

1.0 THE USE AND INTERPRETATION OF FITNESS PROFILE RESULTS

1.1 THE FITNESS PROFILE REPRESENTS AN INTEGRATION OF TWO DIMENSIONS OF FITNESS: OPERATIONAL AND HEALTH-RELATED FITNESS.

Operational fitness

Whether a member is operationally fit for duty is determined only by a pass or fail on the FORCE Evaluation. A pass represents one's ability to perform common soldiering tasks in the CAF (CMTFE) and therefore meet the demands of Universality of Service.

Health-related fitness

Measured via waist circumference (WC) and aerobic power/CRF (predicted $VO_{2\max}$), this result is an indication of overall wellness, ability to sustain and recuperate from work, as well as a strong predictor of future chronic disease risk. This is not linked to operational capability.

1.2 IN THE INTERPRETATION AND USE OF THESE RESULTS (SEE APPENDIX A), IT IS IMPORTANT TO KEEP IN MIND THAT:

No punitive action should be taken if the individual passes their FORCE Evaluation.

As long as the individual passes the FORCE Evaluation, no punitive action should be taken based on their profile. The fitness profile is to be used for counseling and goal setting and not to justify sanctions or career actions. In addition, selection of personnel for deployment, operations, training, exercises or any other purpose should only be based on whether they pass the FORCE Evaluation and not on any other aspect of the fitness profile. The link between health-related fitness or incentive status and the requirements of operations has not been established.

Waist circumference and CRF are personal.

Though the CO can see specific FORCE Evaluation percentile scores as well as what area of the profile any of their subordinates fall in (i.e. their "colour"), the individual's WC and CRF remain personal confidential data and should not be solicited from the subordinate. Having a large WC does not necessarily mean that an individual is unfit or unhealthy – a high level of CRF has been shown to protect from the effects of a large waist on health. This has been built into the equations which determine health-related fitness. Similarly, a person can be very operationally fit and have a low to moderate level Health-related physical fitness.

The top of the incentive may not be attainable for all.

Though the minimal standard on the FORCE Evaluation has been shown to be attainable with training, not everyone has the genetic or physiological potential to attain the upper levels of the incentive program. For this reason, it is important not to place unrealistic expectations on members of units

2.0 FITNESS PROFILE RESULTS - PRIVACY OF INFORMATION CONSIDERATIONS

IAW DND Information Privacy Guidelines, this section includes a brief outline of the information that will and will not be provided to COs in the context of the fitness profile.

2.1 PROVIDED TO COS:

The “colour” attributed to an individual’s performance

The “colour” provides the CO with information about his/her unit/members on where improvements can be made in both Operational and Health-related Fitness, helping to direct the CO to the appropriate programs and services through PSP and Health Promotion. Colour on the vertical axis is a function of Operational Fitness and on the horizontal axis, Health-related Fitness [75% Cardiorespiratory Fitness (CRF)+ 25% Waist Circumference]

Individual percentile score on the 4 elements of FORCE

These scores are based on age and gender norms of the CAF population. These percentiles help to contextualise physical strengths and weakness of an individual or unit. These weakness may be a reflection of current PT practices and can indicate how to improve and direct future PT (aerobic/anaerobic/strength) to improve performance and produce a more balanced fitness profile

2.2 NOT PROVIDED TO COS:

Individual score as a time or “raw score”

Individual score is always translated to its relative/percentile score for the Fitness Profile. To compare raw score between individuals does not provide additional information and has the potential to be misinterpreted.

VO₂ max and Waist Circumference (WC)

It is not possible to extract WC or CRF information from any “color” alone. Therefore, individuals’ CRF and WC will remain protected as they are not “operational” measures and the prediction equation/algorithm will not be shared with COs. WC is assessed to be neither an identifier nor a quasi-identifier given the limited range and the ability to visually detect WC. This data will still not be shared with COs as it presents a high risk for misinterpretation with little overall benefit

Appendix A: Algorithm for interpreting fitness profile results

