

PHASE 2 – WFI Task Force SME Meetings

Involves meetings with Task Force and non-Task Force SMEs to review and discuss the scope of work for their assigned working group. This group will review resources, share best practice guidelines, and draft new materials for the 5th edition of the WFI. This work will be on-going through 2025. A small group of SMEs will be invited to attend an in-person meeting to discuss several items pertaining the scope of work and aims of the WFI in the fall of 2024.

2.1 Timelines

Virtual meetings with SMEs began in July. An in-person meeting will be held in October 2024

2.2 Responsibilities / Expectations

IAFF / IAFC: Coordinate meetings, assemble working groups, draft objectives, summarize discussions

WFI TF: SMEs will attend meetings, sit on at least one working group, source guidelines and resources

WORKING GROUP 1	<ul style="list-style-type: none">• Target wellness-fitness outcomes (medical)• Guidelines to assess target outcomes• Best available evidence in support
WORKING GROUP 2	<ul style="list-style-type: none">• Target wellness-fitness outcomes (non-medical)• Guidelines to assess target outcomes• Best available evidence in support
WORKING GROUP 3	<ul style="list-style-type: none">• Target wellness-fitness behaviors (sleep)• Guidelines to influence target behaviors• Best available evidence in support
WORKING GROUP 4	<ul style="list-style-type: none">• Target wellness-fitness behaviors (activity)• Guidelines to influence target behaviors• Best available evidence in support
WORKING GROUP 5	<ul style="list-style-type: none">• Target health and safety policies (physical enviro)• Guidelines to influence policies• Best available evidence in support
WORKING GROUP 6	<ul style="list-style-type: none">• Target training activities (social enviro)• Guidelines to influence activities• Best available evidence in support
WORKING GROUP 7	<ul style="list-style-type: none">• Supportive return to duty practices (leave)• Guidelines to embed practices• Best available evidence in support



WG1. Defining Wellness

Defining Fire Fighter Health, Fitness and Wellness via a Medical Lens

General Scope of Work

- Summarize the current evidence that illustrates fire fighters' risk of specific health conditions
- Establish a rationale (i.e. the WHY) for using specific medical assessments and gather specific types of information
- Identify target outcomes that should be considered to minimize risk and improve fire fighter well-being
- Identify outcomes that span all domains of well-being (e.g. physical, psychological, cognitive, social, emotional, etc.)
- Describe WHAT medical assessments, standards, guidelines, tools, etc. should be adopted
- Outline HOW and WHEN these medical assessments should be administered and by WHO



WG2. Defining Wellness

Defining Fire Fighter Health, Fitness and Wellness via a non-Medical Lens

General Scope of Work

- Summarize the current evidence that illustrates the benefit of specific health, fitness and wellness outcomes
- Establish a rationale (i.e. the WHY) for using specific non-medical assessments and gather specific types of information
- Identify target outcomes that should be considered to improve fire fighter health, fitness and well-being
- Identify outcomes that span all domains of well-being (e.g. physical, psychological, cognitive, social, emotional, etc.)
- Describe WHAT non-medical assessments, standards, guidelines, tools, etc. should be adopted
- Outline HOW and WHEN these non-medical assessments should be administered and by WHO



WG3. Pursuing Wellness

Pursuing Fire Fighter Health, Fitness and Wellness via Mindfulness, Sleep and Social Connection

General Scope of Work

- Summarize the evidence that illustrates the benefits of mindfulness, sleep and social connection
- Establish a rationale (i.e. the WHY) for adopting positive behaviors around mindfulness, sleep and social connection
- Identify opportunities to assess fire fighters' existing behaviors and the underlying reasons why they are being adopted
- Identify potential opportunities/strategies to change behaviors based on underlying reasons for their current adoption
- Describe recommendations, guidelines and tools to help fire fighters improve their mindfulness, sleep, social connection
- Outline HOW these behaviors can be pursued within the context of a fire department



WG4. Pursuing Wellness

Pursuing Fire Fighter Health, Fitness and Wellness via Physical Activity, Exercise, and Dietary Habits

General Scope of Work

- Summarize the evidence that illustrates the benefits of physical activity, exercise and dietary habits
- Establish a rationale (i.e. the WHY) for adopting positive behaviors around physical activity, exercise and diet
- Identify opportunities to assess fire fighters' existing behaviors and the underlying reasons why they are being adopted
- Identify potential opportunities/strategies to change behaviors based on underlying reasons for their current adoption
- Describe recommendations, guidelines and tools to help fire fighters improve physical activity, exercise and dietary habits
- Outline HOW these behaviors can be pursued within the context of a fire department



WG5. Supporting Wellness

Supporting Fire Fighter Health, Fitness and Wellness via Health and Safety Operations and the Physical Environment

General Scope of Work

- Summarize the relationship between specific departmental policies, protocols and guidelines and fire fighter well-being
- Establish a rationale (i.e. the WHY) for adopting specific policies, protocols or practices
- Identify specific policies, protocols and practices that will support fire fighter well-being in the physical environment
- Identify potential opportunities/strategies to facilitate changes within health and safety operations
- Describe best practice recommendations, guidelines and policies that will help to support fire fighter well-being
- Outline HOW changes can be made, including WHO will need to be involved in the process



WG6. Supporting Wellness

Supporting Fire Fighter Health, Fitness and Wellness via Training, Education and the Social Environment

General Scope of Work

- Summarize the role that training and education play in supporting fire fighter well-being and the social environment
- Establish a rationale (i.e. the WHY) for integrating wellness-related policies, practices and guidelines into training
- Identify specific aspects of wellness-related initiatives that could be integrated into training standards and practices
- Identify potential opportunities/strategies to facilitate changes within training and social environment
- Describe best practice recommendations, guidelines and policies that will help to support fire fighter well-being
- Outline HOW changes can be made, including WHO will need to be involved in the process



WG7. Restoring Wellness

Restoring Fire Fighter Health, Fitness and Wellness Following Medical or Voluntary Leave

General Scope of Work

- Outline the recovery process following MSK injuries, chronic disease, mental health disorders and voluntary absences
- Identify key personnel, their roles and potential obstacles to the rehabilitation / recovery process
- Describe factors that should be considered to successfully assist fire fighters in their return to work following leave
- Describe WHAT assessment tools and protocols could be used to evaluate readiness to return to work
- Outline strategies and tactics to support fire fighters psychological and emotional recovery / return to work
- Identify legal and ethical considerations that must be accommodated throughout the rehab / return to work process



WG8. Restoring Wellness

Restoring Fire Fighter Health, Fitness and Wellness via Operations, Peer Support and Organizational Culture (No Leave)

General Scope of Work

- Describe the physical, psych, and emotional stressors faced by fire fighters and the need for operational wellness initiatives
- Identify potential opportunities/strategies to promote well-being/build resiliency via operations, peer support and culture
- Identify the role of mentorship, leadership development and on-going support across the career and into retirement
- Describe assessment tools that could be used to identify needs, and the services that provide the necessary support
- Describe best practices, guidelines, policies that will help support fire fighter well-being and resiliency
- Outline HOW changes could be made, including WHO will need to be involved



WG9. Promoting Wellness

Promoting Fire Fighter Health, Fitness and Wellness via Planning for Implementation

General Scope of Work

- Summarize the current evidence that illustrates the role and importance of implementation planning
- Detail an implementation framework, including the 5 stages of implementation and keys to success at each stage
- Describe specific tools and resources that will assist with each stage of implementation
- Identify potential obstacles to implementation, strategies to overcome them, and potential facilitators to leverage
- Describe best practices, recommendations, guidelines and policies that will help to support the implementation process
- Draft a step-by-step example to illustrate the implementation process



WG10. Promoting Wellness

Promoting Fire Fighter Health, Fitness and Wellness via Messaging and Marketing

General Scope of Work

- Summarize the evidence highlighting the role that messaging plays in the success of wellness-related initiatives
- Create messaging framework to support implementation efforts and promotion of fire fighter well-being
- Identify potential opportunities to overcome obstacles / improve implementation efforts via strategic messaging
- Identify potential opportunities to engage and build a broader community of support via wellness-related messaging
- Describe best practices and guidelines that will help to support the implementation process
- Draft messaging/marketing materials to support the promotion of wellness-related activities for different stakeholders

