



Physical Fitness Assessment Procedure

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1 Scope

1.1. This procedure outlines how South East Coast Ambulance NHS Foundation Trust (the Trust) assesses the physical fitness levels of applicants applying for frontline operational roles.

1.2. Background

1.2.1. The work of ambulance personnel is physically demanding, with intermittent periods of intense effort and sustained moderate effort required throughout long shifts.

1.2.2. Physically demanding duties involved in the work of ambulance personnel include, delivering cardiopulmonary resuscitation (CPR), carrying heavy equipment, ascending and descending stairs whilst carrying patients (This list is not exhaustive).

1.2.3. As well as compromising the performance of lifesaving procedures, injury risk also increases with low fitness levels within the emergency services (Poplin et al., 2014).

1.2.4. Crucially, there is a growing evidence base to suggest that an enhancement in physical fitness can offset absence due to sickness, increasing work performance and decreasing the number of work-related injuries.

1.2.5. Based on the health-related fitness testing conducted by the Queensland Ambulance Service (Thornton et al., 2014), aerobic fitness, muscular strength and flexibility are identified as key components of physical fitness for ambulance personnel.

1.3. Rationale

1.3.1. The health and wellbeing of Trust staff is fundamentally important to enable the delivery of an effective and proficient service to its service users.

1.3.2. The Occupational-Related Physical Assessment (ORPA) employed by the Trust determines whether an individual is able to complete fundamental work-related tasks, demonstrating muscular strength, adaptability, endurance, stamina and agility; examining various aspects of their physical health and wellbeing.

1.4. Candidates

- 1.4.1. This procedure will outline a clear process for assessing the physical readiness of applicants and applies to all individuals applying for frontline operational roles.
- 1.4.2. Internal staff who are already functioning in a frontline capacity are not currently required to complete the ORPA when applying for an alternative operational role.
- 1.4.3. Internal staff currently operating in a non-operational role (i.e. EOC staff) will be required to pass the ORPA prior to working in a frontline capacity.
- 1.4.4. The Trust does not recognise fitness assessment outcomes from other organisations.
- 1.4.5. The Trust will not employ individuals who do not successfully complete the ORPA.

2 Procedure

2.1. The ORPA consists of three phases:

- Anthropological Testing Phase
- Strength and Endurance Testing Phase
- Cardiovascular Testing Phase

2.2. Assessment Phases

2.2.1. The **Anthropological Testing Phase** consists of stretch stature, weight, Body Mass Index (BMI) and body fat percentage.

2.2.1.1. A stadiometer is used to assess stretch stature; with the head in a horizontal plane, without shoes and recorded on maximal inhalation.

2.2.1.2. Body mass is measured using calibrated scales placed on level ground, without shoes and minimal clothing.

2.2.2. The **Strength and Endurance Testing Phase** consists of a grip and lifting strength test.

2.2.2.1. Upper body muscular strength is determined using a handgrip dynamometer, with the average reading of three attempts on each hand recorded (kg).

2.2.2.2. A back-strength dynamometer is used to measure back strength. Participants will be required to carry out three deadlift attempts on the device. The average of the three results will be recorded (kg).

2.2.2.3. In the event that a candidate is unsuccessful with the strength and endurance testing phase only, having met the required standard for all other elements of the assessment, they will be offered the opportunity to undertake a Simulated Patient Load Aptitude Test, which will comprise of three elements undertaken consecutively:

- a Standing grip test, where the individual will be required to hold a 15kg weighted bag in each hand in turn for a period of one minute per hand without releasing their grip (this simulates carrying equipment between locations and ensures adequate hand strength).
 - b Walking grip test, where the individual will be required to walk a total of 50 metres carrying a 30kg weighted bag in both hands without releasing their grip (this simulates carrying a patient on a scoop stretcher or extrication board a short distance).
 - c Stepping grip test, where the individual will be required to hold a 30kg weighted bag in front of them using both hands, whilst stepping up and down on a 25cm step for a period of one minute taking one step per second, without releasing their grip (this simulates lifting a patient on a carry chair and assesses both grip and back strength).
- 2.2.2.4. Where a candidate successfully completes all three elements of this test, the Strength and Endurance Testing phase can be recorded as a pass, regardless of the values obtained using the dynamometers – this should be recorded in the ‘Notes’ section of the Fitness Assessment Test record.
- 2.2.2.5. Where a candidate is unable to complete this test (for example if they lose their grip and drop the weighted bag, are unable to continue for the full time / distance required, or are stopped by the fitness assessor due to unsafe technique or posture) then this should be recorded as a fail.
- 2.2.3. **The Cardiovascular Testing Phase**
- 2.3.1. Candidates will be requested to provide medical evidence of recent or longstanding injury or illness.
- 2.3.2. Presently, the Trust uses the *YMCA Step Test* for testing cardiovascular status.
- 2.3.3.1. The YMCA Step Test – is a validated selection test for assessing the aerobic capability of an applicant. This sub-maximal test is specifically designed to assess an individual’s maximal aerobic capability (Beutner et al., 2014).
- 2.3.3.2. The YMCA Step Test is a quicker and simpler alternative to the Chester Step Test, which is routinely used by UK emergency services and armed forces to estimate an individual’s maximum oxygen uptake (VO₂ Max).
- 2.3.3.3. The Non-Exercise Fitness Test - is a simple and safe test of VO₂max, which predicts fitness levels without completing exercise. This may be considered where there is a legal requirement for non-exercise based testing, or where a reasonable adjustment is required by the candidate. For example, this may be considered if an applicant is pregnant or post-partum, or has a disability. Note that for transient conditions it is expected that the candidate would defer the fitness assessment until the condition is resolved / in remission.
- 2.3.3. Both the YMCA Step and Non-Exercise Fitness tests use a regression equation to predict VO₂max. This measurement aligns to Level 5.4 of the multi-stage fitness test (Bleep test) consequently, candidates who do not achieve the pre-determined result will fail this element of the assessment.

- 2.3.4. The VO₂max is calculated using the following equation (McArdle et al., 2015):
Male: $111.33 - (0.42 \times \text{bpm})$
Female: $65.81 - (0.1847 \times \text{bpm})$
This equation is used to calculate the 'pass' values on the Test Record in Appendix B, based on maximum recommended VO₂max for a 'good' level of fitness by Heyward (2006).

2.4. **Physical Activity Readiness Questionnaire**

- 2.4.1. All candidates are required to complete a Physical Activity Readiness Questionnaire (PAR-Q).
- 2.4.2. The purpose of the PAR-Q is to ensure that health is not placed at risk where vigorous exercise is performed. The PAR-Q aims to screen for risk factors associated with cardiovascular disease in particular.
- 2.4.3. Failure to disclose pre-existing medical conditions at assessment could lead to withdrawal of application.
- 2.4.4. The Fitness Assessor may consider completion of the ORPA unsafe where risk factors are identified. In this case, the candidate will not be permitted to complete the ORPA and will be advised to seek further assessment.

2.5. **Recording of Fitness Assessments**

- 2.5.1. All details of fitness assessments completed regardless of the outcome, will be recorded on the individual's personal record, or within the candidates archive file where unsuccessful.

2.6. **Emergency Life Support**

- 2.6.1. The Fitness Assessor must have completed current basic life support and defibrillator training prior to facilitating fitness assessments.
- 2.6.2. Fitness assessments are only to be administered at approved locations where a fully tested and operational defibrillator is easily accessible. The Fitness Assessor is responsible for identifying the location of the defibrillator prior to starting the assessments.

2.7. **Unsuccessful candidates**

- 2.7.1. Where a candidate has not passed the ORPA, they will be offered one reattempt, subject to sufficient vacancies remaining. This must take place within three months of the original attempt.
- 2.7.2. The Fitness Assessor will provide guidance to the candidate and liaise with the candidate and Employee Resourcing Team to determine a suitable time for reassessment, allowing sufficient time for improvement.
- 2.7.3. Should the applicant fail the reassessment, they will be required to reapply for the role in the future.

2.8. **Fitness Assessor approval**

- 2.8.1. The Trust follows the guidance offered by the Register of Exercise Professionals (REPs).
- 2.8.2. REPs registrants meet the agreed National Occupational Standards, which outline the knowledge, competence and skills of good practice.
- 2.8.3. The Trust recognises Level 2, 3 and 4 REPs-endorsed qualifications, specifically relating to Fitness Instructing and/or Personal Training. See Appendix E for a list of recognised qualifications.
- 2.8.4. Should an individual not hold valid REPs registration, they must be able to evidence completion of one of the above qualifications.
- 2.8.5. Staff-members invited to oversee fitness assessments must be registered on the Trust *Fitness Assessor Database*; which is updated and maintained by the Employee Resourcing Team.
- 2.8.6. It is the Employee Resourcing Team's responsibility to ensure that the *Fitness Assessor Database* is updated so that individuals are covered by Trust liability insurance.
- 2.8.7. Fitness qualifications must be reviewed and approved by a Resourcing Advisor prior to adding an individual to the *Fitness Assessor Database*.
- 2.8.8. Following approval, the staff-member will be required to observe a session for familiarisation.

3 **Responsibilities**

- 3.1. The **Chief Executive Officer (CEO)** will be ultimately responsible for this procedure, which will be delegated to the Executive Director of Human Resources.
- 3.2. The Executive Director of Human Resources is to ensure that this procedure effectively guarantees a robust process for administering fitness assessments of candidates throughout the Trust and delegates this responsibility to the Resourcing Manager on a day-to-day basis.

- 3.3. The **Resourcing Manager** will be responsible for:
 - 3.3.1. Ensuring that this procedure is followed at all times.
 - 3.3.2. Ensuring that the assessment process is audited and monitored at regular intervals, in line with current Trust guidance.
 - 3.3.3. Ensuring that throughout the assessment process, no discriminatory practices occur.
 - 3.3.4. Ensuring that suitable guidance is offered to the Employee Resourcing Team in relation to the ORPA.
 - 3.3.5. Reviewing and approving qualifications of Trust Fitness Assessors and maintaining the *Fitness Assessor Database*. This responsibility will be delegated to the Resourcing Advisors on a day-to-day basis.
- 3.4. The **Resourcing Advisors** will be responsible for:
 - 3.4.1. Adhering to this procedure at all times.
 - 3.4.2. Reviewing Fitness Assessor qualifications.
 - 3.4.3. Maintaining the *Fitness Assessor Database*.
 - 3.4.4. Ensuring assessment equipment is available for the assessment
 - 3.4.5. Ensuring sufficient guidance is sent out to candidates prior to the day of assessment.
 - 3.4.6. Properly storing results of fitness assessments within the individuals personal or archive file, in line with current Trust procedures.
 - 3.4.7. Signposting any internal Candidates to the Trust's Wellbeing Hub, where there are concerns regarding their physical health as a result of completing the ORPA,
- 3.5. The **Fitness Assessors** will be responsible for:
 - 3.5.1. Adhering to this procedure at all times.
 - 3.5.2. The day-to-day administration of candidate fitness assessments.
 - 3.5.3. Maintaining candidate safety at all times, including mandatory completion of the PAR-Q.
 - 3.5.4. Recording fitness assessments in a consistent and professional manner.
 - 3.5.5. Ensuring their professional knowledge and competence is maintained and up-to-date.
 - 3.5.6. Ensuring assessment equipment is in good working order prior to use.
 - 3.5.7. Offering appropriate advice and guidance where a candidate is unsuccessful.

4 Audit and Review

- 4.1. The Trust audits the pre-employment screening process annually to ensure that the Employee Resourcing Team is compliant in the management and administration of the recruitment and selection process.
- 4.2 This procedure document will be reviewed every three years; or earlier if required due to changes in employment legislation, national guidance or best practice. Associated Documentation
- Physical Activity Readiness Questionnaire (Appendix A)
 - Candidate Assessment Form (Appendix B)
 - Candidate Assessment Guidance (Appendix C)
 - The YMCA Step Test – Overview (Appendix D)
 - Fitness Assessor Qualifications Verification (Appendix E)
- 4.3 All procedures have their effectiveness audited by the responsible Management Group at regular intervals, and initially six months after a new policy is approved and disseminated.
- 4.4 Effectiveness will be reviewed using the tools set out in the Trust's Policy and Procedure for the Development and Management of Trust Policies and Procedures (also known as the Policy on Policies).
- 4.5 This document will be reviewed in its entirety every three years or sooner if new legislation, codes of practice or national standards are introduced, or if feedback from employees indicates that the policy is not working effectively.
- 4.6 All changes made to this procedure will go through the governance route for development and approval as set out in the Policy on Policies.

5 References and bibliography

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6 Equality Analysis

- 6.1 The Trust believes in fairness and equality, and values diversity in its role as both a provider of services and as an employer. The Trust aims to provide accessible services that respect the needs of each individual and exclude no-one. It is committed to comply with the Human Rights Act and to meeting the Equality Act 2010, which identifies the following nine protected characteristics: Age, Disability, Race, Religion and Belief, Gender Reassignment, Sexual Orientation, Sex, Marriage and Civil Partnership and Pregnancy and Maternity.
- 6.2 Compliance with the Public Sector Equality Duty: If a contractor carries out functions of a public nature then for the duration of the contract, the contractor or supplier would itself be considered a public authority and have the duty to comply with the equalities duties when carrying out those functions.

7 Glossary

- **Aerobic fitness** - A measure of how well your blood transports oxygen around the body, and how well your muscles utilise the oxygen.
- **Anthropometric measurements** - Used to assess the size, shape and composition of the human body.
- **Body mass index (BMI)** - A number calculated using a person's height and mass, which gives an indication of total body fat content.
- **Endurance** - The body's ability to exercise with minimal fatigue. Often used with other terms such as endurance training, muscular endurance and **cardiorespiratory endurance**.
- **Stretch stature** - Stature is the maximum distance from the floor to the vertex of the head.
- **VO2max** - VO2 is a measure of the oxygen used by the body. It is usually measured as millimetres of oxygen used in one minute per kilogramme of body weight (ml/kg/min). This can be measured using a face mask connected to a analysing device or calculated based on parameters such as heart rate and age. The measured maximum VO2 is referred to as VO2max.



Appendix A: Physical Activity Readiness Questionnaire (PAR-Q)

Name:	Candidate ID:
DOB:	Sex:

The Occupational-Related Fitness Assessment you are about to undertake is reasonably arduous. For most people physical activity should not pose any problem or hazard. This PAR-Q aims to identify the small number of individuals for whom physical activity might be inappropriate.

Please read carefully and **circle** YES or NO opposite the question if it applies to you.

1. Initial considerations

Do you have, or think you might have, a blood-borne virus?	Yes	No
Are you, or is there any possibility that you might be pregnant?	Yes	No
Do you have a muscle, joint or back problem that is aggravated by exercise?	Yes	No
Are you feeling unwell today or have you felt unwell in the last week?	Yes	No

2. Habitual physical activity

Do you perform moderate exercise regularly (at least twice a week)?	Yes	No
Do you perform vigorous exercise regularly (at least twice a week)?	Yes	No

3. Known medical conditions. Have you ever had any of the following?

Asthma	Yes	No
Convulsions/epilepsy	Yes	No
COPD	Yes	No
Diabetes or any other metabolic disease	Yes	No
Blood disorder	Yes	No
Head injury	Yes	No
Digestive problems	Yes	No
Heart problems	Yes	No
Problems with bones or joints	Yes	No
Disturbance of vision/balance/coordination	Yes	No
Thyroid problems	Yes	No
Kidney or liver problems	Yes	No
Chest discomfort with exertion?	Yes	No
Shortness of breath at rest or with mid exertion?	Yes	No
Feeling faint or have spells of severe dizziness?	Yes	No
Swelling or a build-up of fluid in or around your ankles?	Yes	No
Difficulty with breathing when lying down?	Yes	No
Heart racing or skipping beats at rest or during exercise?	Yes	No
Pain in your lower legs during exercise, not due to soreness/stiffness?	Yes	No
Unusual fatigue or shortness of breath during everyday activities?	Yes	No
Has your doctor ever told you that you have a heart murmur?	Yes	No

4. Risk factors

Do you currently smoke or have quit within the previous 6 months?	Yes	No
Do you have high blood pressure?	Yes	No
Has your doctor ever told you that you have high cholesterol?	Yes	No
Is there a history of Coronary Heart Disease or Stroke in your family?	Yes	No

5. Medication & Allergy Information

Is your doctor currently prescribing you drugs or medication?	Yes	No
Are you allergic to any food products?	Yes	No
Are you allergic to any medication?	Yes	No
Are you allergic to plasters?	Yes	No
If yes to any of the above, please provide additional information		

6. Please provide contact details of a suitable person for us to contact in the event of any incident or emergency.

Name	
Telephone Number	
Relationship to participant	

Acknowledgement: With thanks to the Surrey Human Performance Institute, University of Surrey.

Appendix B: Candidate Assessment Form

Fitness Assessment Test Record

Candidate Details

Name:		Date:		
Position applied for:		Age:		Sex:
Attempt number: <i>(please circle)</i>	First attempt Reassessment	Confirm PAR-Q completed:	Yes	No

Anthropological testing phase

Height:		cm
Weight:		kg
BMI:		
Body fat:		%

Strength and Endurance testing phase

Grip strength: (Target > 30kg)	Left:	Kg
	Right:	Kg
Lifting strength: (Target > 100kg)		Kg

Cardiovascular testing phase

Heart rate following step test:		bpm
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Maximum acceptable heart rate on completion of test to pass (note that must be recorded for a full minute following the test if completed manually, or recorded at the one minute mark following the test of an automated heart rate recording device is used):

	20 – 29	30 – 39	40 – 49	50 – 59	60 +
Men	156	160	165	175	182
Women	140	156	167	199	199

Notes

Outcome

PASS: (✓)		FAIL: (✗)	
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Name of assessor: (block capitals)		Signature:	
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Appendix C: Candidate Assessment Guidance

Overview

As part of the selection process for frontline operational roles, you are required to complete an Occupational-Related Physical Assessment (ORPA) that is necessary for you to be able to undertake your position with the South East Coast Ambulance Service (SECAmb).

This assessment is designed to assess your ability to carry out peak demands of ambulance work. SECAmb feels that this is necessary to ensure that you have sufficient physical ability to cope with extreme work demands, as and when these occur, and to minimise the health/injury risks known to exist within low fitness groups when regularly engaged in such physical work.

The testing objectives include each candidate having reasonable aerobic capacity, muscular strength, anterior chain strength and endurance. If you have not engaged in physical activity for some time, are not used to exercise, or suspect any problems (e.g. heart, joint or muscle) that may be made worse by exercise, please consult your own GP.

The test, that should last no longer than 30-minutes in total, is reasonably physically demanding and you need to be medically fit to undertake it. However, it should not be seen as an ultimate level of fitness ability, moreover a suitable level of fitness for the role and therefore perhaps you should aim to uphold your own personal fitness to higher standards.

Preparing for the ORPA

Below is some advice we would recommend:

- To increase fitness levels it is recommended to manipulate the frequency, duration and intensity of the exercises you carry out through logical progressions to facilitate an overload factor. This is what will bring about a physiological change over time.
- If you require any further advice about types of exercise, frequencies, intensities or durations, seek the assistance of a reputable qualified fitness trainer or health club, explaining your requirements.

The Occupational-Related Physical Assessment (ORPA) The ORPA consists of three phases:

- Anthropological Testing Phase
- Strength and Endurance Testing Phase
- Cardiovascular Testing Phase

Assessment Phases

- The **Anthropological Testing Phase** consists of stretch stature, weight, Body Mass Index (BMI) and body fat percentage.
- A **stadiometer** is used to assess stretch stature; with the head in a horizontal plane, without shoes and recorded on maximal inhalation.
- **Body mass** is measured using calibrated scales placed on level ground, without shoes and minimal clothing.

The **Strength and Endurance Testing Phase** consists of a grip and lifting strength test.

- Upper body muscular strength is determined using a handgrip dynamometer, with the average reading of three attempts on each hand recorded (kg).
- A back-strength dynamometer is used to measure back strength. Participants will be required to carry out three deadlift attempts on the device. The average of the three results will be recorded (kg).

The Cardiovascular Testing Phase

Presently, the Trust uses the *YMCA Step Test* and *Non-Exercise Fitness Test*.

The YMCA Step Test (Appendix D) – is a validated selection test for assessing the aerobic capability of an applicant. This sub-maximal test is specifically designed to assess an individual's maximal aerobic capability. See Appendix D for further guidance.

UK emergency services and armed forces routinely use step tests to estimate an individual's maximum oxygen uptake (VO₂ Max).

The Non-Exercise Fitness Test - is a simple and safe test of VO₂max, which predicts fitness levels without completing exercise.

Both the YMCA Step and Non-Exercise Fitness tests use a regression equation to predict VO₂max. This measurement aligns to Level 5.4 of the multi-stage fitness test; consequently, candidates who do not achieve the pre-determined result will fail this element of the assessment.

Grip Strength

A certain amount of grip strength is paramount for working as in the prehospital environment and the test conducted is a reasonable gauge of general arm strength.

The exercises below will help to improve and maintain good grip.

1. Use spring loaded grip handles – ensure you are using an appropriate device so that after 10 repetitions your grip is exhausted. If you can do more, you require a stronger device.
2. Hanging exercises. Holding on to a bar with your body weight off the floor is great way to develop grip strength. Measure the length of time you can hold on for. If you can do longer than 60-secs try to pull your body weight up as in a 'chin up.'

3. Free weight training is recommended over fixed weight machines so long as you are familiar with correct form. Gain advice if you are not sure from a reputable trainer/instructor.
4. Pinch grips are a good drill to carry out. Plate pinches require you to grip two weight plates from the top, with your thumb on one side and your fingers on the other, then pick up the plates and hold for as long as possible.
5. Rock climbing is a great way to improve grip strength.

Requirement

The candidate will be tested on grip strength in both hands using the machine below. Three alternating attempts are allowed to gain the score required. The candidate has to achieve a grip strength of 30kg on both hands.



Lifting Strength

Lifting strength is also a paramount for working within the prehospital setting, carrying and lifting is a large part of the role. The hydraulic dynamometer measures your lifting strength and is a good for testing this area of fitness.

We encourage safe lifting at all times and so if you are unsure on how to lift using your legs, obtain some advice from someone qualified to teach.

The exercises below will help to improve and maintain good lifting strength.

1. Basic squatting exercises with or without weights will help to improve form in this test.
2. Dead lifting using a barbell is probably the best exercise to practice. The test is carried out from just above knee height so do not expect to lift 100kg in the gym from the floor, however, carrying out the drill trains the correct muscles to achieve the right score.

Requirement

The candidate will be tested on lifting strength using the equipment below. Three attempts are allowed to reach the score required. The candidate has to reach a lifting strength of over 100 kg of force. Upper body and anterior chain muscular strength/endurance



NOTE:

All tests will be overseen by a qualified instructor. Candidates will be asked to sign a pre-health questionnaire disclaimer before the fitness assessments are carried out and must declare any physical / fitness problems prior to participation. The tests can be halted at the instructor's discretion if they feel the assessments are having a negative impact of the candidate's health.

Candidates are asked to bring / wear suitable clothing to this assessment and flat shoes. The test will not be completed if the candidate is not wearing appropriate footwear. A candidate has to pass all elements of the fitness assessment in order to progress.

If you have concerns about any element of the Physical Fitness Assessment, or have any specific requirements which should be taken into account, please discuss this with your Recruitment Advisor (prior to arriving) or the qualified fitness instructor (on the day).

Appendix D: The YMCA Step Test

The YMCA Step Test is a simple and effective way to assess a person's physical fitness levels by determining the rate of recovery following intense exercise. The test itself is called a sub-maximal test, which requires the candidate to step up onto a step that is 30cm (12 inches) in height.

Once on the step with both feet the candidate will then step back off the step before repeating the movements in time with a metronome. The YMCA Step test is single stage, which means that there is no change in the speed in which the candidate has to step up and off the step or the height of the step.

1. To begin, a metronome will be set to 96 beats per minute and the volume will be set sufficiently for you to hear each beat.
2. You will stand facing your step.
3. When you are ready, you will be instructed by the fitness assessor to begin stepping on and off the step to the metronome beat, following a cadence of up, up, down, down.
4. This will continue for three minutes.
5. When you reach three minutes, you will be instructed to stop immediately and sit down on your step.
6. If at any stage during the test you feel unable to continue, you should stop immediately and inform the fitness instructor.
7. Using a heart rate monitor (pulse oximeter) your heart rate will be recorded one minute from the point at which you stopped stepping.
8. If a heart rate monitor is not available, your pulse will be measured manually for a full minute following the time at which you stopped stepping.

Advantages:

Minimal equipment is required and the test is very portable.

Appendix E: Guidance for recognising staff qualified to conduct fitness assessments

The Trust follows the guidance offered by REPs, the Register of Exercise Professionals. It is preferable that staff invited to facilitate organisation fitness assessments are active registrants on this register.

REPs Registrants:

- Meet the agreed National Occupational Standards, which outline the knowledge, competence and skills of good practice
- Hold recognised and approved qualification(s)
- Demonstrate the knowledge, competence and skills to perform their role effectively
- Are recognised as industry professionals
- Are committed to ongoing professional development
- Are legally covered to practice by appropriate insurance
- Adhere to a Code of Ethical Conduct



The Trust recognises the following REPs-endorsed qualifications:

- Level 2 Fitness Instructing (Gym)
- Level 2 Gym Instructor
- Level 3 Personal Training
- Level 4 Personal Training
- Level 4 Strength & Conditioning - Degree in Sports, Health & Exercise Science
– **MUST be REPs registered
- Military Physical Training Instructor (PTI) – **MUST be REPs registered

*Should an individual not hold valid REPs registration, they must be able to evidence completion of one of the above qualifications.

**Note: Military Physical Training Instructors or degree-qualified staff are only permitted to facilitate assessments if REPs registered.

Staff-members who are invited to support fitness assessments should be detailed within the SECamb Fitness Assessor Database and covered by organisational liability insurance.

Qualifications must be reviewed and approved by a Resourcing Advisor prior to allowing an individual to conduct fitness assessments on behalf of the Trust.