



HEALTH AND FITNESS INITIATIVES PLAN 2016 - 2021

This Health and Fitness Initiatives Plan has a five year implementation period. It defines outcomes supporting and promoting the health and fitness of members, to enhance their own wellbeing and the capability of the NSW RFS to provide fire and emergency services to the community.

The Health and Fitness Initiatives Plan is linked to the NSW RFS Corporate Plan through Key Focus Area 4 'Our Members' and associated objectives.

Outcomes		Strategies		Key Actions 2021	
O1	Members are supported by a range of health and fitness initiatives	S1	Provide regular general health and fitness communications to all members	A1	Initiate an ongoing Health and Fitness Awareness campaign
		S1.1	Integrate health and fitness information into existing NSW RFS documentation and training	A1.1	Review and update current NSW RFS documentation and training for Induction and Bush Firefighter programs
		S1.2	Establish nutritional requirements for relevant NSW RFS roles and tasks	A1.2	Evaluate and review nutritional requirements currently available
		S1.3	Gather statistical data using new and existing technology to identify the impact of health and fitness outcomes for the NSW RFS	A1.3	Review existing capability to determine data gathering needs for future statistical analysis
O2	Fitness for roles and tasks are clearly defined within the NSW RFS	S2	Undertake a health and fitness role and task analysis of NSW RFS activities	A2	Review current material and identify firefighting roles and tasks that require new, updated information or additional tools relating to health and fitness requirements
				A2.1	Develop Role and Task Analysis tools for relevant NSW RFS firefighting activities not currently in place
				A2.2	Develop a process and tools for the provision of health and fitness reference information to medical practitioners by members
O3	Existing IMSAFE principle is extended in Operational Doctrine to include 'R' Review (IMSAFER)	S3	Introduce a range of tools to increase members self-awareness of health and fitness requirements for duty	A3	Review, finalise and implement the IMSAFER Member Guide for relevant activities within the NSW RFS
		S3.1	Support Supervisory Officers to make decisions regarding fitness for duty	A3.1	Review, finalise and implement the IMSAFER Supervisory Officer Guide for relevant activities within the NSW RFS
O4	Fitness for duty requirements and member self-declaration statement are embedded in NSW RFS member management processes	S4	Provide a framework of health and fitness requirements to potential members	A4	Revise member self-declaration statement to include fitness for duty requirements
				A4.1	Review and enhance member induction and training to improve knowledge and understanding of the self-declaration statement
		S4.1	Continue to manage and improve organisational health and fitness to meet RFS needs	A4.2	Update the NSW RFS Recruitment and Retention Kit to include information on the NSW RFS fitness for duty requirements
				A4.3	Ongoing review and assessment of medical models used across emergency services for consideration for future use in the NSW RFS

