

People and Talent Policy

Fitness Policy for Operational Staff

Version Control	Changes Made	Author
Version 1 April 2014	Approval	DLT
Version 2 Nov 2020	Reviewed	Fitness Team
Version 3 July 2023	Rebranded, reviewed team names, and formatted.	O Wright People and Talent
Version 4 Sept 2024	Update to Principles, including Core Code of Ethics demonstration. Update to Performance Management (replacing Capability). Review of Annual Fitness test procedure and development zones. Review and update to line manager responsibilities. Review of Blood Pressure information. Review of appendices.	O Wright A McInerney People and Talent
Version 4.1	Amendment of typo in para's 4.14, 4.15 and 4.17	V Barnes A McInerney People and Talent
Version 5 June 2026	Changed para 4.4 and added 4.5. Categories changed to Green, Amber and Red	V Barnes People and Talent

1. Introduction

- 1.1 The Fitness policy is intended to assist all Cumbria Fire and Rescue Service operational personnel with maintaining the adequate levels of fitness for their role within the organisation. All personnel will continue to undergo an annual fitness and health screen assessment delivered by the Service Fitness and Wellbeing Team (hereafter referred to as the Fitness team), by means of blood pressure monitoring and a sub maximal fitness test, either a Multistage Fitness Test (MSFT) or Chester Treadmill Walk Test (CTWT).

Where further assessment is needed, this will be done so by means of the Drill Ground Test (DGT).

- 1.2 Further detail on the types of fitness test can be found at [Appendix A](#).
- 1.3 Cumbria Fire and Rescue Service (CFRS) are committed to the development of a fit workforce who can meet the demands of the Service and their role throughout their career.
- 1.4 The aim of this policy is to secure a fit workforce through education, the provision of appropriate equipment, facilities, and support.
- 1.5 All personnel will be encouraged to adopt a fitness-based lifestyle and to take advantage of the facilities available to undertake appropriate fitness training in relation to their specific role.

2. Scope

- 2.1 This procedure applies to all employees covered by the NJC for Local Authority Fire and Rescue Services, Grey Book. These employees will be referred to throughout as operational employees.

3. Principles

- 3.1 Cumbria Fire and Rescue Service have a duty of care to all Fire Service personnel to ensure the safety of its staff and members of the public on an incident ground.
- 3.2 The policy will ensure that:
 - All CFRS operational employees maintain an adequate level of fitness appropriate to their role, to ensure the safety of themselves, colleagues, and members of the public during Fire-fighting operations.
 - All fitness tests are managed appropriately ensuring all CFRS operational employees undertake an annual health screen and fitness assessment.
 - All CFRS employees will have access to adequate gym provision on station in order to maintain/improve their general health, aerobic fitness level, and train for their annual fitness assessment.

Our Core Code of Ethics	Our commitment
 Putting our communities first	CFRS will ensure accurate and supportive annual fitness assessing is completed, to deliver a fit and safe service to our communities. The CFRS Fitness and Wellbeing team will support our internal community of operational employees with access to adequate fitness resources, professional advice, and development support when required.
 Dignity and respect	CFRS will treat all employees who complete an annual fitness assessment with respect and confidentiality. All assessments will be undertaken while recognising individual circumstances and relevant health information, and utilising a biopsychosocial approach (considering biological, psychological, and social factors to understand mental and physical health).
 Equality, diversity and inclusion	CFRS will carry out health and fitness assessments without regard to an applicant's sex, gender identity, sexual orientation, marital or civil partnership status, skin colour, race, nationality, ethnic or national origins, religion or belief, age, pregnancy or maternity leave, or trade union membership. However, where a protected characteristic or minority is identified as being disadvantaged through the annual fitness testing, support will be put in place to reduce inequality. On-going EDI data will be collected and reviewed to identify and remove any barriers for employees undertaking fitness assessments.
 Integrity	The CFRS Fitness and Wellbeing team will deliver supportive, accurate, and professional annual fitness testing and development required. The team will maintain confidentiality and will seek consent where information is to be shared with relevant managers. CFRS will review the wellbeing, fitness, and health information captured at annual assessments and commit to using it for future work, including identifying common fitness issues, proactively recognising sector/service trends, and working with the wider People & Talent team to add information to wellbeing initiatives.
 Leadership	CFRS will meet or exceed the national standard in operational employee fitness, working competently and collaboratively to promote best practice. The CFRS Fitness and Wellbeing team will work with employees to improve and maintain fitness levels throughout the service, across all ranks and roles. They will encourage and collate feedback, with the commitment of sharing this with leadership to make improvements for all.

4. Procedure

- 4.1 All CFRS operational employees will undergo an annual fitness assessment. Employees will undergo more than one assessment a year if they fail to meet the aerobic standard or have been absent from operational duties for more than 3 months. In these circumstances a Return-to-Work assessment or a performance management plan will be organised.
- 4.2 Employees will be booked in for their annual fitness assessment and the Fitness team will have this scheduled with as much notice as possible, in consultation with the relevant manager.
- 4.3 It is the responsibility of the individual to attend their fitness assessment and if they are unable to, the individual must contact the Fitness team as soon as possible to organise an alternative date.
- 4.4 An annual fitness test must not exceed the 12 month in date period unless there is an appropriate reason such as an absence, health or performance management. Those employees without a valid fitness test and an appropriate reason will be placed on modified duties.
- 4.5 Where an employee is placed on modified duties, this must fall in line with guidance stated in the Absence and Wellbeing Procedure.
- 4.6 Continued failure to complete an annual fitness assessment, outside of any appropriate reason, will result in performance management in line with the **Performance Management Policy**. HR must be contacted at this stage.
- 4.7 All employees will be given advice, training, and support to improve their fitness from the Service Fitness team.
- 4.8 The Fitness team will record all results on a secure Software System.
- 4.9 Please see the below tables detailing the expectations per role.

Fire-Fighter – Watch Manager

Level	Aerobic Capacity (ml.O ₂ .kg.min)	Bleep Test (level.shuttle)	Chester Treadmill Walk Test (time)	Next Steps
Pass Standard (Green)	42.3	8.8	12 mins	Passed as Fit. Next annual test will be scheduled for 12 months' time.
Development (Amber)	35.6 – 42.2	6.8 – 8.7	10 – 11 mins 59 sec	An informal fitness plan will be implemented, and a Drill Ground Test will be scheduled for 31 days' time.
Fail (Red)	Below 35.6	Below 6.8	Below 10 mins	Employee will be removed from operational duties and placed on modified duties. An informal development plan will be implemented, and a re-test will be scheduled for 4 weeks' time.

Development (Amber)

- 4.10 Employees (FF – WM) who hit **Development (Amber)** (see table above) will be required to complete a Drill Ground Test within 31 days of their original test. The Fitness Instructor will detail an informal fitness plan to support this.
- 4.11 If, at the Drill Ground Test, there is continued aerobic capacity below 42.3 ml/O₂/kg/min (more than 11 minutes 11 seconds DGT) the employee will remain on operational duties, but they will be placed on informal performance management and require a further Drill Ground Re-Test within 3 months. The relevant line manager must be informed of any fitness test outcomes and HR must be contacted to discuss the informal performance management process.
- 4.12 Upon failure to achieve an aerobic capacity of 42.3 ml/O₂/kg/min at time of 3-month re-test, the employee will be subsequently removed from operational duty. This will result in

the progression to the formal stage of performance management. Continued advice from HR is required at this stage.

Fail (Red)

- 4.13 Employees (FF – WM) who fall below 35.6 aerobic capacity are classed as a **Fail (Red)** (see table above) and will be removed from operational duties and placed on modified duties (where applicable). A 4-week training programme will be implemented. This training programme will form part of the informal stage of performance management, along with any relevant reviews with the line manager. The training programme will be under the supervision of a Fitness Instructor, who will meet with the employee weekly and give support/advice throughout this period. The Fitness Instructor will give weekly updates to the relevant line manager and HR must be contacted at this stage.
- 4.14 The employee will be re-tested at the end of the 4 weeks or sooner if agreed by the Fitness team and the individual. Failure to achieve an aerobic capacity at or above 35.6 ml/O₂/kg/min will automatically result in the formal stage of performance management. Continued advice from HR is required at this stage.

Station Manager – Principal Officer

Level	Aerobic Capacity (ml.O ₂ .kg.min)	Bleep Test (level.shuttle)	Chester Treadmill Walk Test (time)	Next Steps
Pass Standard (Green)	42.3	8.8	12 mins	Next test will be in 12 months.
Development (Amber)	31.4 – 42.2	5.5 – 8.7	8 – 11 mins 59 sec	An informal fitness plan will be implemented, and a re-test will be scheduled in line with Fitness Instructor judgement. (No longer than 4 weeks).
Fail (Red)	Below 31.4	Below 5.5	Below 8 mins	Employee will be removed from operational duties and placed on modified duties .

				An informal development plan will be implemented, and a re-test will be scheduled for 4 weeks' time.
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Development (Amber)

- 4.15 Employees (SM – PO) who hit **Development (Amber)** (see table above) will be required to complete a re-test on an agreed date under Fitness Instructor judgement. This should be no longer than 4 weeks' time from the original fitness assessment. The Fitness Instructor will detail an informal fitness plan to support this.
- 4.16 If, at the re-test, there is continued aerobic capacity below 42.3 ml/O₂/kg/min (more than 11 minutes 11 seconds DGT) the employee will remain on operational duties, but they will be placed on informal performance management and will require a re-test within 3 months. The relevant line manager must be informed of any fitness test outcomes and HR must be contacted to discuss the informal performance management process.
- 4.17 Upon failure to achieve an aerobic capacity of 42.3 ml/O₂/kg/min at time of 3-month re-test, the employee will be subsequently removed from operational duty. This will result in the progression to the formal stage of performance management. Continued advice from HR is required at this stage.

Fail (Red)

- 4.18 Employees (SM - PO) who fall below 35.6 aerobic capacity are classed as a **Fail (Red)** (see table above) and will be removed from operational duties and placed on modified duties (where applicable). A 4-week training programme will be implemented. This training programme will form part of the informal stage of performance management, along with any relevant reviews with the line manager. The training programme will be under the supervision of a Fitness Instructor, who will meet with the employee weekly and give support/advice throughout this period. The Fitness Instructor will give weekly updates to the relevant line manager and HR must be contacted at this stage.
- 4.19 The employee will be re-tested at the end of the 4 weeks or sooner if agreed by the Fitness team and the individual. Failure to achieve an aerobic capacity at or above 31.4 ml/O₂/kg/min will automatically result in the formal stage of performance management. Continued advice from HR is required at this stage.
- 4.20 Guidance on the implementation of the fitness procedure is contained in [Appendix A](#).

Employees who do not meet required fitness standards – further information

- 4.21 Any employee who is classed as **Failed (Red)** (see tables above) will be removed from operational duties and placed on modified duties (where applicable). The relevant line manager, Duty Manager, and HR should be informed via the Fitness team, who will complete a **Fitness Status Form**, stating the employee is unfit for operational duty. The line manager should contact Occupational Health as soon as possible on receiving this form.
- 4.22 The line manager, with advice from HR and the Fitness team, should meet with the employee to implement a development plan in line with the informal stages of performance management.
- 4.23 With the employee's consent, an Occupational Health referral will allow for an initial assessment to see if there are any underlying medical issues impacting the employee's ability to pass the fitness test or reach Development (Amber). Following referral to Occupational Health, where there are no underlying medical issues, the line manager will be informed and will pass any relevant information onto the Fitness team for specific fitness training and support.
- 4.24 Employees who do not consent to an Occupational Health referral and who continue to not meet the required standards on future fitness assessments, and where the Fitness team are unable to make adequate recommendations for specific fitness training and support, may be referred to the performance management procedure.
- 4.25 Where medical issues will preclude an employee from undertaking physical training or from achieving the required levels of fitness, Occupational Health will make recommendations to the line manager based upon the medical issues involved.

5. Blood Pressure Monitoring

- 5.1 Blood pressure is the pressure of blood in your arteries – the vessels that carry your blood from your heart to your brain and the rest of your body. At annual fitness tests, blood pressure measurements will be taken by the Fitness Instructors to monitor general health of the cardiovascular system.
- 5.2 Blood pressure is written as two numbers. The first (systolic) number represents the pressure in blood vessels when the heart contracts or beats. The second (diastolic) number represents the pressure in the vessels when the heart rests between beats.
- 5.3 High blood pressure (hypertension) can increase the risk of developing serious problems such as heart attacks and strokes if it's not treated. It can also cause kidney failure, heart failure, problems with sight, and vascular dementia.

5.4 If hypertensive readings are recorded, the following actions will take place:

1. **BP 140/90- BP159/99** – the Fitness team will advise the individual to visit their General Practitioner/medical professional with a letter to request further measurements. This is because the individual is in the early stages of hypertension and may require investigation and treatment. The Fitness team can proceed with the fitness test as recommended by the NFCC.
2. **BP 160/100** – the Fitness team cannot proceed with the fitness test as recommended by the NFCC. They will refer the individual to their General Practitioner/medical professional with a letter to request further measurements. The relevant line manager will be informed and will need to contact Occupational Health for guidance. Occupational Health advice may be to place the individual on restricted duties until there has been investigations and treatment from the employee's GP to control their blood pressure.
3. **BP 180/120** – the Fitness team will provide a letter for Immediate Referral for the individual to visit the local Accident & Emergency Department for further investigation. They will also contact the relevant line manager at the soonest opportunity. This is rare. Hypertensive emergency means blood pressure is so high that organ damage can occur. Blood pressure must be reduced immediately to prevent imminent organ damage. Organ damage associated with hypertensive emergency may include changes in mental status, such as confusion and bleeding into the brain (stroke). Occupational Health and HR must be informed.

6. Injuries Reporting

- 7.1 Injuries sustained during physical training activities must be recorded in accordance with Service Accident Procedures.

7. Equal Opportunities

- 8.1 This policy must not be used in a discriminatory manner against any employee and no individual should be ostracised due to fitness levels. CFRS will take steps to ensure that employees' dignity is always respected.

8. Data Protection and Privacy

- 9.1 All personal data collected during the fitness is processed in accordance with our Data protection policy, which can be found on our external web pages.
- 9.2 Where medical data is collected, this is stored securely on a secure Software System. Any requests to access health and fitness data must be done with the consent of the individual and by request to the Service's Occupational Health team directly.

Appendix A

Guidance

Fitness For Operational Staff

1. Physical Stress

The physical stress imposed on Operational staff can be very severe. Pre-incident, Operational staff may experience immediate anxiety when the alarm sounds or by high-speed traffic manoeuvres enroute.

During the incident, prolonged exposure to thermal stress, high anxiety levels, heavy work, and the inhalation of pollutants all impact personnel, and are related to an increase in heart rate.

It is therefore essential that everyone achieves and maintains a good level of fitness and has wellbeing support to prepare them for the task ahead.

2. Safety and Supervision

Legal Aspects

The fitness procedure is designed to ensure the Service discharges its 'duty of care' under the Health and Safety at Work Act 1974 to all those undertaking, or affected by, the provision of fitness training. This does not however, release individuals from their responsibilities under section 7 and 8 of the Health and Safety at Work Act 1974:

- It shall be the duty of every employee while at work—
 - (a) to take reasonable care for the health and safety of themselves and of other persons who may be affected by his acts or omissions at work; and
 - (b) as regards any duty or requirement imposed on his employer or any other person by or under any of the relevant statutory provisions, to co-operate with him so far as is necessary to enable that duty or requirement to be performed or complied with.
- No person shall intentionally or recklessly interfere with or misuse anything provided in the interests of health, safety, or welfare in pursuance of any of the relevant statutory provisions.

3. Physical Training Equipment

The equipment provided has been purchased by the Service and introduced in accordance with the Provision and Use of Work Equipment Regulations (1998) and the Service health and safety policy. Accordingly, it has been approved for use in physical training activities and in the manner specified in any associated risk assessments.

No equipment, other than that provided by Cumbria Fire and Rescue Service, will be used on Fire Service premises or by personnel when on duty. The servicing, moving or re-assembly of equipment or machinery must only be carried out by a competent person.

4. General Precautions

Where required, specific health and safety advice is included in this document, the following points are however general precautions that should be taken when carrying out physical training activities.

- Only employees who have received induction in the use of fitness equipment may undertake training.
- Personnel undertaking physical training - should be fit and well;
- Always warm up prior to exercising and warm down on conclusion;
- Always train within your own capabilities and be mindful that you have to respond to the requirement of your role.
- Do not wear any items of jewellery during physical training sessions.

It must be recognised that individuals have a responsibility to maintain a level of fitness appropriate to their role, for this reason the Service encourages individuals to adopt an active lifestyle both at work and in their own time.

All personnel should ensure they have received appropriate induction training prior to using the fitness training equipment provided. In the case of new trainees this is particularly important and should form part of the standard induction procedure.

Remember that the aim of training is to improve fitness and associated health, not reduce it by causing unwanted injuries.

5. Fitness Training Programmes

To be effective, physical training sessions should be structured, practical, enjoyable, varied, personally rewarding, have clear objectives and be regular in frequency.

In order to avoid injury any training session must include a warm-up/down.

The warm-up should last between 5 – 10 minutes and be carried out in accordance with the initial gym induction given by the Fitness team. The warm-up must be structured and designed to raise body temperature by approximately two degrees in order to warm muscles and loosen joints, thus preventing injury. This procedure should be reversed on warm down which should last approximately 5 – 10 minutes.

All stretches should be of an active nature, no BALLISTIC i.e. bouncing or PASSIVE i.e. assisted stretching should be used.

When using fixed exercise equipment individuals should be made clearly aware of the capabilities of the equipment and their own capabilities and should only exercise at a level advised by the Fitness team.

Individuals should always remain within their “target zone” when exercising. The Service Fitness team should be consulted when first establishing this figure.

It is not practical for all physical training activity to be supervised by the Fitness and team. Therefore, personnel must restrict their activities to physical training for which they have previously received instruction, and which has been properly risk assessed.

6. Aerobic Fitness

Improved aerobic fitness is only achievable by regularly exercising the heart in a progressive but controlled manner.

Advice from the British Heart Foundation suggests that in order to improve cardiovascular performance exercise should be progressive and at a level appropriate to the individual, often referred to as the “Target Zone”. This will be derived prior to personnel starting their training.

The Service Fitness team are available for consultation by all personnel to provide guidance on a suitable fitness training programme.

ACSM (American College of Sports Medicine) recommends that exercise should consist of three components to improve fitness.

- a. At least 150 mins of moderate intensity aerobic activity (at least 30mins on 5 days/week and up to 300 mins/week such as 60 mins on 5 days/week)
- b. Resistance or Strength training of moderate to vigorous intensity on at least 2 days/week and consisting of 8-10 exercises of 8-12 resistance exercises using large muscle groups.
- c. Flexibility exercises to increase joint of muscle range of movement. These exercises should be on at least 2 days/week and consist of slow, sustained stretches until moderate tension is felt during the stretch in the limiting muscle and joint structures.

Safety

1. Before commencing any physical training activity, it is essential that the following safety rules are enforced:
 - Ensure availability of Service issue clothing suitable for use under fire kit if exercising whilst on duty or available to attend calls
 - Prior to mobilising, all personnel to be correctly dressed in accordance with current mobilising procedures.
2. Personnel must not exercise to a degree where they are unable to respond to an operational incident.

Training Time

1. Personnel may train in their 'down time' when on station, in line with the Station Framework and at the discretion of their line manager or before/after work hours.
2. Personnel when available may practise for the DGT as part of their operational training regime at the discretion of their line manager. The DGT could form part of a drill-based scenario or be a drill by its own accord.

Gym Provision

1. All CFRS stations have access to cardiovascular and strength equipment. The wholetime stations will have a greater diversity of cardiovascular and strength machines, as well as functional conditioning equipment.

Multi Stage Fitness Test – Chester (Bleep Test)

The Chester Bleep Test is cardiovascular fitness test to determine aerobic capacity -VO₂ max. The test involves a shuttle run over a 20-metre distance between two markers. The running speed is determined by an audio bleep and the interval between the bleeps decreases at each stage is completed. Operational Personnel need to achieve Level 8.8 to pass, V_{O2} max 42.3, as set by the NFCC.

Undertaking the test

1. Operational personnel need to a warm-up as demonstrated by the Fitness team.

The 5-8 minute warm-up includes a pulse raiser, mobility and dynamic stretching exercises to increase circulation to the working muscles and improve mobility and flexibility of the joints, tendons and ligaments to reduce injury.

The stretches should include the calves, hamstrings, quadriceps, and hip flexors.

Please see table below.

Stages	Speed Kmph	Number of Shuttles	VO2 max
Stage 1	8.5	7	16.1
Stage 2	9.0	8	19.5
Stage 3	9.5	8	22.9
Stage 4	10.0	9	26.4
Stage 5	10.5	9	30.6
Stage 6	11.0	10	33.6
Stage 7	11.5	10	36.7
Stage 8	12.0	8	42.3
Level 8.8			

2. All fire personnel need to perform a 3-minute cool-down as demonstrated by the Fitness team.

Chester Treadmill Test

The Chester Treadmill Walk Test is a cardiovascular test lasting 12 minutes (17 minutes including warm up and cool down) and covering just over 1.5km at a test speed of 6.2km/h (3.85mph). It is a method of determining an individual's aerobic capacity from their performance, walking at 6.2km/h or 3.85 mph on a treadmill where the incline steadily increases.

Personnel able to complete the full 12-minute test will have achieved the recommended fitness standard. This is a 12-minute graded treadmill walk test designed to assess whether fire personnel can achieve the minimum recommended standard for aerobic capacity of 42.3VO2 max as set the NFCC.

Undertaking the test

1. Personnel are asked to walk on the treadmill for a 5-minute warm up, during which the speed and incline is gradually increased to 6.2 kph and 3%. Mobility and stretching exercises are then performed to reduce the risk of injury.

Level 1: 0-2 minutes at 0% gradient.

Level 2: 2-4 minutes at 3% gradient.

Level 3: 4-6 minutes at 6% gradient.

Level 4: 6-8 minutes at 9% gradient.

Level 5: 8-10 minutes at 12% gradient.

Level 6: 10-12 minutes at 15% gradient. End of test.

- At the end of 12 minutes the gradient is returned to 0% and the speed reduced to enable the individual to cool down for 3 minutes.

Vo2 max Walking 6.2km/ph (3.85mph) at different gradients						
Time (mins)	0-2	2-4	4-6	6-8	8-10	10-12
Gradient %	0	3	6	9	12	15
Vo2 max	14	19	25	31	36	42.3

Drill Ground Fitness Test

The Drill Ground Fitness Test (DGT) is a functional fitness assessment in which personnel require both cardiovascular fitness and strength endurance, being progressive in nature.

Undertaking the test

- The DGT is timed, and personnel must complete the test within 11 minutes 11 seconds to pass, equivalent to an aerobic capacity of 42.3 ml.kg.min.
- As the DGT is functional to the role, the test is to be completed in full PPE including flash hood and helmet. The test requires a level space of 25 meters (appropriate drill yards have been assigned) as well as a range of Firefighting equipment including:
 - Fire Appliance with charged Hose Reel Jet
 - BA Set (minus mask)
 - 4 lengths of 70mm Hose
 - 55kg dummy
 - A 25kg Barbell.

The lay-out of the test can be found below at [Appendix B](#).

Appendix B

Functional Fitness

Test - Guidance Note

Functional Fitness Test Guidance Note:

The test will be conducted over a 25mt course. To pass the test the participant must complete all elements of the test within 11mins and 11 seconds.

An assessment of the ground conditions/environmental factors must be conducted prior to the test. Participants must be rigged in full PPE inclusive of flashhood and gloves.

The Facilitator will require a clip board inclusive of instructions, RPE chart, pen and stopwatch.

Equipment:

- 4 x collapsible cones and tape measure – to mark out the 25mt court
- 1 x 25kg Barbell
- 1 x BA set rigged with cylinder, with mask removed
- 1 x 50m Charged Hose Reel with closed Branch
- 1 x 55kg Drill Mannequin
- 1 x Salvage Sheet
- 4 x 70mm rolled/ready-made Hose
- 1 x First Aid Kit with AED (Defib)

All Participants will be briefed with the running order of the test. Correct manual handling techniques will be demonstrated.

The participant is encouraged to check the setup of the hose and BA set prior to commencing the test.

Test Standards

- Observers' and facilitators are not permitted to physically assist the participant to complete the test i.e., assistance with donning the BA set etc.
- The test will start once the participant picks up the 25kg barbell
- Participants must clearly start and finish each shuttle stepping on or past the 25mt course line/marker.

- The test must be completed in the order as detailed: First, Second then Final Section
- Participants are not permitted to run/jog when carrying the barbell, or whilst dragging the manikin.
- Running/jogging is permitted when carrying and running out hose reel and hose, and at all other times.
- The barbell must be carried with both hands holding it to the front of the body, over hand, under hand or a combination grip is permitted. Carrying the barbell in any other way i.e. over the shoulder or across the chest in a cradle grip is not permitted.
- The BA set must be rigged correctly with all set straps fastened.
- The participant will lock their arms under the manikin's arms and drag the manikin walking backwards. The facilitator will walk with the participant when carrying out the casualty drag to act as safety officer.
- The facilitator will write down the time elapsed at the end of each section, will provide encouragement and will inform the participant of progress.
- At the end of the test: The facilitator will ask the participant for their RPE score and record this along with the finish time. A copy of the test will be given to the participant at their request.

Functional Fitness Test Protocol:

First Section - Equipment Carry 25KG Barbell Protocol

(NOTE: For H&S reasons jogging/running **is not** permitted on this section of the test):

- Pick up Barbell – Walk 8 x 25mt - Put down Barbell

Second Section - Casualty Evacuation Protocol (NOTE: For H&S reasons jogging/running **is not** permitted on the casualty drag):

- Put on BA – Drag HR 1x 25mt - Put
- Take off BA Set

Final Section - Hose Run Protocol (Jogging/running **is** permitted on this section of the test):

- Jog/Walk 8 x 25mt
- Pick up 2 x 70mm Hose – Jog/Walk 3 x 25mt – put 1 x Hose down
- Carrying 1 x hose: Jog/Walk 1 x 25mt – put Hose down

- Run out 1 x Hose – Run out 1 x Hose
- Jog/Walk 2 x 25mt
- Pick up 2 x 70mm Hose – Jog/Walk 1 x 25mt – put 1 x Hose down
- Carrying 1 x hose: Jog/Walk 1 x 25mt – put Hose down
- Run out 1 x Hose – Run out 1 x Hose
- Jog/Walk 8 x 25mt

Rating of Perceived Exertion (RPE)

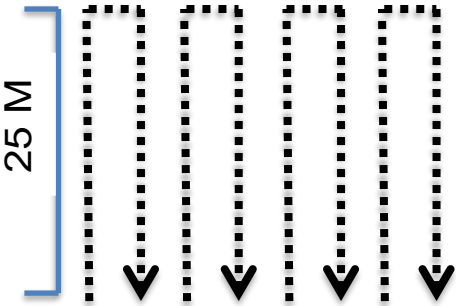
Perceived Exertion Score	Exercise Intensity
6-7	No exertion at all
8-9	Very light exertion
10-11	Light exertion
12-13	Moderate/Medium exertion
14-15	Hard/Heavy exertion
16-17	Very strenuous exertion
18-20	Extremely hard to maximum exertion

Functional Fitness Test

Protocol:

FIRST NAME	SURNAME	AGE	GENDER	STN/WATCH	ROLE
SERVICE No		Ethnic Origin			

First Section:
Equipment
Carry: 25KG
Barbell
Protocol:



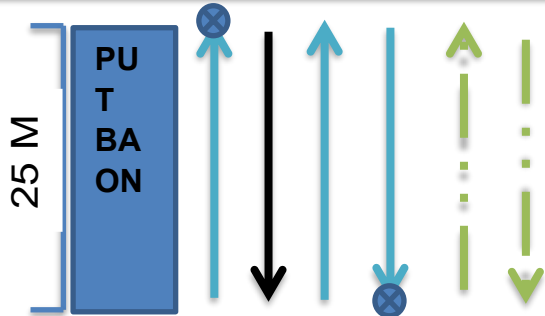
START

☒ ☐ ☐ ☐ ☐

NOTE:
Jogging/Running
NOT allowed
✗

Time:

Second
Section:
Casualty
Evacuation
Protocol:

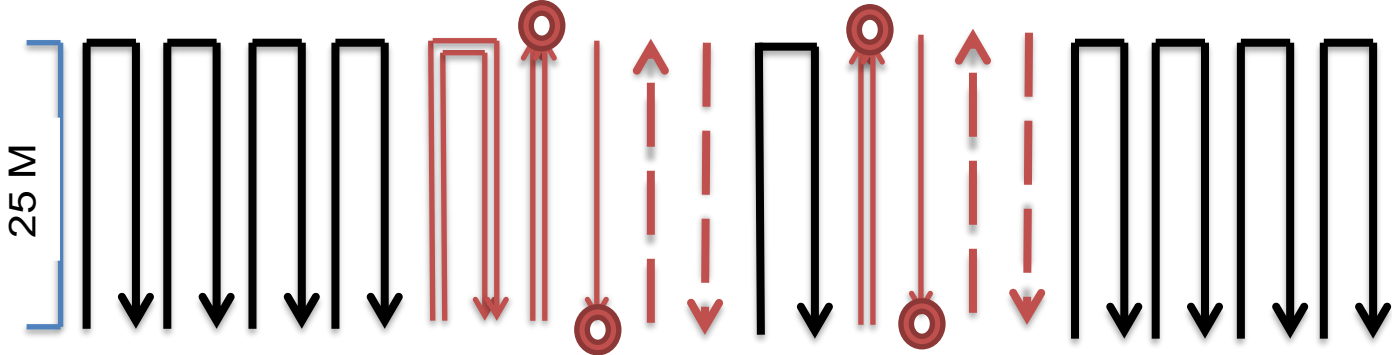


NOTE:
Jogging/Running
NOT allowed for
drag
✗

Time:

- KEY
- 25kg Barbell carry
 - (Charged) Hose Reel Drag
 - Place Hose Reel Drag
 - Walk/Jog
 - 55kg Casualty Drag
 - Double(70mm) Hose Carry
 - Single (70mm) Hose Carry
 - Place Hose Down
 - Run Hose Out

Final
Section:
Hose Run
Protocol:



NOTE:
Jogging/Running IS
allowed ✓

RPE:

Time:

FINISH

STANDARDS: the Functional Fitness Test must be completed in the order as shown: First, second then Final Section.
Equipment will be of standard as stated. Deviation from the standards will result in an uncompleted test.

Pass = 11mins11sec