

CHAPTER 1

INTRODUCTION

GENERAL

1. The acronym “FORCE” stands for “Fitness for Operational Requirements of Canadian Armed Forces Employment”. The FORCE Program is the Canadian Armed Forces (CAF) fitness program.
2. The FORCE Evaluation on its own is not a physical fitness test. It is a measure of operational fitness – a reflection of the CAF minimal physical employment standard related to common defence and security duties known as the Universality of Service principle.
3. Some trades within the CAF require higher levels of fitness or operational readiness, but the minimum standards for the FORCE Evaluation are meant to reflect the baseline CAF physical employment standard that everyone must meet.
4. The FORCE Evaluation is designed to capture the movement patterns, energy systems, and muscle groups recruited in the performance of common military duties. Common duties include tasks that anyone within the CAF could be called upon to perform regardless of environment, age, gender, rank or occupation, and are represented by an evaluation known as the Common Military Task Fitness Evaluation (CMTFE).
5. The CMTFE includes the following tasks:
 - a. Escape to Cover
 - b. Vehicle Extrication
 - c. Picking and Digging
 - d. Stretcher Carry
 - e. Sandbag Fortification
 - f. Pickets and Wire Carry
6. The scientific relationship between the CMTFE and the FORCE Evaluation allows the performance and standards of the six common military tasks of the CMTFE to be reflected by the four tasks of the FORCE Evaluation.
7. In order to include an assessment of “general physical fitness” (related to health rather than being a predictor of physical job performance) a measure of waist circumference and an estimation of cardio-respiratory fitness have been added to the FORCE Evaluation. These measures of operational fitness and health-related fitness are collectively known as the FORCE Fitness Profile.

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8. The FORCE Program has three parts:

a. **Evaluation:** This includes the following four tasks, directly linked to the CMTFE:

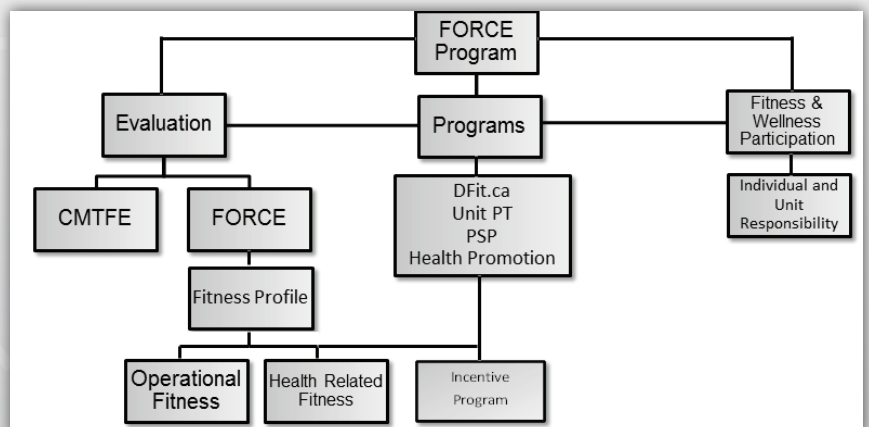
- i. 20 m Rushes
- ii. Sandbag Lift
- iii. Intermittent Loaded Shuttles
- iv. Sandbag Drag

The FORCE Evaluation has also been broadened to include the Fitness Profile, which has three components:

- i. Operational Fitness
 - Predicts one’s ability to meet or exceed the minimal physical rigours of military service.
- ii. Health-Related Fitness
 - Combination of aerobic capacity and waist circumference. Unlike operational fitness, health-related fitness is for informational purposes only, and it will not have a negative impact on career progression.
- iii. FORCE Incentive Program
 - Compares CAF personnel to their peers of the same age increment and gender.

b. **Programs:** This includes fitness programs created by qualified PSP fitness staff, or fitness programs generated from www.DFit.ca that are designed to prepare CAF personnel for the physical rigours of operations. It also includes Unit PT and programs provided by Health Promotion.

c. **Fitness and Wellness Participation:** This includes fitness programs created by qualified PSP fitness staff, or fitness programs generated from www.DFit.ca that are designed to prepare CAF personnel for the physical rigours of operations. It also includes Unit PT and programs provided by Health Promotion.



AIM

1. This manual describes the FORCE Program and provides guidance and direction on how to administer the program for CAF personnel. The FORCE Program is in line with DAOD 5023-2.

REFERENCES

1. The following orders, directives, and publications are associated with the FORCE Program and can be found on the DWAN at: <http://www.forces.gc.ca/en/about-policies-standards-defence-admin-orders-directives/index.page>.
 - a. DAOD 2007-1, General Safety Program
 - b. DAOD 5023-0, Universality of Service
 - c. DAOD 5023-1, Minimum Operational Standards Related to Universality of Service
 - d. DAOD 5023-2, Physical Fitness Program
 - e. DAOD 5045-0, Canadian Forces Personnel Support Programs
2. The Health Services Group Instructions 4000-21 can be found at:
 - a. <http://cmp-cpm.mil.ca/en/health/policies-direction/policies/4000-01.page>
3. The following information can be found on the CFMWS website at www.cfmws.com:
 - a. FORCE homepage
 - b. Blood Pressure and Heart Rate Screening for CAF fitness Evaluations, 13 Dec. 2013
4. Terms of Reference - Physical Fitness Evaluation Review Committee (PFERC) – Contact CAF Fitness Manager at [613-996-6304](tel:613-996-6304).

REQUIREMENT AND RESPONSIBILITY

1. As directed in DAOD 5023-2, CAF personnel are required to meet the FORCE Evaluation standard on an annual basis.
 - a. **Directorate of Military Career Policy and Grievance (DMCPG)**: The Office of Primary Interest (OPI) for fitness policy covered under DAOD 5023-2, Physical Fitness Program.
 - b. **Chief of Military Personnel Command (CMPC)**: The OPI for CAF Physical Fitness Programs.
 - c. **CFMWS / DFit**: On behalf of CMP, acts as the primary advisor on all matters pertaining to CAF physical fitness.

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- d. **Managers, Fitness and Sports (MFS) (or equivalent) and Senior Manager, PSP:** Responsive to the needs of the Commanding Officers (COs) by planning and organizing CAF physical training programs. They ensure protocols, as described in the FORCE Program Operations Manual, are being followed accurately and that all Qualified FORCE Evaluators (both PSP fitness staff and CAF personnel) remain current on any protocol changes or upgrade workshops. This will include annual site visits to perform audits on non-PSP Qualified FORCE Evaluators.
- e. **Chain of Command (CoC):** The primary responsibility rests with the CoC to ensure that all CAF personnel actively participate in a regular exercise program.
- f. **Commanding Officers:** Responsible for fitness programs conducted in accordance with CAF policy and Command direction.
- g. **Qualified FORCE Evaluators:**
 - i. PSP Fitness Staff: Responsive to their MFS to effectively conduct the FORCE Evaluation.
 - ii. Qualified CAF FORCE Evaluators: Responsive to both their CoC and the local MFS to effectively conduct the FORCE Evaluation.
- h. **Health Care Provider:** Advises the CoC on the medical aspects of physical training, including the capability of CAF personnel to participate in the FORCE Program or CMTFE if needed.