



Job Related Fitness Testing (Police Officers)

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Legal Basis

(Please list below the relevant legislation which is the legal basis for this policy). You must update this list with changes in legislation that are relevant to this policy and hyperlink directly to the legislation.

Legislation/Law specific to the subject of this policy document

Section	Act (title and year)
All	The Police (Performance) Regulations 2020
All	Police (Health and Safety) Act 1997
Regulation 13	Police Regulations 2003

Other legislation/law which you must check this document against (required by law)

Act (title and year)
Human Rights Act 1998 (in particular A.14 – Prohibition of discrimination)
Equality Act 2010
Crime and Disorder Act 1998
Health and Safety at Work etc. Act 1974 and associated Regulations
General Data Protection Regulation (GDPR) and Data Protection Act 2018
Freedom Of Information Act 2000
The Civil Contingencies Act 2004

Other Related Documents

- [College of Policing: Implementation – Job related fitness test \(December 2016\)](#)
- Fitness Testing FAQs
- Limited Duties Policy
- Student Officer Training Policy
- Maternity, Adoption and Support Leave Policy
- Transgender Staff and Officers Policy

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1. Our Policy

- 1.1 This policy applies to all serving Police Officers and Student Officers of Norfolk and Suffolk and will provide information and guidance on the job - related fitness training test (JRFT).
- 1.2 Police officers are often called upon to put themselves into conflict situations and it is therefore important that all officers are fit to perform the full duties of their role. Police staff are not subject to job related fitness testing.
- 1.3 The test used by Norfolk and Suffolk Constabularies for fitness testing is the Job-related Fitness Test (JRFT). This is a 'multi-stage fitness test (MSFT)' commonly known as a 'bleep test (15 metres)', which measures endurance and is based on scientific research to match the physical demands of Personal Safety Training (PST). The standard of the JRFT is the same as the standard for the recruitment of student officers, transferees and re-joiners.
- 1.4 See [College of Policing: Implementation - Job-related fitness test document](#).

2. Schedule for Fitness Testing

- 2.1 Fitness testing is undertaken as a pre-selection process for Personal Safety Training (PST) for all fully deployable officers, irrespective of their role, age, rank and level of public interaction and is considered necessary in order to complete PST refresher training.
- 2.2 Officers are subject to retesting once every 12 months.
- 2.3 See [What if I am not fit to undertake PST training?](#)

3. Pre-test Medical Screening

- 3.1 Prior to the JRFT being undertaken, officers will receive a pre-test medical questionnaire. See [JRFT Pre-test Medical Questionnaire](#). Where practicable this will be sent out six weeks before the JRFT takes place.
- 3.2 If you answer 'no' to these questions no further action is required. If you answer 'yes' to any question you will need to contact Workplace Health to seek clearance to complete the JRFT. Workplace Health will then need to provide you with written confirmation that you are fit to complete the JRFT.
- 3.3 See [What if Workplace Health do not consider me fit to undertake the JRFT?](#)
- 3.4 On the day of the test, a further 'Health Declaration' will be completed confirming that there has been no change in personal circumstances

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since the initial questionnaire was completed. See [Health Declaration Form](#)

- 3.5 See [What if my medical circumstances have changed on the day of my test?](#)

4. Taking the Test

- 4.1 The testing will be undertaken in an indoor facility with suitable flooring and floor markings. The recording of the 15 metre multi-stage fitness test must be able to be heard clearly from all parts of the facility where the testing is being undertaken.
- 4.2 The delivery criteria of the JRFT must be consistent with good 15 metre multi-stage fitness practice and the test administrator must ensure that all candidates are sufficiently warmed up for the test. See [What will the warm up for the JRFT involve?](#)
- 4.3 The test must be delivered to the minimum standard (5:4), however different standards may apply to officers in specialist posts. See [JRFT Standards for Specialist Posts](#).
- 4.4 Undertaking this test with candidates of differing fitness standards to maximal level of exertion may carry a level of risk that can be detrimental to the health and well-being of the candidate.
- 4.5 All individuals delivering the JRFT must be competent to do so and must be First Aid certified.
- 4.6 The alternative test to the JRFT is the Chester Treadmill Police Walking Test (CTPWT). Authorisation to take the alternative test must come through a Workplace Health recommendation. If the alternative test is passed, this counts in the same way as a full fitness test and is recorded accordingly. See [Alternative Testing](#).
- 4.7 PST should be completed within seven days of passing the JRFT or the alternative test

5. Failure to Pass the Test

- 5.1 If you fail the JRFT on the first attempt, you will meet with a Personal Safety Trainer who will offer support. The Trainer will ask you if there are any underlying concerns that may be affecting your ability to pass the test. If you declare this to be the case, depending on the circumstances, the PST department may be in a position to support you. An example of this would be anxiety, lack of confidence or general health and fitness support.
- 5.2 See Support for officers undertaking the JRFT

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- 5.3 If the reason for the failure is unrelated to fitness or medical circumstances, you may, at the discretion of the test administrator, be able to retake the test on the same day.
- 5.4 If you disclose a medical condition not previously declared to Workplace Health, a Workplace Health referral should be actioned and your suitability to undertake the JRFT reviewed.
- 5.5 If there has been no change in medical circumstances, or the advice from Workplace Health suggests that you are capable of improving your fitness, the trainer will provide a generic fitness development plan. This plan will be designed to support your progress for a period of six weeks before the JRFT is attempted for the second time. Your supervisor will be updated.
- 5.6 If you fail the JRFT at the second attempt, a Workplace Health referral must be actioned where your suitability to undertake the JRFT will be reviewed. Your supervisor will also be updated.
- 5.7 A further JRFT will be undertaken six weeks after the second attempt.
- 5.8 If you fail the JRFT after three attempts, and there is no medical reason for failure, then, taking account of any impact or potential impact of the Equality Act 2010, it may be appropriate for your supervisor, in discussion with HR, to consider the use of the unsatisfactory performance procedures as set out in the Police (Performance) Regulations 2012.
- 5.9 If during any point in the retest process Workplace Health advice is received to suggest that you are unable to complete the JRFT in the long term due to underlying medical reasons, and the alternative test is not recommended, your manager may refer to the Limited Duties policy.
- 5.10 See [Taking the JRFT after returning from Recuperative or Adjusted duties?](#)

6. Risk Assessment

- 6.1 A specific risk assessment for JRFT must be completed in line with the HSE's '5 step risk assessment' template by a suitably experienced person; normally this would be a member of the PST team This risk assessment must be reviewed by a designated Health and Safety Officer periodically or in the eventuality of a significant injury/illness to a participant or if an organisational restructure affects JRFT delivery.
- 6.2 The risk assessment must include the certification/qualification of staff delivering the JRFT, and the medical screening questionnaire.
- 6.3 If an Officer is unable to pass the JRFT and is subsequently unable to fully complete a PST refresher (including module 5) within the required 12 month time frame before their permit expires then they must have their suitability to continue in their current role reviewed by an officer ranked

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Superintendent or above, or police staff equivalent, who will conduct a specific risk assessment for that officer. See [Risk Assessment Template](#).

- 6.4 Women returning from maternity leave and officers undertaking gender reassignment will be subject to risk assessment as outlined in the Maternity Policy and Transgender Staff and Officers policy respectively.

7. Monitoring

- 7.1 The Constabularies will collect anonymised results from fitness testing and provide monthly statistics, for compliance recording and Freedom of Information requests

8. Initial Training (Student Officers)

- 8.1 Student Officers are required to pass the JRFT a minimum of 4 times during their probationary period. Any test failure may result in them not being able to continue with their training and consideration for action under Regulation 13 (Discharge of a Probationer), of the Police Regulations 2003.
- 8.2 Student Officers will be required to complete 3 of the 4 tests during their initial training. (First day of the Course, Start of Module 2 and Module 3 PST).
- 8.3 The fourth JRFT of their probationary period will be part of their annual PST Refresher training and will need to be completed before their confirmation.

9. Alternative Testing

- 9.1 The Chester Treadmill Police Walking Test (CTPWT) has been endorsed by the College of Policing as an alternative to the JRFT for all role profiles, including Authorised Firearms Officers.
- 9.2 The CTPWT is carried out on an electronic treadmill with the subject walking at a brisk pace (6.0km/hr). Every 2 minutes the gradient of the treadmill is raised by 3%. The target time for the equivalent of Level 5.4 is 10 minutes – at this point the gradient will be at 12%.
- 9.3 The Chester Treadmill Police Run Test (CTPRT) has been endorsed by the College of Policing as an alternative to the JRFT for Armed Response Officers and Dynamic Intervention Authorised Fire Officers.
- 9.4 The CTPRT is carried out on an electronic treadmill with the subject running at a brisk pace (10.4km/hr). Every 2 minutes, the gradient is raised by the designated amount (0% - 2% - 4% - 5% - 8%) up to a maximum time of 10 minutes.
- 9.5 Prior to the tests a suitable warm up will be completed and following the tests the subject will be allowed time for a warm down.

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- 9.6 Both the CTPWT and the CTPRT are only available to officers who have had it recommended as an alternative to the JRFT by Workplace Health.
- 9.7 See [What should I do if the alternative test is recommended by Workplace Health?](#)

10. Support

- 10.1 You are encouraged to seek advice from the PST department prior to taking the JRFT if they are concerned about your ability to pass the test.
- 10.2 If you are anxious about the test and the level of physical competence required you can speak to the PST team about attempting an informal test, which should hopefully provide reassurance.
- 10.3 The PST department offer an 'Early Morning JRFT' to officers who wish to run the fitness test alone or with a pacemaker. This test must be booked at least 24hrs before being carried out. This provision can also be offered at other times of the day. Other reasonable adjustments may also be made on the basis of Workplace Health advice such treadmill tests for officers who have knee or back problems. For officers who are repeatedly struggling to complete the JRFT and undertaking practice sessions, a successful completion during a practice conducted by a PST trainer will be valid for seven days. If you are unable to attend training within those seven days you may be required to complete another test.

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