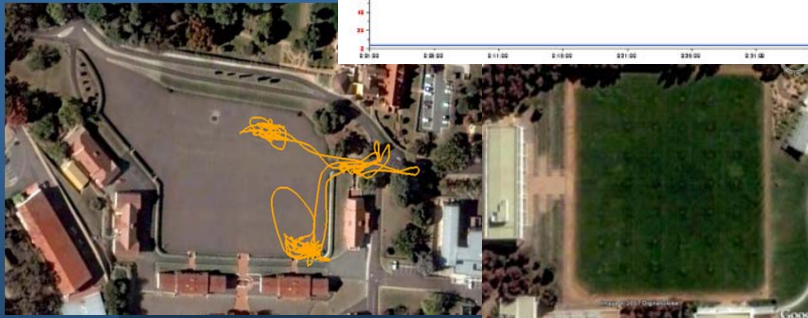
- Data Collection
  - Field observation



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## The Initial PCOR

- Data Collection
  - Triangulation



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## The Initial PCOR

- 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)

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# The Initial PCOR

Training Plan (18 Months)								
Phase of Training	Physical Development Phase (III CLASS)		Transition	Physical Hardening Phase (II CLASS)		Transition	Self Management and Corp Specific Phase (I CLASS)	
	Anatomical Adaptation	Complex Skills Development	Regen	Recond	Physical Hardening	Regen	Recond	Maintain
Macrocycle	[Orange bar]							
Micro cycle	[Vertical blue and white bars]							
Individual Fitness and Healthy Lifestyle	Metabolic Fitness							
	Neuromuscular Skills and Fitness							
	Injury Prevention							
	Healthy Lifestyle Education							
	Personal Training and Fitness							
Military Specific Fitness	Load Carriage							
	Complex Warfighting Skills and Fitness							
Sports Specific Fitness	[Yellow bar]							
Remedial Training and Rehabilitation	[Pink bar]							

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# The Initial PCOR



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## 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



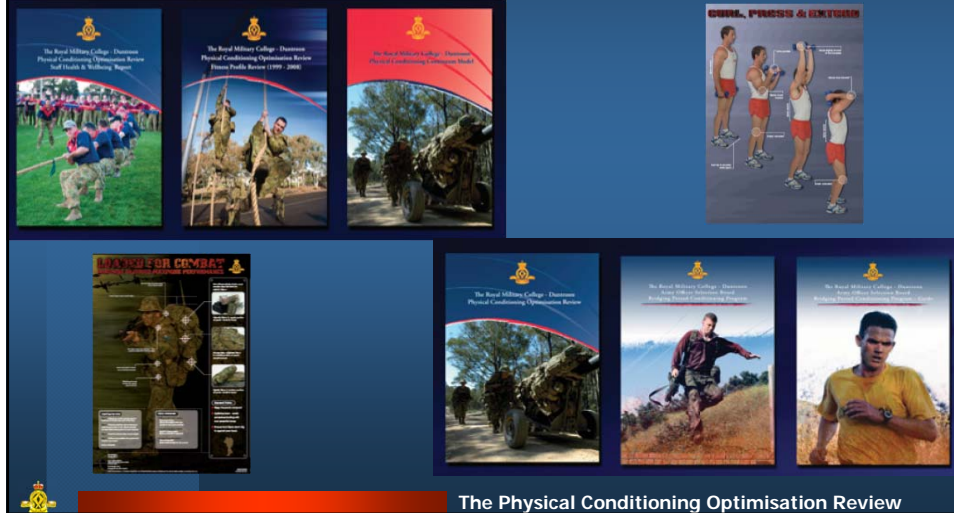
## The Initial PCOR

- 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



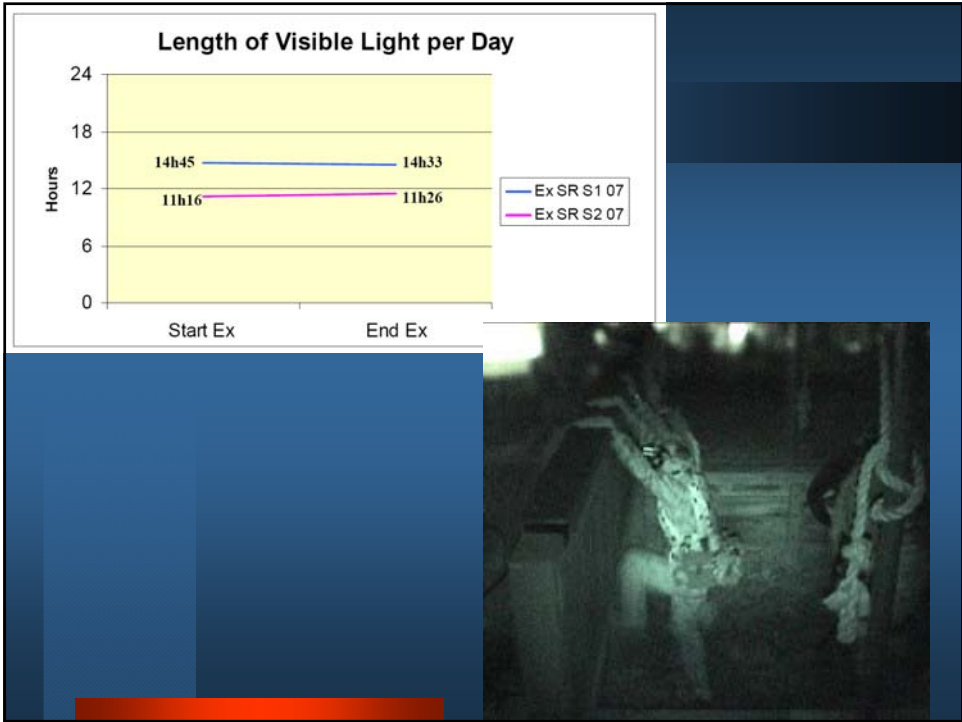
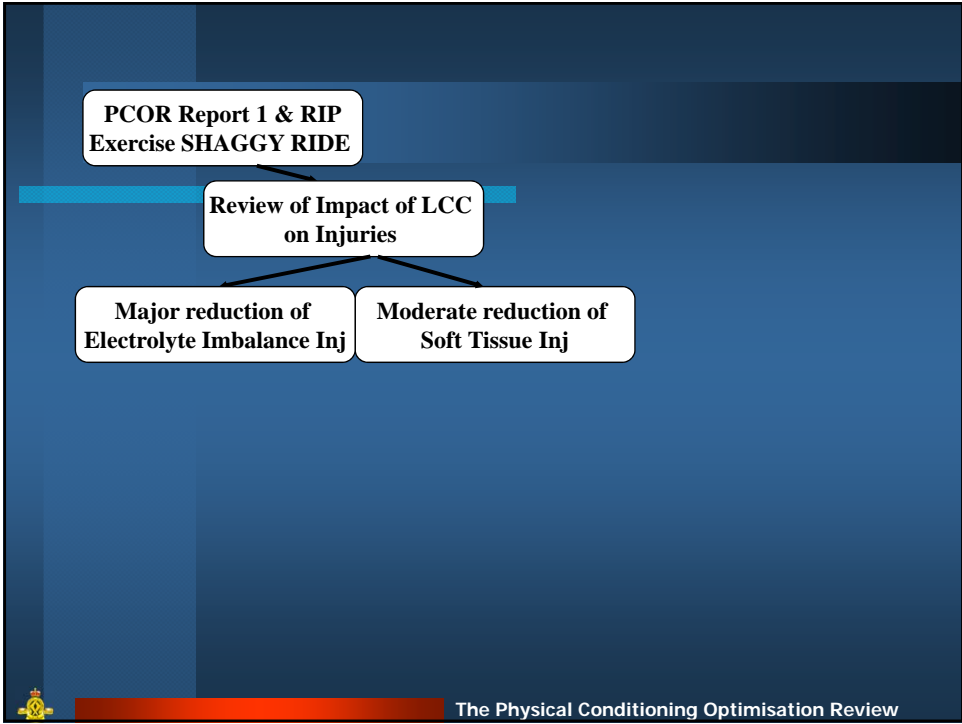
## The Continuing PCOR

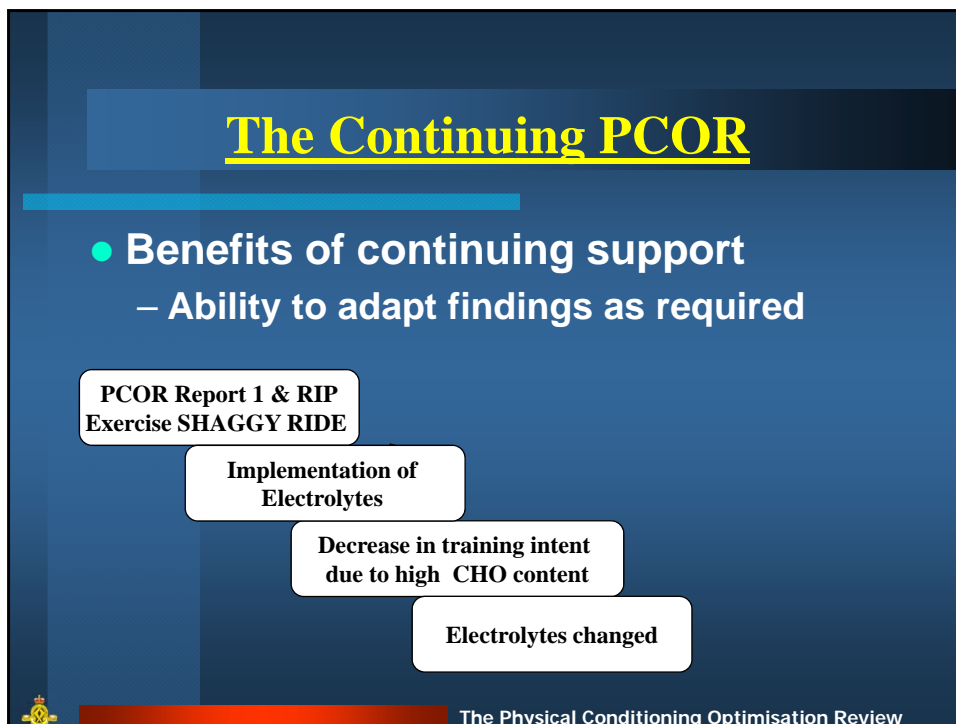
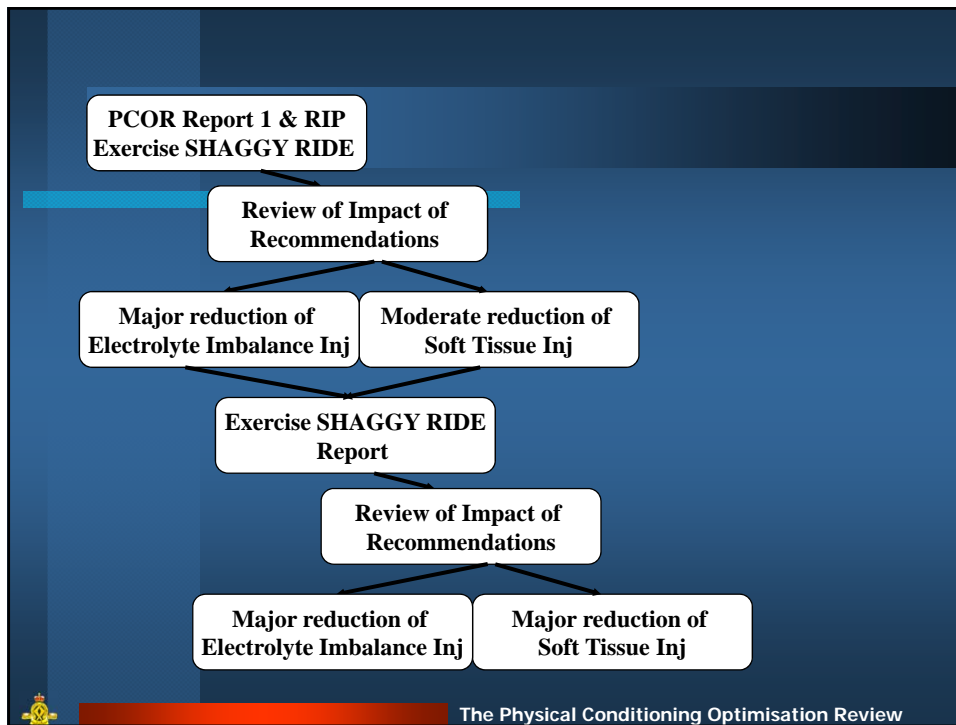


## The Continuing PCOR

- Benefits of continuing support
  - Ability to evaluate the impact of recommendations







## 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



## PCOR Key Lessons

### ● 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)



## PCOR Key Lessons

### ● 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



## PCOR Key Lessons

### ● 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 (2008): Army Training Command Safety Award: Category 3 – Best Solution to an Identified Workplace Health and Safety Issue.
- Commendation (2008): The Defence Occupational Health and Safety Awards: Category 3 - Best Solution to an Identified Workplace Health and Safety Issue.
- Award (2009): The Training Command Safety Award: - Category 5 - Rehabilitation and Return to Work Award; and
- Commendation (2009): The Defence Occupational Health and Safety Awards: Category 5 - Rehabilitation and Return to Work Award.



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