



Recruitment fitness testing guidance

The purpose of this guidance is to update Home Office Circular 43/2004 and ensure transparency and consistency of the national Job Related Fitness Test (JRFT) for recruitment.

This guidance was agreed by the National Fitness Testing Working Group in consultation with policing partners.

Standards

Endurance fitness (bleep test)

This test should be run to a level of 5:4 on a 15-metre shuttle run. Forces should deliver the test to the 5:4 standard only. Candidates tested should wear appropriate physical training clothing and footwear, not operational police uniform and/or equipment.

Delivery

Candidates should be allowed to take the JRFT on more than one occasion, if necessary, in order to achieve the minimum required standard. Forces should allow the candidate three attempts to pass the test, normally with a period of up to six weeks between tests for training and improvement. If a candidate fails at the third attempt, the force should reject them.

The test administrator must ensure that all candidates are sufficiently warmed up for the test. This should involve some whole-body activity such as jogging, followed by appropriate stretching exercises, particularly of the leg muscles. The administrator should familiarise candidates with the endurance test by taking them to the start of level three as part of the warm up, followed by basic mobility stretching activities. Forces may want to consider allowing candidates to opt out, however, if they wish to undertake their own warm up.

Forces must undertake the testing in an indoor facility with suitable flooring and floor markings. It is important to ensure that the recording of the 15-metre multi-stage fitness test can be heard clearly from all parts of the facility where the testing is being undertaken. Forces must address the suitability of the facility in the risk assessment.

Forces should invite candidates to sign the attached disclaimer (annex A) confirming that they are fit enough to take the JRFT on the day.

Familiarisation and support

Candidates should receive as much information about the test as early as possible. Many forces hold positive action evenings providing candidates with the opportunity to attend the fitness centre to familiarise themselves with the test and equipment and to help them prepare for the exercises they will undertake.

Many physical training instructors offer help to candidates with developing personal training programmes. These measures have been shown to improve success rates. All forces are encouraged to put in place familiarisation courses/positive action events.

Fitness testing and the recruitment process

Candidates should take the fitness test towards the end of the assessment process. This extends the time available for training. Forces may prefer to ensure a candidate is fit, however, before they go through to assessment centre. This is acceptable, provided that candidates are given three attempts at the test with sufficient time for training in between. The test should not be used as a sifting tool other than in these circumstances.

Staffing

Forces must be satisfied that staff members delivering the JRFT test are competent to do so, as well as first aid certified. Forces must record the qualification/certification in the risk assessment.

Job Related Fitness Test

DISCLAIMER

I [name in capitals]

of [address]

know of no physical reason why I should not undertake this fitness test.

Applicant's/probationer's signature

Date

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