

SOCOMD Human Performance







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SOCOMD HP Purpose

The SOCOMD HP plan is to support SOCAUST stated priorities in evolving recovery and advanced force operations required for regional and global response options, underpinned with a sustained focus on Phase zero activities. HP will achieve this through ensuring our personnel are:

- physically and cognitively prepared and resilient.
- physically and cognitively augmented to out-perform, protect and recover
- maintained as the central pillar for generation of SOF capability
- developed as capable and cohesive teams and adaptive institutions across the human resource continuum

SOCOMD HP modernisation is to be undertaken in alignment with the Army's modernisation lines of effort (AMLE).







SOCOMD HP Endstate

SOCOMD will be at the leading edge of HP technology and processes. This will support our people, as individuals and teams, repeatedly outsmarting, outperforming and outlasting a lethal, agile, adaptive and well-connected adversary







Methodology

- Whole of Life Perspective
 - Whole of life assessment of capability (FIC)
 - Operator lifecycle (through service support)
- Pan-Command Solutions
- Leveraging Supporting Agencies
- Research & Development
- International Engagement

OPERATOR LIFECYCLE

PREPARATION

Emotional Intelligence Training

Intent - Increase mental resilience and enhance trainability for SF candidates Lead - SFTC and 2 CDO Regt

Key Milestones/Decisions

Nov 17 - Review outcome of pilot training

Nov 17 - Prepare DB for COMD SF to determine if program shall continue and/or be expanded.

Pre-conditioning

Intent - Physical training guide for candidates planning to undertake selection. Structured program builds candidates to required physical condition whilst minimising likelihood

Lead - Physical Training Instructor at

Key Milestones/Decisions - NSTR.

Mental Skills Training

Intent - Psychological education to improve cognitive performance / decision making and enhancing mental

Lead - SO2 Psychology (MAJ Clarke) Key Milestones/Decisions -

Nov 17 - COMD SF DB being prepared with 1 Psych Unit

IN-SERVICE MANAGEMENT

Intent - Multiple streams of work:

- 1. Contract S&C coach and Ex Phys/Physio 2. Pilot of SMARTABASE training load
- management database 3. Nutrition education
- 4. Psychological biometric assessment for arousal/stress level management

Welfare Management

Key Milestones/Decisions

Intent - Multiple streams of work:

with DI(A) 33-11

3. Review of Unit welfare programs

Load - SOI07 and SASR

Key Milestones/Decisions

Sep 17 - SOCAUST decision on contract staff. Jan 18 - SASR HPC Pilot review

1. SO2 SWIIP Unit visits to ensure IWB/UWB compliance

2. SWIIP-A funds management for Unit requests

Oct 17 - Draft SOCOMD SWIIP Directive for COMD SF review

Intent - Formal process to consider exercise, training and operational waivers. SOCAUST Dir 31/13 outlines process. Lead - SOJ073 (CAPT Hood) Key Milestones/Decisions

Waiver Management

Aug 17 - SOCAUST Dir 31/13 under review. Unit comment being sourced. Sep 17 - Updated SOCAUST Dir 31/13 will be staffed for signature.

TRANSITION

Transition – DVA Initiatives

Intent - DVA project to provide tailored support to transitioning members.

Lead - SOJ1 (DVA)

Key Milestones/Decisions

Aug 17 -DVA SOF Pilot ToR

Aug 17 - COA Dev BB from DVA project lead for COMD SF

Sep 17 - Progress report for SOCAUST Nov 17 - DVA SOF pilot program to

Jun 18 - DVA SOF pilot program

Transition - Employment

Intent - Enhance employment outcomes

for transitioning members Lead - SOJ1 (DPG, VEC Steering Group)

Key Milestones/Decisions -Sep 17 - Pilot cohort commenced.

Lead - SO2 SWIIP (MAJ Moorby)

Mental Health Screening

Intent - Psychological screening tool and individual interview to determine psychological attributes, personality characteristics and motivation are suitable for undertaking SF

Lead - SO2 Psychology SOHQ Key Milestones/Decisions - NSTR

Recovery Week

Intent - Educate candidates on REO cycle in how to manage physical recovery. Candidates provided stretching bands, rollers, compression garments etc... to enable utilisation of skills. Intent to enhance week with further education on JHC/DVA/CSC to reduce stigma and enhance uptake with these agencies in early career (enhanced transition outcomes).

Lead - SFTC, SOJ1 and SOJ07 (limited funding through SWIIP) Key Milestones/Decisions

Sep 17 - Transition Pilot to commence DVA registration

Oct 17 - R2 review to identify program improvements Jan 18 - SASR HPC Pilot to inform HPC development for rest of SOCOMD

Psycho-Education

Intent - Multiple streams of work: 1. enhance resilience in SOCOMD

personnel

- 2. Biometric monitoring of stress and arousal states
- 3. enhance MH literacy (MHFAC) and reduce stigma

Lead - SO2 Psychology & Clin Gov (MAJ Clarke/MAJ White) Key Milestones/Decisions Ongoing - MHFAC Nov 17 - Biometric monitoring

Preventative Treatment

Intent - Implement injury prevention strategies by:

- 1. Ini Prev Study
- 2. R2 Review
- 3. Develop SOCOMD / ESO engagement
- 4. Refine SOCOMD / JHC interface Endstate will be increased operator career

expectancy and increased operational availability. Lead - SO2 SWIIP (MAJ Moorby)

Key Milestones/Decisions

Oct 17 - R2 Review report delivered Jul 18 - Injury Prev Study Nov 17 - ESO Strategy

Ongoing - SOCOMD/JHC interface

Intent - Three streams of effort contributing to broader SOCOMD transition project.

- 1. Single Medical Assessment
- 2. 'OutRight' psycho-education
- 3. GP Connect Pilot

Lead - SO2 Psychology (MAJ Clarke) Key Milestones/Decisions

Aug 17 - DB for SOCAUST on SMAP

and GP Connect Sep/Oct 17 - Conduct pilot session of

'OutRight' psycho-education program.

Transition - SOCOMD Initiatives

Intent - Improve SOCOMD preparation and administration of transitioning members

Lead - SOJ1

Key Milestones/Decisions

Nov 17 - Draft 'Transition Support' SOCOMD S1 (Pers) for COMD SF review



What Now?

- Selection (BARS)
- R2 Review
- Altitude training
- Research
- MHFAC (Unit and Family)
- Combat Shooting Program
- Heart rate variability
- El training
- HPC Pilot
- Nutrition for thought
- Mastery camp
- Visualisation / Mindfulness
- IE (MCT Summit / THOR3 / etc...)

What Next?

- R2 Review
- Early education (REO Cycle)
- Alternate training delivery (SOTEC)
- Untethered VR (immersion)
- HPRNet
- AIS Embed
- Longitudinal cognitive / personality study – selection
- Sleep study and training
- IDF: memory lay-down



What Would We Like?

- Can you vaccinate for PTSD?
- What metrics for physical performance do we need to be measuring?
- Does injury predictive modelling work, and how can we integrate it?
- In relation to blast and overpressure how much is too much? And how often can we expose our personnel to it?
- How do we prepare for no notice deployment to extremes of climate or altitude?



Conclusion

The continual quest for excellence of our soldiers: physically, psychologically and socially is the key factor in ensuring that SOCOMD remains postured as the ADF and Government provider for specialist missions.

Investment in HP initiatives will maximise the operational effectiveness of SOCOMD personnel and inform the wider application of HP within Army.





