BOND UNIVERSITY

International Physical Employment Standards Conference Program

23-26 February, 2023

THURSDAY, 23rd FEBRUARY, 2023

Time	Topic/Content	Location
4.00pm - 6.00pm	Registration (welcome BBQ)	Faculty of Health Sciences and Medicine Building 5 - Level 3 - Gregor Heiner Foyer

FRIDAY, 24th FEBRUARY, 2023

Time	Topic/Content	Location
8.00am	Registration	Faculty of Health Sciences and Medicine Building 5 - Level 3 - Gregor Heiner Foye
8.30am - 9.30am	Welcome to Country Elder Uncle John Graham Jellurgal Aboriginal Dance Performance Welcome by Bond University Vice Chancellor and President Professor Tim Brailsford Welcome to the 4th International Physical Employment Standards Conference 2023 by Professor Rob Orr	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
9.30am - 10:20am	Leading Keynote Commissioner Georgeina Whelan ACT Emergency Services Agency (Australia)	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
10.30am - 11.40am	Oral Presentations Theme: Developing PES 1	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
11.40am - 12.00pm	Break	Building 6 - Level 3 - Room 12 - Princeton Room
12.00pm - 1.10pm	Oral Presentations Theme: Developing PES 2	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
1.10pm - 2.00pm	Lunch Break	Building 6 - Level 3 - Princeton Room
2.00pm - 3.10pm	Oral Presentations Theme: Developing PES 3	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
3.10pm - 3.30pm	Break	Building 6 - Level 3 - Room 12 - Princeton Room
3.30pm - 4.30pm	Keynote Rachel Blacklock / Leslie Frei Canadian Forces Morale & Welfare Services (Canada)	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
4.30pm	End of day 1 Please enjoy everything that the Gold Coast has to offer! See our website for suggestions. bond.edu.au/research/research-bond/IPES-conference/about-the-gold-coast	

SATURDAY, 25th FEBRUARY, 2023

Time	Topic/Content	Location
8.00am	Registration	Faculty of Health Sciences and Medicine Building 5 - Level 3 - Gregor Heiner Foyer
8.30am - 9.20am	Keynote COL Anne Fieldhouse, OBE AD Med, British Army (United Kingdom)	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
9.30am - 11.10am	Oral Presentations Theme: Relationships and Comparisons of Task and Tests	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
11.10am - 11.30am	Break	Building 6 - Level 3 - Room 12 - Princeton Room
11.30am - 1.00pm	Thematic Poster Presentations Theme 1: Developing and Validating Standards Theme 2: Tasks and Physical Demands	Building 5 - Level 3 - Foyer
1.00pm - 2.00pm	Lunch Break	Building 6 - Level 3 - Princeton Room
2.00pm - 3.10pm	Oral Presentations Theme: Health and Fitness 1	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
3.10pm - 3.30pm	Break	Building 6 - Level 3 - Room 12 - Princeton Room
3.30pm 4.30pm	All you need is PES: The Interactive Argument Debate	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
4.30pm	End of Day 2	
6.00pm - 8.00pm	Conference Delegate Networking Reception	Building 6 - Level 3 - Princeton Room

SUNDAY, 26th FEBRUARY, 2023

Time	Topic/Content	Location
8.30am	Registration	Faculty of Health Sciences and Medicine Building 5 - Level 3 - Gregor Heiner Foyer
9.00am - 9.50am	Keynote Dr Michael Drew Director of Health Research, Department of Defence (Australia)	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
10.00am - 11.10am	Oral Presentations Theme: Paramedicine	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
11.10am - 11.30am	Break	Building 6 - Level 3 - Room 12 - Princeton Room
11.30am - 12.40pm	Oral Presentations Theme: Health and Fitness 2	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
12.40pm - 1.00pm	Lunch Break	Building 6 - Level 3 - Princeton Room
1.00pm - 2.10pm	Recruiting and Retention	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
2.10pm - 2.30pm	Break	Building 6 - Level 3 - Room 12 - Princeton Room
2.30pm - 3.30pm	Panel: Into the Future - The Next Generation	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
3.30pm - 4.00pm	Closing address and handover to the next host	Building 6 - Level 3 - Room 12 - Basil Sellers Theatre
4.00pm	End of IPES 2023	

ORAL PRESENTATIONS DETAILS

FRIDAY, 24th FEBRUARY, 2023

Time	Theme	Chair
10.30am - 11.40am	Developing PES 1	Dr Ben Schram

A profile of occupational tasks performed by mounted police officers
Elisa Canetti, Australia

Establishing a Minimum Distance Standard for a Medicine Ball Proxy Test Based on a Suspect Apprehension Task Simulation within a New Police Physical Employment Standard: A Preliminary Analysis
Martin Poirier, Canada

Development of an Evidence-Based Swimming Representative Military Task to Assess Swimming Competency in the British Army
Sam Blacker, United Kingdom

Physical Demands of Training Task of the Canadian Clearance Divers to Develop a Selection Physical Fitness Evaluation
Etienne Chasse, Canada

Cardiorespiratory endurance task demands across the Royal Australian Air Force
Greg Carstairs, Australia

12.00pm - 1.10pm	Developing PES 2	Dr Rod Pope

Quantification of workload during Marine Corps Recruit Depot San Diego boot camp
Karen Kelly, United States of America

Quantifying the Essential Tasks of Offshore Wind Technicians
Gemma Milligan, United Kingdom

Manual handling task demands across the Royal Australian Air Force
Greg Carstairs, Australia

Time-Motion Analysis of Neutral-buoyancy Lab runs to simulate micro-gravity extra-vehicular activities
Etienne Chasse, Canada

Protocol for identifying and characterising critical physical tasks in the Swedish Armed Forces (SwAF).
Andreas Monnier, Sweden

2.00pm - 3.10pm	Developing PES 3	Dr Joanne Caldwell

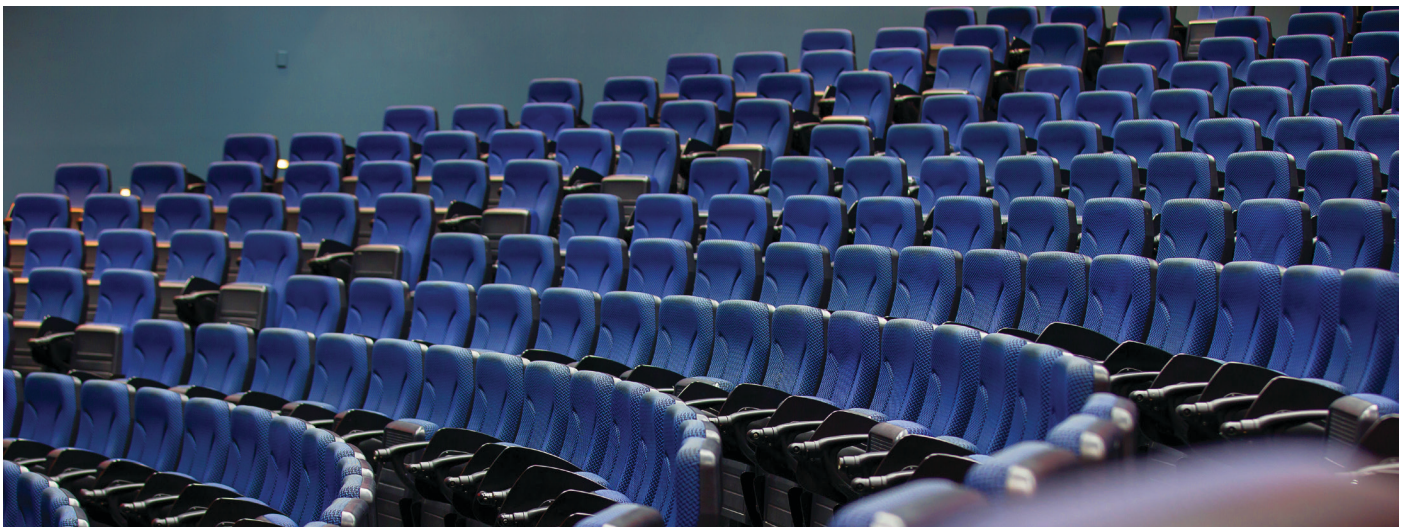
A Job Task Analysis of the Authorised Firearms Officer – Counter Terrorism (AFO-CT) National Role Profile
Steven Powell, United Kingdom

A Novel Approach to Characterizing and Quantifying a Suspect Apprehension in the Development of a Modernized Physical Employment Standard for a National Police Force
Martin Poirier, Canada

The bookmark method to establish minimum performance standards for intensive care flight paramedics performing helicopter winch rescue.
Benjamin Meadley, Australia

Occupationally-Specific, Operationally-Relevant Physical Fitness Tests and Standards for US Air Force Security Forces Airmen
Neal Baumgartner, United States of America

The Development and Validation of a Netball Specific Fitness Test for International Umpires
Gemma Milligan, United Kingdom



ORAL PRESENTATIONS DETAILS

SATURDAY, 25th FEBRUARY, 2023

Time	Theme	Chair
9.30am - 11.10am	Relationships and Comparisons of Task and Tests	Dr Jace Drain

Lower-body Muscular Power Predicts Performance on Urban Combat Simulation
Ojanen Tommi, Finland

Relationships and Predictive Capabilities of Two Different Applicant Test Batteries with Performance in a Job-Specific Physical Ability Exit Examination in Law Enforcement Recruits
Joseph Dulla, United States of America

The Development of Normative Fitness Data and Analysing the Relationships Between 20MSFT and 2.4-Km Run Performance in Australian Police Recruits
Patrick Campbell, Australia

Heart Rate Variability Profile Changes Associated with Sleep, Less-lethal Explosive Device Exposure, and Fear of Heights Training in Specialist Police Selection
Colin Tomes, Australia

Predicting Academy Graduation in Firefighter Trainees via Physical Fitness Testing
Robert Lockie, United States of America

A Comparison of Two Law Enforcement Marksmanship Assessments
Rob Orr, Australia

Associations Between Soldiers Physical Fitness and Occupational Task Course Performance.
Ojanen Tommi, Finland

Time	Theme	Chair
2.00pm - 3.10pm	Health and Fitness 1	Ms. Helen Kilding

What are the personal, lifestyle and physical performance characteristics of New Zealand Army Recruits entering basic training?
Narelle Hall, Australia

Incidences and Causative Factors of Lower Limb Injuries in the New Zealand Army
Jacques Rousseau, New Zealad

Introduction of an Applicant Job-Related Task Assessment and the Effects on the Health and Fitness of Police Recruits
Robert Lockie, United States of America

Law Enforcement Recruit Fitness Changes across the Fitness Spectrum
Danny Maupin, Australia

Injuries Following Implementation Of A Progressive Load Carriage Program In United States Marine Corps Training
Karen Kelly, United States of America

Time	Theme	Chair
3.30pm 4.30pm	All you need is PES: The Interactive Argument Debate	Dr Gemma Milligan

ORAL PRESENTATIONS DETAILS

SUNDAY, 26th FEBRUARY, 2023

Time	Theme	Chair
10.00am - 11.10am	Paramedicine	Dr Sandy MacQuarrie

Connecting the dots between physical demands, physical employment testing and physical fitness in a paramedicine context
Samantha Sheridan, Australia
Sandy MacQuarrie, Australia
Renee MacPhee, Canada
Steve Fischer, Canada

Time	Theme	Chair
11.30am - 12.40pm	Health and Fitness 2	Dr Andy Siddall

Lower Limb Injury Prevention in the New Zealand Army Through Targeted Foot Wear Investigation
Jacques Rousseau, New Zealand

Isokinetic Shoulder Strength in Tactical Populations: A Critical Review
Michael Wilkinson, Australia

Ventilatory and Respiratory Muscle Function of British Army Infantry Soldiers is Similar to Physically Active Civilians at Rest and in Response to Torso-Borne Thoracic Load Carriage Activities
Josh Osofa, United Kingdom

Effects of a Single-Day Pre-Academy Physical Test Education Session on Physical Fitness Scores of Police Candidates
Ben Schram, Serbia

Developing National Level Personnel Policy for Physical Performance and Body Composition Tests
Michael McGurk, Australia

Time	Theme	Chair
1.00pm - 2.10pm	Recruiting and Retention	Dr Sam Blacker

The Benefits of a Modular Physical Employment Standards Approach: Modifications to Accommodate Change in Ammunition Handling Job-Tasks
Julie Draper, United Kingdom

Exploring recruiting opportunities - adjusting physical fitness standards for Army recruits
Jace Drain, Australia

Profile of Two Different Applicant Test Batteries with Regards to Sex and Age in Successful Law Enforcement Applicants
Joseph Dulla, United States of America

The Incidence and Risk Factors for the Development of Stress Fractures in Military Recruits and Qualified Personnel: A Rapid Review
Patrick Campbell, Australia

A profile of injuries suffered by female soldiers serving in the Australian Army.
Ben Schram, Australia

Developing a Return-to-Work Assessment for an Injured Police Officer: A Case Report
Traci Tauferner, United States of America

Time	Theme	Chair
2.30pm - 3.30pm	Panel: Into the Future - The Next Generation	Dr Rob Orr

British Army Physical Employment Standards Next Steps; Building on Implementation to Further Inform Evidence-Based Policy
Julie Draper, United Kingdom

Research Failing The Public Relations Battle: US Army ACFT As Lessons Learned
Michael McGurk, Australia

Aspiration vs reality; recruiting and maintaining our future forces
Jace Drain, Australia

GENERAL INFORMATION

1. Registration/Information Desk
The registration desk will be situated in the Gregor Heiner Foyer, in Building 5 on Level 3. This will be manned during pre-conference registration and during each designated breaks in the program.

2. Program
The conference organising committee reserve the right to change the program at any time without notice. Please note that this program was accurate at the time of printing.

3. Lost and Found
There will be a Lost and Found located at the registration desk during the conference.

4. Conference Venue
The plenary room is located in the Basil Sellers Theatre & Foyer situated in Building 6, Level 3, Room 12. Exhibitors and catering will be served in the Princeton Room in Building 6, Level 3. Please refer to building layout map below for more information.

5. Catering
The conference will provide: Arrival tea and coffee, morning tea, lunch and afternoon tea during the designated breaks and is included in your registration. Dietary requirements are collected during registration process and will be catered for accordingly.

6. Luggage Storage
A luggage room has been reserved for the conference. Please see registration desk for more details.

7. Instructions for Speaker Presentations
Please refer to the conference speaker guidelines that have been communicated to the presenters via email. The speaker preparation centre is located in Building 6, Level 2 Room 18.

8. Internet
Complimentary wifi is available. Details available upon registration.

9. Parking
Complimentary parking is available in PG9 & PG10 carparks.

10. Name Badges
For security reasons, we ask all delegates to wear their names badges on entry and within the conference venue in order to access the program and events. Presentations will only be accessible to registered delegates. The lanyard provided will also hold your ticket for the conference delegate networking event.

11. Dress Guidelines
The attire for attendees and presenters at the conference is smart casual.

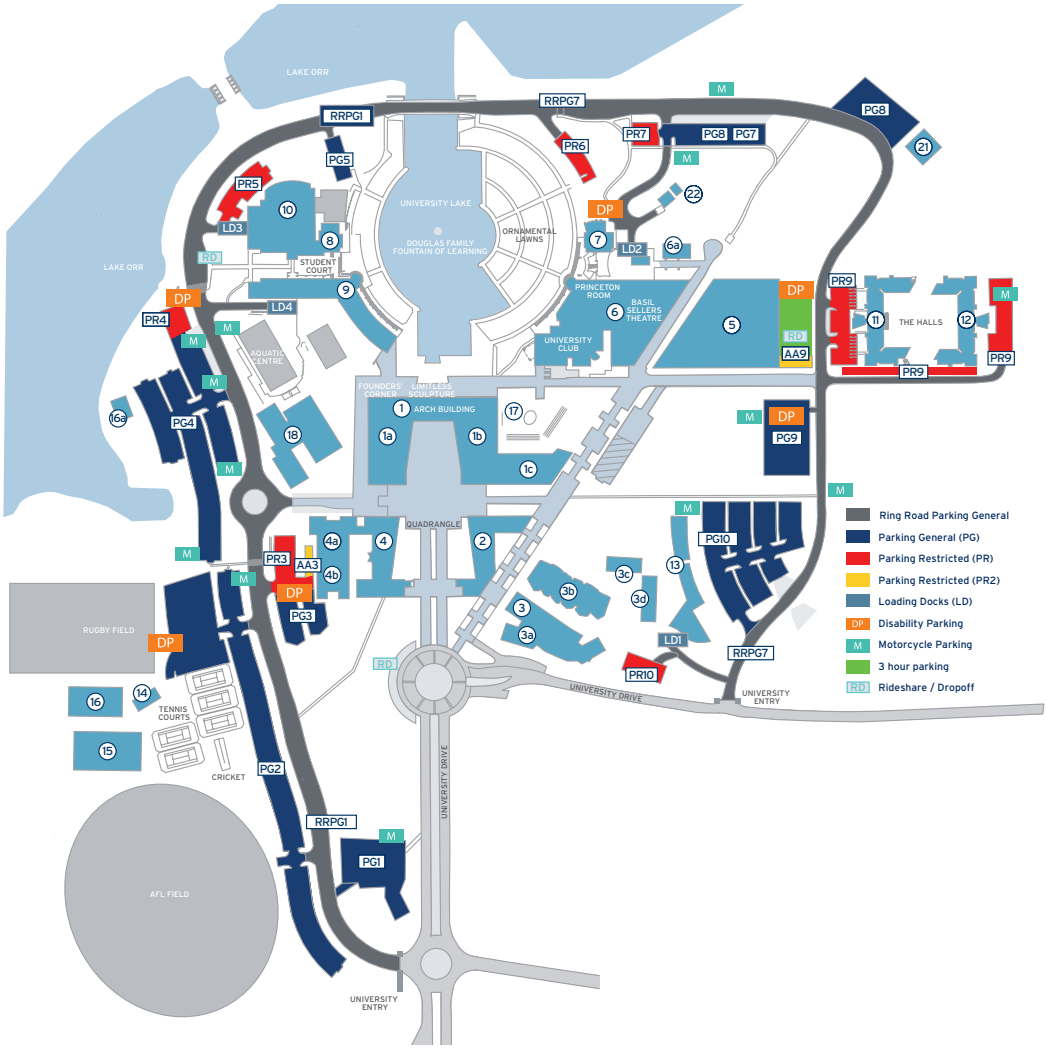
12. Security
For the University's Public Safety and Security Office please contact: 5595 1234. The office is located in Building 10.

13. Filming/Photography
By participating in this event/entering the room you may be filmed, photographed or your participation may be recorded. If you do not wish to be filmed, photographed or recorded please let a member of staff know.

14. Mobile Phones
Please be aware that the use of mobile phones can be distracting to attendees and presenters. Delegates are asked to turn off their mobile phones or set them to silent when in sessions.

15. ATMs
The nearest ATM to the conference venue is located at the entrance of Building 8 - North Tower Student Accommodation next to the Security Office.

16. Contact
For more information please do not hesitate to contact the Events Centre at centralevents@bond.edu.au or the Tactical Research Unit tru@bond.edu.au



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