



The purpose of the Fit Responder program, which we will tailor specifically to the needs and organizational structure of your Agency is to:

- 1) Reduce on the job injury and workers compensations claims.
- 2) Establish a safe patient handling and ergonomics guideline which will eventually become a policy for patient and equipment handling.
- 3) Train key staff on the core components of the Fit Responder program.
 - 1) Muscular stabilization and the 5 steps of patient handling.
 - 2) Injury prevention through tissue flexibility and mobility.
 - 3) Patient handling and equipment handling; a hands on training system.
 - 4) Safe and effective exercise to improve fitness while reducing injury.
 - 5) Utilize existing command structure to establish a system of oversight for proper ergonomics.
 - 6) Clearly defined training modules for retraining, new employee orientation & FTO training.
 - 7) Initiate Physical Abilities Testing for new and incumbent employees.
 - 8) Examine best practices from around the industry and how they can benefit your department.
- 4) Change the culture and behaviors of field employees through biomechanical behavior modification, nutritional education, fitness, wellness and self care.

Data: By following just the basic principles in the Fit Responder Program EMS departments have seen a 37% Decrease in OSHA recordable lost work days! Plus those same departments have also seen an average of 29% less workers compensation claim expense due to the reduction in severity of injury!

*The Fit Responder Program follows the following 3 steps to achieve success.

Step 1: Train the Trainer: Ergonomic Safety Officer Development Course

a. "Ergonomic Safety Officer" Position

Utilizing existing training, fitness and "health minded" employees we will create the ESO position. The ESO position requires existing staff to have excellent presentation and teaching skills, leadership and mentoring and the ability to see the big picture organizationally. The ESO will be a stand out employee with a true interest in wellness, fitness and career advancement.

b. Train the Trainer Class

A 8 hour class for Training Officers, HR, Risk, FTO's, Peer Fitness Trainers and Supervisors. This class will teach these key personnel to become 'trainers' following the key principles of risk reduction and behavior modification in the Fit Responder program. These 'trainers' upon completing the class will understand, re-enforce, audit and be able to teach employees the following core components of the program. From pre-shift stretching and tissue mobilization techniques to ergonomics and biomechanics this class will prime your key employees to lead and teach.

- a) Why injury occurs in public safety.
- b) Posture and its effects on injury potential.
 - 1) Upper Crossed Syndrome.
 - 2) Lower Crossed Syndrome.
- c) A system of behavior modification.
- d) Static & Active Stretching.
- e) Tissue mobility.
- f) The 5 steps of patient handling.
- g) Spine Stiffening Technique for dangerous lift situations.
- h) Patient handling techniques; common errors and proper technique.
 - 1) Lifting, pulling, pushing, transferring, carrying and stabilizing (hands on)
- I) Equipment use and patient handling; common errors and proper technique.
 - 1) Spine Board, Stretcher, Stair Chair, slide sheets, scoop stretchers etc. (hands on)
- j) Ergonomics guidelines; acceptable/safe & unacceptable/unsafe movements.
- k) Command structure and training / reinforcement responsibilities.
- l) Introduction to the gym; safe vs. unsafe exercise and how specific exercises translate into injury reduction.
- m) The Functional Movement Analysis an introduction to safe movement screening and corrective exercise.

*A manual for each participant is needed.

**A conference room and apparatus/equipment will be needed for this class in a climate controlled environment.

Step 2: Ergonomics, Patient Handling and Wellness Class for the Field Provider

A 2.5 hour class for ALL employees during their scheduled CME/In-service. This class is 10% didactic lecture and 90% hands on behavior modification training. During this training we will introduce employees to the principles of injury reduction and acceptable ergonomics. This class will cover a very specific training curriculum: (a post test is given at completion of this class)

*The "trainers" are **required** to be present to help teach these classes, it builds organizational cohesion and reinforces the "trainers' skills.

**A conference room and apparatus will be needed for this class in a climate controlled environment.

Step 3: Ergonomics & Patient handling Guideline

A guideline based on the Fit Responder principles, accepted pre-hospital patient and equipment handling ergonomics can be written specific to your organization initially as a guideline and

eventually as a policy for all employees to follow. This guideline will clearly explain acceptable/safe & unacceptable/unsafe movements. The guideline will cover who is responsible for training, auditing and reinforcing safe ergonomics. The guideline will also delineate a structure of reprimand and reward based on the ergonomic techniques. The guideline/policy will tie directly into the training modules noted above. Recommendations will also be made for equipment that will reduce injury and improve difficult lifting situations.

Additional Services:

Tactical Fitness & Injury Prevention: Fitness, wellness and nutrition techniques for the FTO/PFT and Academy Instructor to create a culture of wellness. (8 hour class)

There are numerous fitness programs 'designed for Public Safety' that are just dangerous bodybuilding programs or 'tactical fitness' programs that are too advanced for many responders. This course dissects the common exercise and fitness mistakes that contribute to injury or even worse reinforce an injurious pattern already present. Learn cutting edge tactical fitness techniques all designed to drastically improve performance while radically reducing injury. This course teaches the fundamentals of 'Corrective Exercise' which allows the body to move freely and at its full force producing potential. Learn self massage and Myofascial Release techniques to keep your body at optimum performance throughout your career and integrate spine stiffening techniques to reduce lower back injury. Apply active, passive and functional stretching individually or as a team to enhance performance and real world on duty nutrition tips and stress management tools to survive your career. This is no peer trainer program; it's the best of sports performance with physiotherapeutics together.

*This hands on class requires full access to a gym or academy.

Physical Abilities Test:

Does your EMS department have a "truly validated, job specific, non-gender biased PAT?" Does your department have an in house PAT that was designed following EEOC section 14c?. Because physical ability tests can be subjected to a high standard of legal and administrative review, test validation is usually necessary to show job-relatedness. A high standard of evidence is also necessary since physical ability tests have a long history of adverse impact against women as well as older applicants and the disabled. Hence physical ability tests are frequently litigated. Since a showing of adverse impact requires the employer demonstrate job-relatedness, documentation confirming such a relationship becomes crucial. Our PAT which mimics a medical call through the test stations measures overall power, strength including grip, anaerobic conditioning, challenging positions and is designed to be done in house.

Dispatcher and Desk Jockey Lunch and learn:

Classes taught pre or post shift for a 60 minute time frame. This class will teach dispatchers the following wellness and fitness principles specific to the needs of an EMD, Billing & Office Staff.

Fitness Facility Design:

Believe it or not but we can help you to design, build and purchase equipment for fitness facilities that will save you money while reducing injury. The purpose here is to not purchase or use equipment that contributes to or reinforces injury but to simply provide the tools necessary to translate fitness into job performance. Often we can design a small facility for under \$2,000.

*We offer a full suite of training materials to reinforce, remind, educate, empower and educate employees on the Fit Responder principles.

- a) The Fit Responder Book; available printed or as an E-book.
- b) Advanced Fitness Manual, available printed or as an E-book.
- c) Poster Series (set of 2) for the fitness facility or stations.
- d) 52 week Fitness program designed for your department; electronic format.

Please reference www.fitresponder.com for videos, testimonials, speaking/presenting and biographical information. Also find the Fit Responder on Face Book, LinkedIn, Word press and YouTube.

Bryan Fass, BA, ATC, LAT, CSCS, EMT-P



President, Fit Responder

519 Delburg St., Davidson

NC, 28036

c-704-201-5016

References:

*Lee Aumend,
Former Director Health and Safety
Rural Metro
leeaumend@gmail.com
561-625-1371

*Mary Greely Medical Center, Mobile Intensive Care Services.
Chris Perrin; (515) 239-6814

*South Carolina Association of Counties
John Henderson, Director of Risk Management
1-800-922-6081

jhenderson@scac.sc

*Nash County EMS
Scott Struff, Manager
252-459-1508

*Iredell County EMS
David Cloer, 704-878-3027

*Bob Carruth, CSP, ARM
Risk Control Manager
Risk Management Pools
North Carolina Association of County Commissioners
215 North Dawson Street
Raleigh, NC 27603
Tele: 919-719-1150

Additional information, testimonials, video clips and article links can be referenced at
<http://www.fitresponder.com> and

<http://www.youtube.com/user/fitresponder?feature=mhum> ;

www.officer.com; www.ems1.com

*Bryan has also been chosen by the Health and Safety Institute to design and write their new online
Responder Fitness and Wellness [program. www.hsi.com](http://www.hsi.com), www.24-7fire.com.

*Bryan also wrote the FERNO EMS Injury free Program.