



February 2017

Our ref: FOI 002459/17

I write in connection with your request for information received by both Norfolk and Suffolk Constabularies on the 1st February 2017. This response is being provided on behalf of Norfolk and Suffolk Constabularies as a result of ongoing collaboration. In your requests you sought access to the following information:

- Q1 Please provide details of any kind of fitness test police officers must undergo. This includes information on what the test entails, what the frequency of these tests are and what kind of officers must take them.
- Q2 For the years 2012, 2013, 2014, 2015 and 2016 please supply the figures for the number of police officers who have failed a fitness test. Please offer a unit by unit breakdown and supply this information as raw numbers as well as the percentage this number represents.

Norfolk and Suffolk Constabularies holds information relevant to your request.

Response to your request

The following information has been located as relevant to your request.

- Q1 All Police Officers must complete fitness tests at certain points during their career.

The test primarily used is the National Job Related Fitness Test (JRFT) with two alternate tests available for officers with medical conditions which may prevent them from doing the JRFT.

The Tests and Levels/Times required

The Job Related Fitness Test (JRFT)

This is a multi-stage fitness test measuring aerobic capacity. The test requires officers to run in-between 2 set points 15 metres apart, arriving at each end line, in time with a series of audio bleeps. At the end of each level, the time intervals between bleeps decreases, which requires running speed to be increased. Officers are required to reach a set level, which is role specific (see below for details). If an officer fails to keep up with the set pace after three consecutive warnings they will be required to stop and re-do the test at a later stage. An officer can also be stopped by the test administrator if that person feels that the officer, undertaking the test, may be putting themselves at risk if they were to continue.

Levels Required - this information is published by the College of Policing and can be accessed via the link provided below.

The alternate fitness test is only for officers who have been referred by the Occupational Health Department for medical reasons.

Chester Treadmill Police Walking Test (CTPWT)

The CTPWT is a performance test specifically developed for the Police Service of England and Wales as an alternative fitness test to the 15m shuttle run (JRFT). This is for officers following an Occupational Health Department referral. It is designed to determine whether an officer is able to achieve the minimum recommended aerobic fitness standard for Personal Safety Training and Specialist Posts, excluding ARV, AFO and DI. After a suitable warm-up the officer is required to walk at a brisk pace (6.0 km/hr) on a treadmill. Every 2 minutes the gradient is raised by 3%.

Under Section 21(1) of the Freedom of Information Act (2000), public authorities are not required to provide information that is reasonably accessible to the public by other means; therefore in accordance with Section 17 of the Freedom of Information Act (2000), this serves as a Refusal Notice for this part of your request.

<http://www.college.police.uk/What-we-do/Standards/Fitness/Pages/default.aspx>

Frequency of Tests

Police Candidates – required to pass the JRFT as part of their application to join the Police Service.

Police Probationary Officer – required to pass the fitness test 5 times during their two year probationary period:

- 1 First day of their initial training
- 2 First day of their two day Module 2 Personal Safety Training
- 3 First day of their three day Module 3 Personal Safety Training
- 4 As part of their Annual Personal Safety Training Refresher
- 5 As part of their Annual Personal Safety Training Refresher

Personal Safety Training – all officers are required to pass the fitness test prior to their annual Personal Safety Training Refresher (Level 5 Suttle 4).

Specialist Roles – officers in specialist roles are required to pass the fitness test annually to the required level for that role. This is usually conducted during their annual Personal Safety Training Refresher.

Officers Not Reaching Required Levels

Application to be a Police Officer – if an applicant does not reach the required level, on their first attempt, they will be allowed to retake the test, after a period of time for them to train. The recommended minimum time between tests is 6 weeks. If the applicant is unable to reach the required level a second time, they are offered a third and final attempt after another minimum 6 week period.

Probationary Officers – if a probationary officer does not reach the required level, they will be allowed to retake the test after a period of time for training. They must have passed three fitness tests before the end of their initial 18 weeks training.

Personal Safety Training – if an officer is unable to reach the required level, they are not allowed to complete Personal Safety Training and will have a period of time to train for the test (recommended minimum time is 6 weeks).

Specialist Roles – if an officer is unable to reach the required level, they are not allowed to complete Personal Safety Training and will have a period of time to train for the test (recommended minimum time is 6 weeks).

Q2 The following figures do not include members of the Special Constabulary. Figures are not held by department breakdown.

Norfolk

Period	Number of tests	Total number of fails	Female fails	Male fails
Sept 2014 to Dec 2014	451	10	8	2
2015	1400	18	16	2
2016	1448	6	6	0

Suffolk

Period	Number of tests	Total number of fails	Female fails	Male fails
2014	1074	31	19	12
2015	1050	19	15	3
2016	968	15	13	2

Figures are not held prior to 2014.