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Keeping the Field Informed

Over the last few years the Human Performance cell within the Directorate Human Performance Health Promotion (DHPHP) has grown significantly, including the number of client-funded projects and the number of staff members to get the projects moving forward. With an increase in workload within the cell, here at CFPSA Headquarters, there is an inevitable increase in the demand on PSP in the field both during the research and development process and once the programs are implemented and delivered.

In September 2006 at the PSP Strategic Planning Meetings in Newboro, Ontario the Human Performance cell met with the Directorate Physical Education to discuss this increase in projects, how it affects the field, and ways in which we can improve the programs that we deliver in the future. Out of those discussions it was clear to the staff of DHPHP that effective communication of what is being researched and developed in the area of Human Performance at HQ is a priority of DHPHP for the future.

The purpose of this newsletter is to meet this need of providing more up to date and relevant information to the field in reference to the projects that are currently being researched and developed at CFPSA HQ. Further it will inform PSP staff on the base with information on how Directors, Coordinators, and Instructors can get involved with the research from a professional development perspective.

Dr. Wayne Lee, DHPHP

Dr. Wenger Reviews CrossFit for LFDTs

CrossFit is an online training method developed by Greg Glassman in Santa Cruz, California. It markets itself to many different groups of people with a strong focus on military, special operations, police, and fire service personnel. Over the past couple of years, members of the Canadian Forces Land Force Command (Army) have been experimenting with the training method and it has sparked a serious interest at the Infantry School in Gagetown. It has been experimented with during training and they have expressed an interest to implement the program into Army Training across the Canadian Forces (CF).

In the summer of 2006 Dr. Howie Wenger, of the University of Victoria (and author of the Army Fitness Manual (AFM)), was contracted by CFPSA to review the CrossFit training method to determine if and how it would best fit into the currently used AFM. Dr. Wenger's final report will be presented to DHPHP and LFDTs at the end November 2006, where he will be outlining the scientific findings of his review. DHPHP, as Scientific Authority for the research and development of physical fitness programs for CMP, will then provide a position statement and recommendations for the implementation and delivery of the CrossFit Training Method across the CF.

In the meantime, the initiatives of the CF Infantry School in Gagetown have resulted in CrossFit Level 1 Certification Seminars in Gagetown and Edmonton. At these seminars Army personnel (with pockets of PSP staff) have been trained in the CrossFit training method. The Infantry School in Gagetown has recently moved forward with an Army driven initiative to develop a training DVD for use by the Infantry School and the Army as a whole. PSP in Valcartier and at RMC have also contacted DHPHP to identify that their Army Leadership has approached them about CrossFit as a potential training method for their personnel. At this time DHPHP is not prepared to make an official comment on the training method without the scientific findings of Dr. Wenger. However, DHPHP and DPE are strongly recommending that PSP be engaged in these CrossFit programs in their infancy so that when a position paper is made available by CFPSA HQ, PSP in the field will be able to act as the fitness resource of choice for the program right away.

Fire Fighter Selection Protocol Piloted with Help from PSP in the Field



*Research Lab at the University of Alberta.
Demonstration of the vehicle Extraction
task*

In March 2006 Dr. Stewart Petersen from the University of Alberta presented his final report on the Fire Fighter Selection Physical Fitness Standard to DPHP and the Canadian Forces Fire Marshal (CFFM). Since then Nicole Thomas, R&D Coordinator at CFPSA HQ has been piloting the standard with the help of PSP Staff from across the country.

In July 2006, Nicole Thomas (CFPSA HQ), Marie Danais (CFPSA HQ), Joey Shillolo (CFB Borden), Daniel Bourgoïn (RMC), Audrey Tremblay (3e Escadre Bagotville) and Carolyn Derksen (CFB Shilo) traveled to University of Alberta to spend an intense week learning the protocol from Dr. Petersen in the very laboratory where it was developed. This Bilingual team then traveled to

Valcartier where they piloted the test during selection of DND Firefighters at the CFB Valcartier Fire Hall. The Fire Chief will be using the results of the tests to help select applicants during the next recruiting drive.

Another pilot of the protocol was used at the Canadian Forces Fire Academy (CFFA) in Borden during Week 1 and Week 7 of the 12 week QL-3 (Apprentice) course. Again, Dr. Petersen provided high quality instruction on the protocol, this time to a large number of CFB Borden instructors and Directing Staff from the CFPSA Training Centre. PSP Staff participating included: Joey Shillolo (CFFA Pilot Organizer, CFB Borden), Veronica Lewis, Maria Edwards, Steve Mitchell, Tyler Murphy, Jason Branscombe and Rebecca Austin (CFB Borden), Isabelle Lalonde, Todd Cirka, Duane Farrell, and Shelly Moore (Trg Centre). Word back from Captain Ken Hoffer (Chief instructor at CFFA) is that "the students attending the Apprentice Firefighter Course found the physical fitness entrance test to be very challenging. Fire Chiefs should feel confident that candidates having successfully completed this evaluation have the physical stamina necessary to perform the demanding tasks required of a firefighter".

A meeting between DPHP Staff, DPE Staff, selected testers from the pilots, Dr. Petersen, and CFFM will take place in the January 2007 time frame to look at how this protocol will best be delivered for both CF applicants (re-musters and civilians) and DND civilian applicants across the CF. This is a complicated group for which to create a delivery program. However, CFFM looks forward to the time when the program can be rolled out and the Fire Chiefs and the Fire Academy can have this excellent tool at their fingertips. The exact degree to which PSP Fitness Staff in the field will be involved is still to be determined.

On a personal note, Nicole Thomas, Research and Development Coordinator would like to express her thanks to all of those PSP staff across the country that have helped CFPSA HQ meet the short timelines and demands of CFFM over the summer and fall of 2006. The success of this pilot implementation could not have been done without you.

Military Police - Close Protection Standards and Training



*Vincent Meunier looking down range on the
CP Course*

Upon General Henault's appointment as Chairman of the Military Committee in NATO in 2004, the military police branch was tasked to stand-up a Close Protection team for his 3-year tenure in Brussels. Since then, their mandate has grown to providing Close Protection teams to CF flag officers deployed in command positions in Afghanistan. The initial CP candidates had to go through a grueling 8-week course in England where physical training was prominent and of a high level. Recognizing that physical fitness was a key determinant of the job, the Canadian Forces Provost Marshal (CFPM) mandated CFPSA, in August 2005, to undertake a research project to establish selection and maintenance physical fitness standards for its new operational requirement.

Patrick Gagnon was hired on a 3-year contract to lead the project. The initial task was to fully understand what this new "occupation" was about which meant getting involved in all CP activities from selection and training to operations. As CP operators, military police applicants must first apply for the Close Protection Assessment Centre (CPAC) where, if screened-in, they will undergo a multi-day selection process. CPAC includes psychological testing, firearms handling and safety, various competency assessments and of course, physical fitness. The top candidates are sent to a training facility in the United States where they receive world-class technical and tactical training for high-risk / high-threat close protection. Although PT is not part of the curriculum delivered by the

American directing staff, an ad hoc physical training program was developed by the fitness subject matter expert (SME) and is delivered by PSP. Upon completion of the 6-week course, CP operators are most likely deployed in a CP team or employed as a surge capacity for teams already in theatre. The next step of the research project is to measure the actual work demands of a CP operator. With most of the qualified CP operators currently deployed, the research will have to go to them to quantify the physical components and requirements of the job.



Military Police practicing close protection techniques with Vincent Meunier acting as the VIP

To this day, there have been 4 different CPACs and 3 CP courses. CFB Kingston, RMC and CFB Esquimalt staffs have provided tremendous support to the selection process by providing highly motivated and professional PSP personnel to help in various capacities. Vincent Meunier from Valcartier was involved in conducting PT during the first course in the US while Mike Barnes, from CFSU Ottawa was the latest PSP staff to be in charge of fitness for the CP course. There will be more opportunity for PSP involvement in this area in the future. The contract with the CFPM also includes potential development of minimum physical fitness maintenance standards for the entire military police branch there will most likely be much more work to be done in that area. R&D is definitely a very dynamic and exciting place to work these days!

MPFS 50 Years and Older Research Study travels to Petawawa



Human Performance Research Team in CFB Kingston, June 2006



Members of the Human Performance Research Team in CFB Borden, Jan-Feb 2006

The MPFS 50 Years and Older Research Study is a replication of the Queen's University, MPFS '88 research study and requires CF members to complete the Five Common Tasks and the CF EXPRES test. This research commenced in August 2005 in an attempt to validate and determine the Minimum Physical Fitness Standards (MPFS) for CF members 50 years and older, but the project has also shown, that CFPSA staff across the country have the expertise and professionalism to lead and assist in scientific research studies.

The MPFS 50 Years and Older Research Study is the first research study to be completely conducted by CFPSA staff. A total of 25 PSP staff from 7 different bases across the country have participated in the data collection process and the broad range of capabilities demonstrated by these PSP staff was truly remarkable.

The support of the following bases was instrumental in providing the staff and facilities for the data collection in Serials #1 and #2 of the MPFS 50 Years and Older Research Study: ASU Wainwright, 4 Wing Cold Lake, CFSU (Ottawa), ASU London, CFB Borden, the CFPSA Training Center, CFB Kingston, Garrison Montreal, and the RMC.

Data collection for the Five Common Tasks and EXPRES test was conducted at CFB Borden in January 2006, in CFB Kingston in June 2006, and third session is being planned for CFB Petawawa in late November and early December 2006. To date, a total of 68 CF members have participated in the research process and it is hoped that upon the completion of this third testing session that sufficient data will be collected to complete the research study. This upcoming testing session is potentially the last opportunity to participate in this research and once again there is opportunity for PSP staff to participate. Please consider the opportunity for your staff or yourself to participate.

CF Divers Maintenance Standard Close to Completion



In May 2002 Dr. David Docherty of the University of Victoria was contracted as the Principal Investigator to research and develop a Physical Fitness Maintenance Standard for the CF Divers. Since this time members of the research team, including Lindsay Goulet (now working with CFPSA on the JNBCD Project) have traveled across the country working with Combat Divers, Clearance Divers, Ships Team Divers, and Port Inspection Divers to establish this maintenance test. The project is nearing completion with the final report being presented by the end of this FY 06/07. Details on the implementation and delivery of this standard will be discussed following the presentation of the final report. DHPHP looks forward to future newsletters to share more details about this fitness standard.

about this fitness standard.

New Staff Hired to Develop Fitness Standards for JNBCD Coy, Trenton

Recently Lindsay Goulet, formerly a PSP Fitness Instructor at CFB Esquimalt and soon to be PhD from the University of Victoria (she defends end November 2006), was hired to coordinate the research and development of Selection and Maintenance Physical Fitness Standards for the Joint Nuclear Biological and Chemical Defence Company (JNBCD Coy) in CFB Trenton. Also hired for a 6 month contract to aid in getting the project on its feet and coordinating the laboratory component for baseline fitness testing is Mary-Beth McGinn, formerly the Applicant Physical Fitness Coordinator at CFPSA HQ. These two ladies will be looking to PSP Fitness Staff in the field to help with fitness testing and data collection in the near future. DHPHP looks forward to keeping you up to date on how this project is moving forward.

Summary of Current Projects and Initiatives

As stated by DHPHP at the beginning of this first Newsletter, a goal of this initiative is to inform the PSP staff in the field of what it is that the Human Performance cell is doing in the area of Research and Development. To simplify things the list of the major projects is listed below (including contact person):

- o MPFS 50 Years and Older Research Study (Sarah Flanagan)
- o Fire Fighter Selection Physical Fitness Standard Implementation (Nicole Thomas)
- o CF Divers Maintenance Standard (Kelly Lupton)
- o Review of CrossFit (Kelly Lupton)
- o CPP Selection and Maintenance Standard (Patrick Gagnon)
- o JNBCD Selection and Maintenance Standard (Lindsay Goulet)
- o SAR Tech Selection Standard (Kelly Lupton)
- o DCSA/VAC Compendium of Research on Military Related Injuries (Kelly Lupton)
- o Cadet Instructor Corp Fitness Objectives (CPAFLA initiative) (Kelly Lupton)
- o Forcible Entry Sub Study (Nicole Thomas)
- o Cardiopulmonary Response to Exercise in Firefighters (Nicole Thomas)

Volunteer Opportunities for PSP Personnel

Please keep your eyes and ears open for the "official call for volunteers" which will follow through the chain of command:

15 Jan – 2 Feb 2007 JNBCD Company Selection and Maintenance Standard Study will be conducting Baseline Physical Fitness Testing of Unit Personnel at CFB Trenton.

Comments and Questions are greatly appreciated.

We hope that this has been informative for you. DHPHP looks forward to working with you in the future on R&D initiatives.