



Citation for published version:

Siddall, AG, Stevenson, RDM, Turner, PJF & Bilzon, JLJ 2018, 'Physical and physiological performance determinants of a firefighting simulation test', *Journal of Occupational and Environmental Medicine*, vol. 60, no. 7, pp. 637-643. <https://doi.org/10.1097/JOM.0000000000001313>

DOI:

[10.1097/JOM.0000000000001313](https://doi.org/10.1097/JOM.0000000000001313)

Publication date:

2018

Document Version

Peer reviewed version

[Link to publication](#)

This is not the final published version of the article. The version of record is available to subscribers via <https://doi.org/10.1097/JOM.0000000000001313>.

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1 **PHYSICAL AND PHYSIOLOGICAL PERFORMANCE**
2 **DETERMINANTS OF A FIREFIGHTING SIMULATION TEST**

3
4 **Running title:** Determinants of firefighting performance

5
6 **ABSTRACT**

7 Objective: To examine determinants of firefighting simulation task performance. Methods: Sixty-
8 eight (63 male; 5 female) firefighters completed a firefighting simulation (e.g. equipment carry,
9 casualty evacuation) previously validated to test occupational fitness among UK firefighters. Multiple
10 linear regression methods were used to determine physiological and physical attributes that best
11 predicted completion time. Results: Mean (\pm SD) time taken to complete the simulation was 610 (\pm 79)
12 seconds. The prediction model combining absolute cardiorespiratory capacity ($L \cdot \text{min}^{-1}$) and fat mass
13 explained the greatest variance in performance and elicited the least random error ($R=0.765$,
14 $R^2=0.585$, SEE: ± 52 seconds). Higher fitness and lower fat mass were associated with faster
15 performance. Conclusions: Firefighter simulation test performance is associated with absolute
16 cardiorespiratory fitness and fat mass. Fitter and leaner individuals perform the task more quickly.
17 Work-based interventions should enhance these attributes to promote safe and effective operational
18 performance.

19 **Key words:** Firefighting; body composition; physical fitness; occupational performance;
20 performance prediction

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27 INTRODUCTION

28 Firefighting is a physically demanding occupation, requiring regular fitness assessments to ensure that
29 incumbents possess the physical competencies to perform their duties safely and effectively. Physical
30 demands analyses of firefighting focusing on cardiorespiratory stress and/or cardiovascular strain are
31 well-documented¹⁻³. Consequently, laboratory-measured maximal oxygen uptake ($\text{VO}_2 \text{ max}$)
32 expressed relative to body mass ($\text{ml}\cdot\text{kg}^{-1}\cdot\text{min}^{-1}$) is a prevalent form of minimum physical employment
33 standard assessment in firefighting and other physically arduous occupations^{4,5}. However,
34 occupational tasks are complex, invariably involving the wearing of heavy, restrictive clothing and the
35 carrying of external loads, meaning cardiorespiratory fitness is just one of several factors impacting
36 on firefighters' work performance⁶. This is particularly noteworthy given that both health-related
37 predictive fitness tests and utilising relative aerobic capacity **can advantage smaller individuals,**
38 **especially if body mass is unsupported during fitness testing (i.e. treadmill running), and disadvantage**
39 **heavier individuals^{7,8} who may carry load more** effectively and/or while experiencing less
40 physiological strain than their smaller counterparts⁹. **However, recent research suggests that these**
41 **notions are greatly influenced by the exact nature of load carriage; the dimensions and relative mass**
42 **of load, whether the individual is working against gravity or horizontally, as well as how the load is**
43 **distributed on the body^{8,10}. As such, research into the interaction between performance on these**
44 **complex job-related tasks and** easily-measured indices of body mass or composition **could be**
45 **valuable**. When combined with routinely conducted fitness assessments, these measures may be
46 effective determinants of firefighting performance but have not been investigated in UK firefighters.

47 Multivariate regression methods have been previously adopted in occupational and sporting
48 contexts to identify predictors of physical performance or physical fitness¹¹⁻¹⁴. Determinants of
49 performance on job-based tasks, such as body composition (e.g. lean body mass (LBM) and fat mass
50 (FM)), upper-body fitness and various strength measures have been identified in non-UK
51 firefighters^{6,12,15,16} and other physically demanding occupations¹⁷. Several investigations suggest that
52 LBM to FM ratio can be a surrogate indicator of functional muscular strength and/or power-to-mass
53 ratio^{13,17}. For individuals with higher body mass, a given load will represent a smaller percentage of
54 body mass than for lighter counterparts, which **usually** results in a lower relative metabolic demand to

55 perform the same task. This relationship can become less clear in the translation to exercise tolerance
56 between unloaded and heavily-loaded conditions, where the negative correlation between body mass
57 and reduction in exercise time is only small-to-moderate¹⁸. As such, examining body composition
58 rather than solely body mass may be prudent in physically demanding occupations. Although it is
59 customary in health research to use VO₂ max normalised to body size, for occupations that involve
60 external load carriage absolute units may be more suitable^{8,19}.

61 The combined aims of attempting to simulate the varied nature of physically arduous
62 occupations, allow reproducibility and reduce costs have led to increased use of criterion (job
63 simulation) fitness tests and standards²⁰. Specifically, the UK Fire & Rescue Service have an
64 established model in place where specific surrogate tests (i.e. for cardiorespiratory fitness) are
65 completed as part of an annual health screening for duty where borderline personnel may be referred
66 for criterion (job-related) performance testing. Research into UK firefighters has demonstrated the
67 validity and reliability of a firefighting simulation test (FFST) (a timed circuit comprising essential,
68 physically demanding firefighting tasks) as an operational readiness test²¹. However, the determinants
69 of performance on this test, and therefore the physical attributes that are most relevant to firefighting
70 in the UK, have not been examined. The aim of this study was to identify the combination of physical
71 and/or anthropometric variables coupled with cardiorespiratory fitness that most effectively predict
72 FFST performance. We hypothesised that aerobic capacity in absolute units would be a stronger
73 predictor of simulated firefighting performance than when expressed relative to body mass, and that
74 the inclusion of a measure of body composition would further increase the explained variance.

75

76 **METHODS**

77 **Participants**

78 Sixty-eight operational firefighters gave written informed consent to take part in the study following a
79 full written and verbal briefing. Participants were recruited through contacting fire services, health
80 and fitness advisors and occupational health employees, and represented a total of seven UK Fire &

81 Rescue Services. The study was approved by the University of Bath's Research Ethics Approval
82 Committee for Health (REACH Reference number: EP 12/13 6).

83 **Study protocol**

84 Researchers attended each participant's resident fire station to complete two trial days, separated by at
85 least 7 days. During the first trial day anthropometric data (body mass, height, estimated body fat
86 percentage (BF%; Bodystat 1500, Bodystat Ltd, UK)) were obtained prior to completion of a maximal
87 cardiorespiratory fitness test and a full description and demonstration of the FFST. Before trial day
88 two, participants completed a familiarisation session by attempting the FFST under the supervision of
89 a health and fitness advisor or project researcher. On trial day two participants completed a best-effort
90 performance of the FFST.

91 **Cardiorespiratory fitness test**

92 Oxygen uptake (VO_2) was measured breath-by-breath with a portable gas analyser Cosmed K4 B2
93 (Cosmed, Rome, Italy) during a graded uphill running protocol on a motorised treadmill (Life Fitness,
94 USA). An incremental warm up of five minutes preceded the test in order to determine a suitable
95 running speed which was chosen by participant comfort, and a heart rate of over 120 $\text{beats}\cdot\text{min}^{-1}$. The
96 test was conducted at the selected running speed, and consisted of three minute stages, with a 3%
97 increase in gradient at the end of each stage. The test was terminated at volitional fatigue and/or when
98 participants were not able to continue running. Cardiovascular strain was measured at 5-s intervals by
99 chest-mounted heart rate monitor (Polar, Finland) and rating of perceived exertion was taken at the
100 end of exercise using the Borg scale²². Maximal oxygen uptake was determined as an average of the
101 final minute of steady state oxygen uptake. Participant VO_2 max was computed both in absolute
102 ($\text{VO}_{2\text{ABS}}$; $\text{L}\cdot\text{min}^{-1}$) and relative to body mass ($\text{VO}_{2\text{REL}}$; $\text{mL}\cdot\text{kg}^{-1}\cdot\text{min}^{-1}$).

103 **Firefighting simulation test (FFST)**

104 The FFST was previously validated for assessing occupational performance in UK firefighters and
105 conforms to best practice guidance and safety regulations of the UK Fire and Rescue Service²¹. The

106 FFST in this study was a continuous circuit of three tasks completed on a 25 m shuttle course as
107 described previously^{21,23}. Before beginning the circuit, a full verbal brief of the test was given and
108 throughout the test a project researcher followed the participant and gave verbal instructions.
109 Participants were asked to complete the FFST **with maximal effort**, as quickly as possible while
110 adhering to normal safety regulations. Briefly, the tasks and order were as follows:

- 111 1. The 'equipment carry': 25 kg barbell carried over 200 m.
- 112 2. The 'casualty evacuation': Charged hose reel dragged 75 m (with one unladen 25 m traversal)
113 followed by a 55 kg dummy dragged 50 m.
- 114 3. The 'hose run': Simulation of setting up a 100 m water relay using four lengths of 25 m hose
115 (each ~13 kg). Consists of (not in this order): Eight 25 m unladen traversals (200 m) at both the start
116 and end, four 25 m traversals (100 m) carrying two hoses, two 25 m traversals (50 m) carrying one
117 hose, two 25 m unladen traversals (50 m) and four 25 m traversals (100 m) rolling out hose, totalling
118 700 m.

119 The total distance of the FFST was 1025 m. Completion time and rating of perceived exertion
120 were taken at the end of exercise using the Borg scale²². Firefighters wore full personal protective
121 clothing consisting of helmet, shirt, tunic, leggings, boots and gloves (mass of ensemble: ~8.2 kg). A
122 self-contained breathing apparatus (SCBA; mass: 12.1 kg) was donned for the casualty evacuation
123 section of the simulation and removed prior to the hose run. The transitions between sections **were not**
124 **recorded and** are included in the total completion time.

125 **Inclusion and exclusion criteria**

126 **Since some of the procedures in the study protocol (e.g. the hose run) would not be performed safely**
127 **or reliably without sufficient training and experience with the handling of this equipment, only**
128 **incumbent operational firefighters could be used in this study. In order to observe a relationship**
129 **between cardiorespiratory fitness and time on the FFST, we required participants to treat the test as a**
130 **performance test with close to maximal effort and without performing any part of the test incorrectly**
131 **or outside standard safety regulations. Therefore, inclusion criteria were that participants were trained**

132 and currently operational and medically fit for service as a firefighter in the UK Fire & Rescue
133 Service, completed all tasks successfully/correctly and with “very hard” to “maximal” perceived
134 exertion/effort (a rating of perceived exertion of ≥ 17 on the 6-20 Borg scale).

135 **Statistical analysis**

136 All numerical and statistical analyses were completed on IBM SPSS (IBM, New York, USA).
137 Measures of central tendency and sample variance were calculated for physical characteristics and
138 performance on the cardiorespiratory fitness test and FFST. The estimation of percentage body fat
139 allowed the determination of fat mass (FM) from body mass, and subsequently lean (fat-free) body
140 mass (LBM). Since the external load was the same for each participant, LBM to FM (LBM/FM) ratio
141 (rather than ‘dead mass’) was used. As well as absolute FFST completion time, z-scores for individual
142 performance times were calculated in order to classify the performance of participants into five
143 categories based on standard deviation¹⁴: A z-score of ‘0’ is the sample average, ‘*Outstanding*’ (< - 2
144 SD), ‘*Above average*’ (-1 SD to -1.99 SD), ‘*Average*’ (-0.99 SD to +0.99 SD) ‘*Below average*’ (+1
145 SD to +1.99 SD), and ‘*Poor*’ (> +2 SD). Pearson correlations coefficients were used to assess the
146 prediction of FFST performance time from VO_{2ABS} and VO_{2REL} . Stepwise multiple regression analysis
147 was conducted to determine which combination(s) of selected variables (age, sex, body mass, height,
148 BF%, FM, LBM/FM) alongside VO_2 max best predicted FFST completion time. Variables highly
149 correlated with (or inherently involved in the computation of) one another were not included in the
150 same model to avoid multi-collinearity. A model was deemed to have violated this when the Durbin-
151 Watson statistic ranged outside 1.5-2.5 and model tolerance was < 0.2. The prediction model(s) with
152 the highest proportion of explained variance (R^2) and lowest standard error of the estimate (SEE) was
153 then selected. An alpha value of $p < 0.05$ was considered statistically significant. Non-standardised beta
154 correlation coefficients from the most successful prediction model were used to construct a prediction
155 equation for FSTT completion time.

156

157

158 **RESULTS**

159 **Participant characteristics**

160 Participant physical characteristics, physical fitness and performance data are organised in Table 1.
161 Mean (\pm SD) time taken to complete the FFST was 610 (\pm 79) seconds. By computed z-scores of
162 FFST completion time, 11 firefighters were ‘above average’ performers (-1 to -1.99 SD), 46
163 firefighters were ‘average’ performers (-0.99 SD to +0.99 SD), eight were ‘below average’ (+1 to
164 +1.99 SD), and three firefighters were ‘poor’ performers ($>$ +2 SD), while none were ‘outstanding’ ($<$
165 -2 SD). It should be noted that z-scores are relative to the observed sample group, illustrating the
166 variance of performance in this study, and are not a reflection of performance thresholds in
167 firefighting populations. Supplementary Table A shows selected variables of performance and
168 physiological monitoring from treadmill tests and the FFST.

169

170 [Insert Table 1 about here]

171

172 **Prediction models for simulated firefighting performance**

173 In isolation, VO_{2REL} had a stronger **inverse** correlation with FFST performance time ($R=-0.711$;
174 $R^2=0.506$, $SEE= \pm 56$ s) than VO_{2ABS} ($R=-0.577$; $R^2=0.332$; $SEE= \pm 65$ s), explaining ~18% more of
175 the variance in FFST performance. This is such that higher cardiorespiratory fitness predicted faster
176 FFST completion time.

177 The multiple-regression prediction models derived are summarised in Table 2 organised in
178 ascending variance explained alongside adjustment for the number of terms in the model. Note that
179 prediction models such as those in Table 2 are presented with correlations (R values) in the positive
180 direction. This is because the multiple-regression models compute R values by correlating actual
181 FFST completion time against predicted FFST completion time. Standard error of the estimate

182 between models were markedly similar, ranging between 52 and 55 seconds. Age, sex, height or lean
183 mass did not significantly contribute to the prediction of FFST performance time and did not appear
184 in any prediction model. The combination of variables that produced the strongest prediction of FFST
185 time was the VO_{2ABS} and fat mass (Model 5; Table 2), which explained 26% and 8% more variance
186 than either VO_{2ABS} and VO_{2REL} alone. **The direction of these individual variables into the correlation**
187 **were** such that higher VO_{2ABS} and lower fat mass predicted faster FFST completion.

188 While error parameters were similar between models, the two models with strongest
189 predictive ability comprised measures of fat content with absolute VO_2 max. The following equation
190 was produced from Model 5 for prediction of FFST completion time (where VO_{2ABS} is in $L \cdot min^{-1}$ and
191 FM is in kg):

192 *Equation for predicted completion time. Model 5.*

193
$$FFST \text{ completion time (s)} = 765.219 - (63.034 \times VO_{2ABS}) + (5.731 \times FM)$$

194 Predicted FFST completion time from Model 5 is plotted against actual FFST completion
195 time in Figure 1.

196 In contrast to Model 5, fat mass was not a significant determinant of FFST time when
197 combined with VO_{2REL} . Estimated BF% resulted in similar prediction models when combined with
198 VO_2 max expressed in either unit of measurement (Models 3 & 4). Body mass only contributed
199 significantly to the prediction of FFST time when combined with VO_{2ABS} (Model 1), and LBM/FM
200 only when combined with VO_{2REL} (Model 2).

201

202 [Insert Table 2 about here]

203

204 **Fat mass and FFST completion time**

205 Since fat mass was identified as the strongest anthropometric determinant of FFST completion time
206 when combined with absolute cardiorespiratory capacity, further analysis into this characteristic was
207 conducted. Participant quintiles of fat mass (kg) were computed as ≤ 11.84 (Q1), 11.85-13.79 (Q2),

208 13.80-17.88 (Q3), 17.89-23.16 (Q4) and >23.16 (Q5). FFST completion time was significantly lower
209 (i.e. faster) for firefighters in both Q1 (557 ± 59) and Q2 (559 ± 50) than those in Q3-Q5 ($p < 0.05$;
210 Figure 2a). When comparing individual z-scores for FFST completion time, all but one participants in
211 Q1 were 'average' or 'above average' performers, while all participants in Q5 were close to, or below
212 **sample** mean performance (Figure 2b).

213

214 [Insert Figure 1 about here]

215

216 [Insert Figure 2 about here]

217

218 **DISCUSSION**

219 Absolute VO_2 max combined with fat mass produced the strongest model for predicting performance
220 on a firefighting simulation test (FFST) circuit, in a sample of UK firefighters, **such that higher fitness**
221 **and low fat mass predicted faster completion time**. The model explained 59% of variance in FFST
222 duration. This circuit has been previously validated as a test for occupational readiness in the UK Fire
223 & Rescue Service and can form part of the organisational assessments for safe and effective work. In
224 support of the above finding, firefighters in the lowest quintiles for fat mass performed the circuit
225 quicker than both the overall average and those in the highest quintiles for fat mass. While in
226 isolation, expressing cardiorespiratory capacity in units relative to body mass predicted completion
227 time better than when expressed in absolute units. Taken together however, the findings of the study
228 suggest that fat mass, rather than total body mass, is a stronger mediator of firefighting task
229 performance. Since cardiorespiratory fitness is already routinely examined in incumbent firefighters,
230 fat mass could be a practical and pragmatic addition to an occupational fitness screening programme,
231 to improve understanding of occupational readiness and individual performance.

232

233 **Key findings**

234 Firefighting is a physically arduous occupation and requires specific levels of physical fitness
235 and competency for safe and effective job performance^{5,24,25}. In addition to cardiorespiratory fitness,
236 many physical and physiological characteristics of an individual could impact on occupational
237 performance. Multiple determinants of occupational task performance have been examined in non-UK
238 firefighters using multiple-linear regression techniques previously^{11,14,15}. Of the variables measured,
239 we found that higher absolute VO₂ max and lower fat mass represented the best combination of
240 predictors for successful simulated firefighting performance. This was also supported by the next
241 most successful model in the present study also being a product of fat content and absolute aerobic
242 capacity. This is consistent with previous studies demonstrating excess body fat is related to poorer
243 task performance^{11,26}. This finding is expected given that a) fat mass is not functionally or
244 metabolically involved in the completion of physical tasks and therefore represents an additional mass
245 to be carried/moved and b) as such loads are increased human movement becomes progressively less
246 efficient¹⁷. During heavy load carriage tasks, when ambulation is less efficient, a higher absolute
247 aerobic capacity then becomes progressively more central to maintaining work performance¹⁷. Our
248 findings support this notion, suggesting the cumulative effect of possessing lower absolute
249 cardiorespiratory fitness and excess body fat can be detrimental to firefighting task performance.

250

251 **Aerobic capacity and body mass**

252 Normalisation of aerobic capacity to body mass, **in part for ease of comparison between**
253 **personnel of different body sizes**, is prevalent in professions that involve load carriage^{19,27,28}. **This is**
254 **despite larger, heavier individuals being at a potential advantage when performing heavy load carriage**
255 **tasks when compared to smaller counterparts, but at a disadvantage during body-size**
256 **normalisation**^{7,26}. Where load carriage is prevalent, the measurement and/or utilisation of VO₂ max in
257 absolute units has been recommended as more relevant to occupational performance⁸. **However, the**

258 interaction of body mass and loaded task performance extends further than purely the size of mass
259 carried relative to body mass. This is supported by our data exhibiting a trend for a body mass bias,
260 such that heavier individuals tended to perform the FFST slower ($R=0.276$; $R^2=0.08$, $p=0.02$; data not
261 shown), despite the test containing some load carriage. Performance in load carriage tasks can vary
262 based on the dimensions of the mass carried, its distribution on/around the body and the mechanical
263 nature and direction of movement⁸. Recent evidence examining firefighting tasks has suggested that
264 lighter individuals may be advantaged in movements where the body must be supported and heavier
265 individuals advantaged when exerting force against high absolute external loads¹⁰. Since this study
266 was not designed to specifically examine load carriage, and the loads carried varied at different stages
267 of the FFST, the precise impacts of individual masses carried cannot be easily discerned and is
268 unfortunately beyond the scope of this paper. However, aside from external load carriage, our data
269 suggest part of the variance in task performance is likely a product of the contribution of fat mass to
270 total body mass, rather than body mass *per se*, where high fat mass is commensurate with poorer
271 firefighting task performance. This would explain why, in isolation, relative VO_2 max (i.e. normalised
272 to body mass) appears to predict performance more effectively than VO_2 max with no body mass
273 correction.

274

275 **Body composition and job-related task performance**

276 Our observation that absolute lean mass was not a significant mediator of task performance is
277 not consistent with studies that observed positive correlations between fat-free mass and load carriage
278 tasks¹⁷, occupational strength tests²⁹ and measured critical power¹³. It is particularly surprising given
279 that both excess mass in the form of lean mass and LBM/FM ratio are well-established surrogate
280 measures of physical fitness and muscular strength. This relationship typically becomes equivocal in
281 activities where body mass serves as the (only) external resistance, but this was not the case in the
282 current task protocol. However, the absence of a significant contribution from lean mass in our
283 predictive models is likely either due to a) its relationship with total time being markedly similar to

284 absolute VO_2 and therefore explaining no further variance or b) the relationship not being strictly
285 linear. The former is supported by lean body mass typically being linearly correlated with absolute
286 aerobic capacity. The latter would occur if, hypothetically, groups of personnel with small and
287 excessive amounts of lean mass were equally proficient at completing the circuit, by representing two
288 body compositions that are relevant to firefighting. In tandem, those with excessively low or moderate
289 lean mass would be less successful. This would result in a non-linear relationship between lean mass
290 and performance, such that the current statistical analysis is not suitable. It should be noted that the
291 models in this study represented ~52 to 59% of explained variance in completion time, leaving areas
292 for future research.

293

294 **Modelling firefighter performance**

295 While consistent with the majority of comparable previous investigations, producing 53%,
296 60% and 59-84% in previous models^{6,11,12}, there is clearly improvement to be made in modelling the
297 multiple determinants of occupational performance. Lindberg et al (2015) was able to produce a
298 model, which explained a high proportion of variance, by examining discrete tasks and by including a
299 wide range of physical tests and attributes as potential predictor variables. Evidence has identified
300 strength or strength tests as being useful determinants of firefighting performance⁶, but is typically
301 dependent on the nature and composition of the tasks investigated¹⁵. The types of load carriage and
302 the specific tasks involved in the current investigation suggest that measures of muscular endurance
303 may have further differentiated between more or less effective performers and been useful additional
304 parameters here. It is likely that the addition of other physical and physiological variables, as well as
305 technical aspects not included or measurable in the present study, would likely have improved
306 predictive power.

307 The present study concentrated on completion time of the FFST since this is a performance
308 measure used to monitor occupational readiness in the UK Fire & Rescue Service. While it is evident
309 that firefighting tasks are time-critical, recent research has investigated combinations of parameters

310 that may be more closely related to an aggregate of firefighting performance measures. Windisch et
311 al. (2017) produced a composite score from completion time of a work simulation, cardiovascular
312 strain (by percent of maximum heart rate) and air depletion from breathing apparatus. The best
313 combination of predictors in this sample of German firefighters were absolute VO₂ max, low average
314 breathing rate and time spent below ventilatory threshold. This, in combination with work combining
315 environmental factors³⁰, highlight further potential limiters to firefighting performance as a product of
316 work tolerance and work efficiency. In both this setting and that of the current study, z-scores alone
317 contain a sample bias where performance scores are relative to the sample mean and distribution, and
318 should not be extrapolated to the larger population without caution. While we applied similar
319 statistical analyses to the above, reproduction of this type of aggregate performance score from
320 individual z-scores may reduce this bias and be a more occupationally relevant way of understanding
321 the necessary attributes for safe and effective firefighting in larger populations, including the UK.

322

323 **Practical relevance**

324 The current study was primarily designed to focus on the protocols and tests currently used by
325 the UK Fire & Rescue Service. This was in order to maximise the practical relevance of the findings
326 for the service, and be easily-applicable. The fitness management system for UK firefighters involves
327 a health screen and cardiorespiratory fitness test prior to any criterion testing. As such, with the
328 addition of body fat estimation in screenings, the regression model provided in this study could be
329 used to help inform potential criterion performance. This would also help occupational health staff
330 and individual employees understand the relationship between their own health, fitness, body
331 composition, performance on surrogate tests alongside occupational performance.

332 Current research in occupational performance has shown the advantage of using
333 occupationally-relevant load and clothing when performing cardiorespiratory fitness testing. While
334 this could not be included in the current study focus, it could be a sensible recommendation for use in
335 the service and in modelling occupational performance in this population in future.

336

337 **Limitations**

338 This study aimed to recruit a large sample of firefighters with a range of physical abilities and
339 attributes to potentiate the efficacy of a prediction model for FFST performance. A main limitation
340 was the inability to use a larger variety of variables in the analysis. Performance on various tests of
341 muscular strength and endurance³¹ and other classifications of ‘firefighting ability’ could have
342 substantially improved identification of factors relevant to firefighting. **In addition, due to the nature**
343 **of the primary study aims, a proportion of FFST completion time is transition times (such as donning**
344 **the breathing apparatus) between sections. While this does retain ecological validity since the**
345 **transition time would be present in the ‘real’ test, these times were not recorded and likely account for**
346 **some of the unexplained variance.** The inability to measure metabolic demand or cardiovascular strain
347 during the circuit meant we were unable to ascertain the relative work rate of each participant, except
348 by rating of perceived exertion, which may have been a useful outcome variable for further predictive
349 modelling.

350 It was also unfortunate that more female firefighters did not volunteer for the current
351 investigation. While occupational employment standards for identical jobs should remain independent
352 of biological sex, it is conceivable that the physical and physiological determinants of FFST
353 performance may be different between male and female personnel. The small current sample may
354 have contributed to sex not being a significant determinant of FFST completion time and meant there
355 it was not possible to analyse data separately from male firefighters with sufficient statistical
356 confidence. Given the above, and well-documented sex differences in body composition^{32,33}, it should
357 be noted that a model driven by body composition from a predominantly male sample may
358 discriminate against female firefighters. Using absolute body fat rather than percentage body fat may
359 lessen this bias, but it would be prudent to investigate a different prediction model for female
360 firefighters for achievement of the same criterion standard on the FFST.

361

362

363 **Conclusions**

364 The findings of this study demonstrate that during simulated firefighting the combination of
365 lower fat mass and higher absolute cardiorespiratory capacity are relevant attributes to predict
366 effective FFST performance. The strength of these predictors is likely a product of the occupational
367 tasks involving load carriage where having a larger body mass can be advantageous but where the
368 contribution of excess body fat to total body mass can be detrimental. As such, the customary
369 normalisation of VO₂ peak to body mass does not account for the complexity of body composition as
370 a surrogate indicator for effective load carriage and manipulation. While further work is warranted to
371 include other possible determinants of performance and investigate predictive models for female
372 firefighters, it appears that the estimation of fat mass, as part of a routine fitness assessment, could be
373 useful for understanding potential occupational performance.

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448

449 **Table Legends**

450

451 **TABLE 1.** Participant characteristics. Data are mean (\pm SD).

452

453 **TABLE 2.** Prediction models for firefighting simulation completion time and correlation
454 statistics, arranged in ascending order of variance explained (R^2).

455

456 **SUPPLEMENTARY TABLE A.** Cohort performance and physiological data from maximal
457 treadmill and firefighter simulation tests. Data are mean \pm SD unless otherwise specified.

458

459

460 **Figure Legends**

461

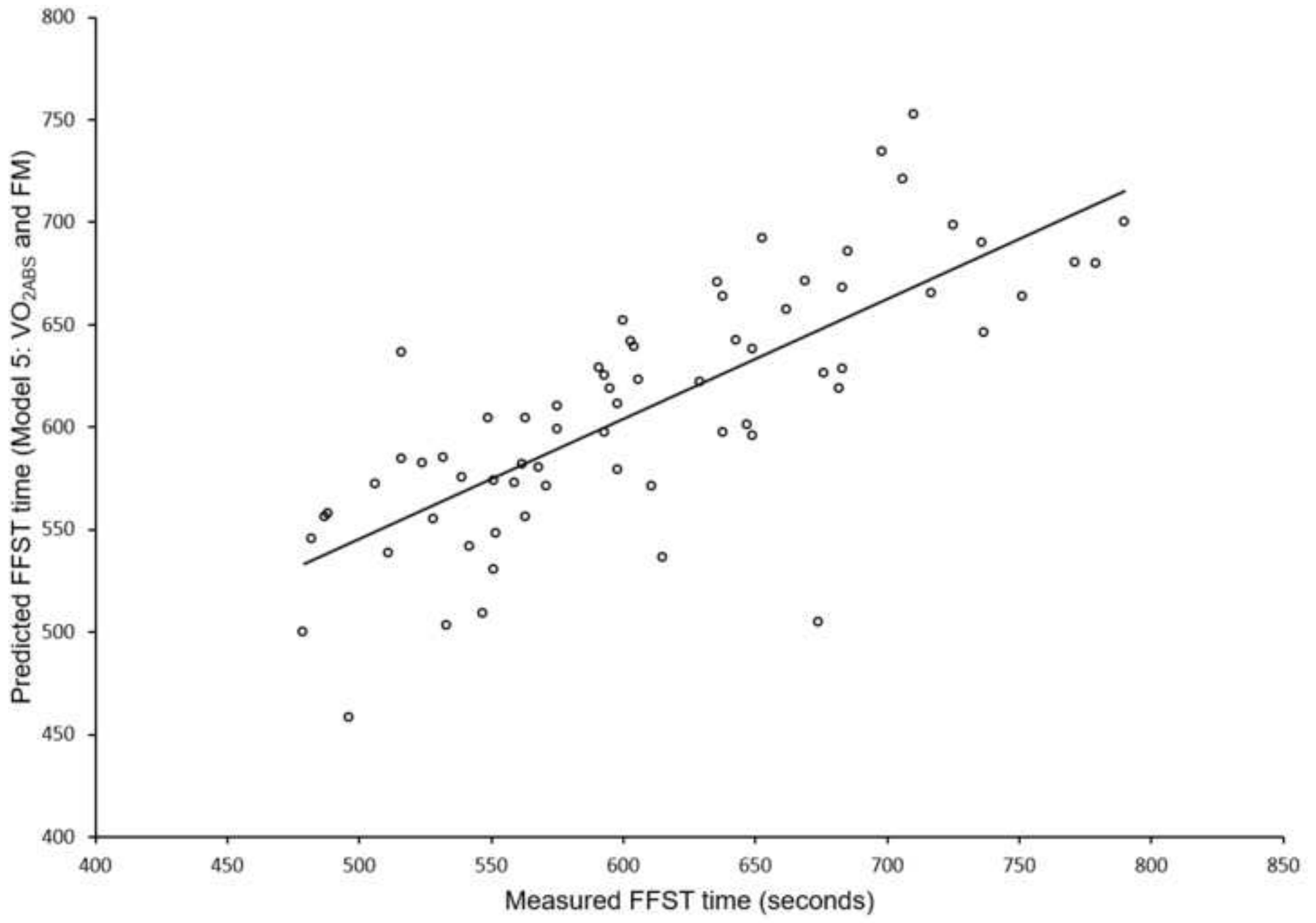
462 **FIGURE 1.** Measured FFST completion time (seconds) for each individual performer
463 ($n=68$), against FFST completion time predicted from Model 5 (Predictor variables: VO_{2ABS} ,
464 fat mass; $R=0.765$, $R^2: 0.585$, SEE: 52 s).

465

466 **FIGURE 2. (A)** Comparison of FFST completion time (seconds) between firefighters ($n=68$)
467 in quintiles of estimated fat mass (kg). Quintiles are: ≤ 11.84 kg (Q1), 11.85-13.79 kg (Q2),
468 13.80-17.88 kg (Q3), 17.89-23.16 kg (Q4) and >23.16 kg (Q5). Data are mean \pm 95%
469 confidence intervals. *denotes significantly different from Q3, Q4 and Q5. **(B)** Individual
470 FFST completion times (in standard deviations from the population mean '0') as z-scores,
471 classified into *Outstanding*, *Above average*, *Average*, *Below average* and *Poor* performers.
472 White bars denote those in Q1 (lowest) of fat mass and black bars denote those in Q5
473 (highest) of fat mass.

474

Figure 1



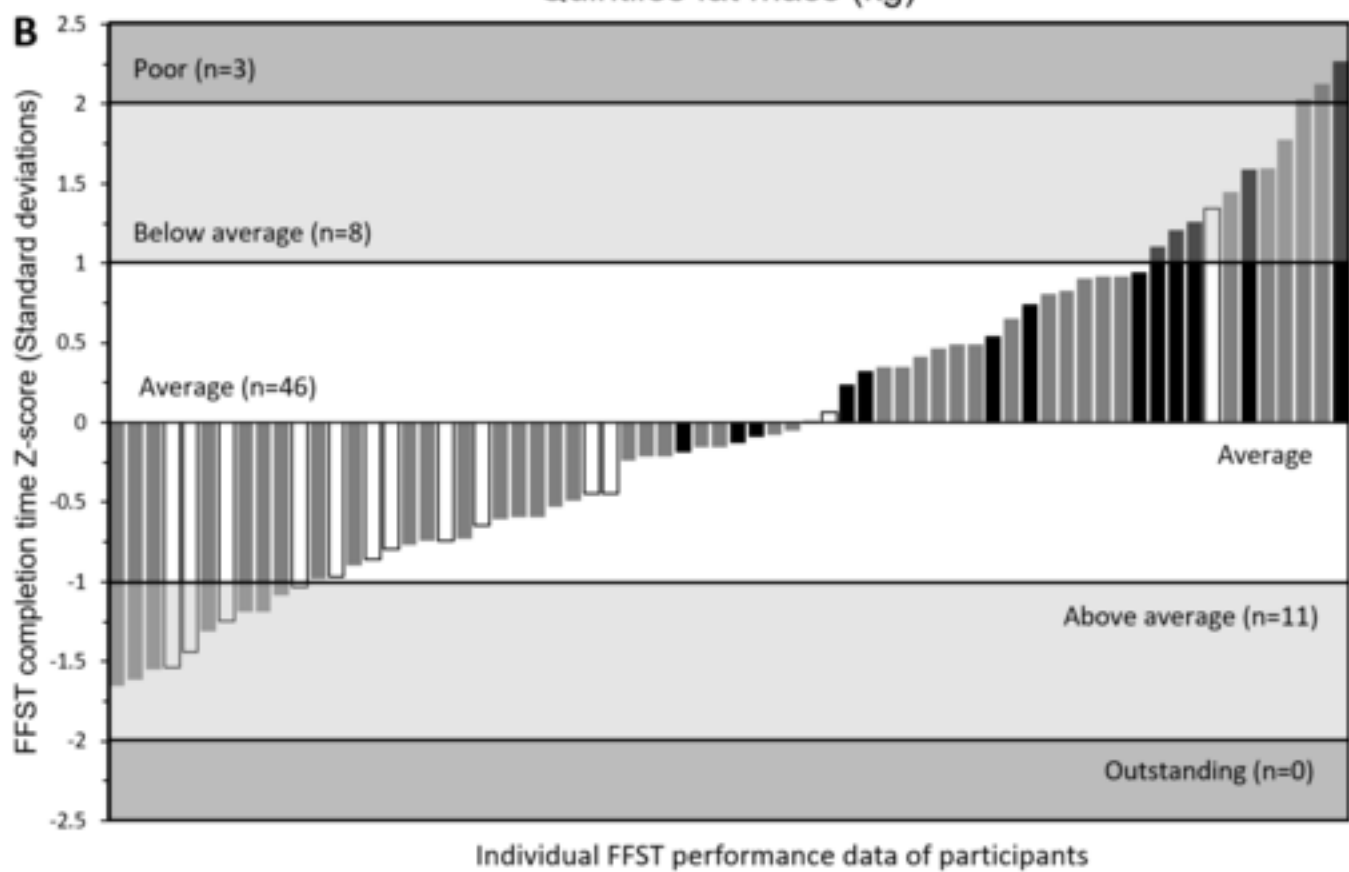
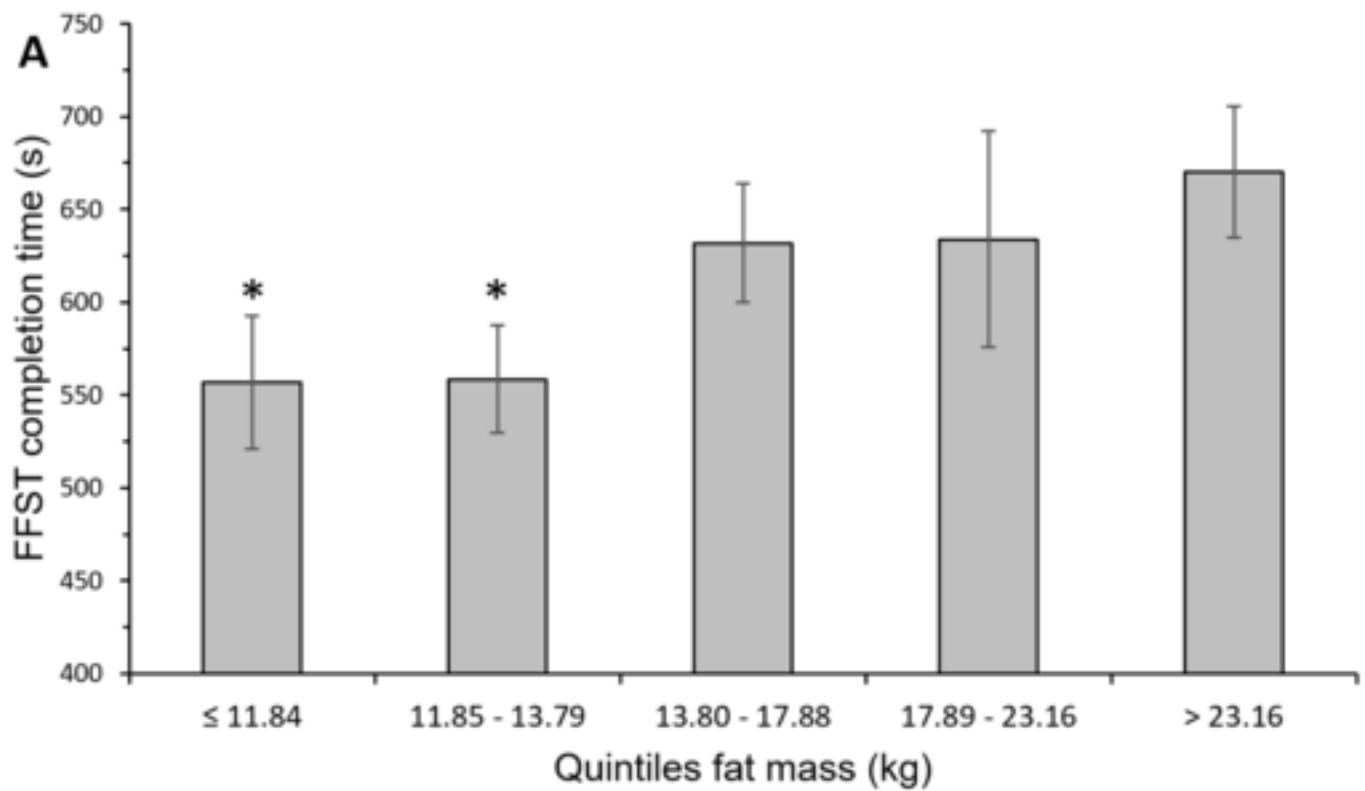


TABLE 1. Participant characteristics. Data are mean (\pm SD).

Characteristic	All ($n=68$)
Age (y)	41 (± 8)
Mass (kg)	85.7 (± 12.9)
Height (m)	1.78 (± 0.06)
Estimated body fat (%)	19.7 (± 5.6)
Fat mass (kg)	17.3 (± 7.0)
Lean mass to fat mass ratio	4.6 (± 1.9)
VO ₂ max (L·min ⁻¹)	4.0 (± 0.7)
VO ₂ max (mL·kg ⁻¹ ·min ⁻¹)	47.7 (± 9.0)
FFST completion time (s)	610 (± 79)

TABLE 2. Prediction models for firefighting simulation completion time and correlation statistics, arranged in ascending order of variance explained (R^2).

Model number	Prediction variables included	R	R^2	Adjusted R^2	SEE (s)
1	VO _{2ABS} , body mass	0.727	0.528	0.513	55
2	VO _{2REL} , LBM/FM	0.745	0.555	0.541	54
3	VO _{2REL} , BF%	0.752	0.565	0.552	53
4	VO _{2ABS} , BF%	0.762	0.580	0.567	52
5	VO _{2ABS} , FM	0.765	0.585	0.572	52

Clinical significance

This study identified that the best combination of physiological predictors of performance of a firefighter simulation test were absolute aerobic capacity and fat mass. Work-based interventions should aim to monitor and enhance these attributes in order to promote safe and effective operational task performance.



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