

DERBYSHIRE FIRE & RESCUE SERVICE



Derbyshire
Fire & Rescue Service
Making Derbyshire Safer Together

SERVICE PROCEDURE

FITNESS

JULY 2024
VERSION NO. 3.1
STATUS: LIVE

CONTENTS	
1. INTRODUCTION	<p>Employees are responsible for maintaining their own health and fitness levels appropriate to the job they do.</p> <p>Under the Fire and Rescue Services Role Maps, operational staff are required to:</p> <ul style="list-style-type: none">• Monitor their personal fitness levels and take action to prevent poor health, fitness and hygiene

	<ul style="list-style-type: none"> • Take responsibility for their performance, including ensuring their own health and fitness for work is in line with the organisation's Occupational Health Policy. Within Derbyshire Fire and Rescue Service (DFRS) this includes the Fitness Policy and this Procedure <p>Advice, information and guidance is available on the Well4Work section on FireView and from the Occupational Health and Fitness team.</p> <p>This Service Procedure supports the Fitness Policy and provides information on the fitness standards, the procedure for undertaking fitness tests and the process following fitness tests.</p>
<p>2. RESOURCES AND FACILITIES</p>	<p>DFRS shall ensure there are resources and facilities to encourage employees to adopt a healthy lifestyle and obtain and maintain suitable fitness levels. These resources include:</p> <ul style="list-style-type: none"> • Exercise equipment on Fire and Rescue Service premises • Provision of a Fitness and Wellbeing Officer • Provision of Area Fitness Instructors • Regular time for fitness training for operational employees • Compulsory fitness tests for all operational staff and voluntary assessments for non-operational staff • Provision of an Occupational Health (OH) Service to provide information, advice and guidance on all aspects of health, fitness and wellbeing • Health, Fitness and Wellbeing magazine <p>Paid time allowed for fitness training is as follows:</p> <ul style="list-style-type: none"> • Operational employees working on the on-call duty system – up to 30 minutes per week. Payment claims must be submitted during the week the training is undertaken and must specify the nature of training undertaken, date(s) and location. The Watch Manager will verify this as suitable training and sign off for payment • Firefighters, Crew and Watch Managers working on shift/day crewed stations – up to 45 minutes per shift. This must be signed off by the supervisory manager in Redkite • Watch Manager and below working a day duty system and Detection Identification and Monitoring (DIM) Officers – up to 2 hours per week. This must be recorded in Redkite • Station Managers and above (excluding DIM Officers) – up to 45 minutes twice a week. This must be recorded in Redkite <p>Time for fitness training must be spent on activities to support achieving the required level of fitness for the role, using a balance of cardiovascular and strength based training.</p>

	<p>All staff are strongly advised to take up this entitlement to support them in achieving the required level of fitness. This will be taken into account in the event of an individual failing to meet the standard required.</p> <p>The same role-related fitness standard will be applied to all ages and genders. Tailored advice, taking into account these factors and the employee's general health, will be provided to support them in meeting the required fitness standard.</p> <p>Advice on suitable training can be sought from the Fitness and Wellbeing Officer or Area Fitness Instructors. Information is also available on Fireview, Ignis and in the Health, Fitness and Wellbeing magazine.</p>
<p>3. FITNESS STANDARDS</p>	<p>Fitness standards are applicable to the role as detailed below. When moving between roles, employees will be required to achieve the applicable standard. Where an individual undertakes a temporary transfer and the fitness standard differs from their substantive role, they will be required to achieve whichever is the higher level of fitness.</p> <p>Fitness standards will normally be initially assessed using a treadmill.</p> <p>If the individual believes they have a better opportunity of passing the initial test using the Training Ground Assessment (TGA), Chester Step Test or Shuttle Run Test they should discuss this with the Fitness and Wellbeing Officer. Their assessment of the individual's suitability of the alternative test will take into account historical test performance and professional judgment.</p> <p>Subject to advice from Occupational Health or the Fitness and Wellbeing Officer, other options could be offered e.g. using a rower, wattbike, cross-trainer or airdyne bike. These options require the use of the gas analyser, with the exception of the wattbike.</p> <p><u>Operational Employees – Firefighters, Crew Managers and Watch Managers based on station or in Operational Training and DIM Officers.</u></p> <p>The required standard of aerobic fitness is a Grade 1 which is a VO₂ of 42mls O₂/kg/min. The default test to demonstrate this will be the achievement of a Grade 1 using the treadmill, however the TGA or alternative method may be agreed by OH or the Fitness and Wellbeing Officer. Pass requirements for alternative tests are detailed in Appendix 6.</p>

Standard	VO2 (mls O₂/kg/min) gas analysis	Treadmill Incline profile	TGA
Grade 1 - Pass	42 or more	Complete 12 minutes. Complete inclines every 2 minutes at 0%, 3%, 6%, 9%, 12%, 15%	Complete TGA within 11 minutes 11 seconds
Grade 2 - Fail Will be required to undertake the TGA or where recommended by the Fitness and Wellbeing Officer, a second attempt using the initial test method may be agreed by the employee.	35-41	Complete 10 minutes but below 12 minutes. Completes 12% but unable to complete the 15% incline	<u>n/a</u>
Grade 3 - Fail Will be removed from operational duties and placed on modified duties	Less than 35	Below 10 minutes. Unable to complete the 12% incline	Unable to complete the TGA within 11:11 or unable to undertake the TGA

Operational Employees – Crew Managers and Watch Managers not based on station or in Operational Training

The required standard of aerobic fitness is a Grade 1 which is a VO2 of 42mls O₂/kg/min. This can be demonstrated by achieving a Grade 1 using the treadmill, TGA or alternative method as agreed by OH or the Fitness and Wellbeing Officer. Pass requirements for alternative tests are detailed in Appendix 4.

If an individual achieves a Grade 2 a referral to Occupational Health will be made and a risk assessment of the role and the individual's health, involving an Area Manager, will be undertaken to determine whether the standard achieved is an acceptable level of fitness whilst in that role. In the event that it isn't, the process for a Grade 3 fail will be followed.

Operational Employees – Station Manager and above (except DIM Officers)

Staff are expected to aspire to attain a minimum VO2 of 42 as detailed above for their own health and wellbeing, however the minimum standard of aerobic fitness is a Grade 1 which is a VO2 of 36 mls O2/kg/min. This can be demonstrated by achieving a Grade 1 using the treadmill or alternative method as agreed by OH or the Fitness and Wellbeing Officer. Pass requirements for alternative tests are detailed in Appendix 6.

Standard	VO2 (mls O₂/kg/min)	Treadmill Incline profile
Grade 1 - Pass	36 or more	10 minutes or more, 12% incline or more
Grade 2 – Possible Pass A referral to Occupational Health will be made and a risk assessment of the role and the individual's health, involving an Area Manager, will be undertaken to determine whether the standard achieved is an acceptable level of fitness whilst in that role. In the event that it isn't, the process for a Grade 3 fail will be followed	31-35	At least 8 minutes but under 10 minutes. Completes 9% but unable to complete the 12% incline
Grade 3 - Fail Will be removed from operational duties and placed on modified duties	Less than 31	Below 8 minutes. Unable to complete the 9% incline

If an individual does not reach the required standard, then further assessments and tests will be undertaken as outlined below.

Support and Control Employees

There are no specific fitness standards for support and control employees. However, individuals are required to maintain a level of fitness in order for them to undertake their role.

4. FITNESS TESTING

Fitness testing will be undertaken annually for all operational employees, but will be more frequent for those that do not meet the required standard.

Individuals will be notified in advance of when and where the fitness test is taking place. Where possible, annual testing will take place on station on a watch/unit basis. For on-call staff, testing will be scheduled during the day and evening to offer flexibility.

Quality assurance fitness testing will be undertaken on your watch/unit with the Fitness and Wellbeing Officer or Area Fitness Instructor on a 3 year rolling programme. This is to provide on-going support, advice and guidance to managers and employees, and ensure that testing takes place consistently across the Service.

Re-tests for those not achieving the required level of fitness for their role will normally be undertaken at OH.

The TGA will take place at a station provided it has been approved for use by the Fitness and Wellbeing Officer and subject to availability of a suitable appliance. The JTC may also be used to undertake TGAs.

Fitness advice can be requested from the Fitness and Wellbeing Officer to support individuals in either maintaining or improving their fitness level. This will be tailored to take into account an individual's age, gender and health.

If an employee is unable to attend the fitness test or TGA, they must notify OH and their line manager with their reason at least 24 hours in advance, or as soon as is reasonably practicable, and make alternative arrangements. The re-arranged fitness test or TGA will normally take place within two weeks of the original date unless there are justifiable reasons for this, which must be agreed and recorded by the line manager and the OH team informed.

If an individual misses or cancels two appointments for a fitness test or TGA without an acceptable reason or refuses to attend the appointment, this will be considered an act of misconduct and disciplinary proceedings may be instigated. The individual may be removed from operational duties as a risk precaution. This decision will be made by the Response Management Team in liaison with the Fitness and Wellbeing Officer.

The initial fitness test will normally be undertaken using a treadmill, however if the individual believes they have a better opportunity of passing the test using the Training Ground Assessment, Chester Step Test, Watt Bike Test or Shuttle Run Test they should discuss this with the Fitness and Wellbeing Officer. Their assessment of the suitability of the alternative test will take into account historical test performance and professional judgment. Alternative tests will be administered by the Fitness and Wellbeing Officer or Area Fitness Instructor and may need to be undertaken at OH.

The gas analyser will be used for reasonable adjustment tests such as the rower and cross trainer alongside subsequent treadmill tests if an individual achieves a Grade 3 fail. When the individual reaches a level at which they believe they can pass the treadmill test or alternative, in agreement with the Fitness and Wellbeing Officer, they can attempt the test without the gas analyser.

If they are unable to achieve a Grade 1 pass, fitness monitoring will continue with the gas analyser until it is requested and agreed to undertake a further attempt without it.

If an individual believes they have a medical condition that prevents them from undertaking the fitness test or an injury that may be aggravated by the tests, they must speak to the Fitness and Wellbeing Officer in advance of the appointment date and a referral to OH maybe made by the line manager or Fitness and Wellbeing Officer. An alternative fitness test method could be offered e.g. using a rower, cross-trainer, wattbike or airdyne bike. As a precaution, a recommendation may be made to the Response Management Team to temporarily remove the employee from operational duties while awaiting further assessment or advice.

If there are any health concerns detected during the pre-test screening, which includes a Physical Activity Readiness Questionnaire (EPARQ), blood pressure and resting heartbeat tests, the fitness test may be put on hold pending further investigation. Advice should be sought from the Fitness and Wellbeing Officer, who may refer the case to an OH Clinician.

In these cases, the individual may be removed from operational duties and the Modified Duties Procedure may be instigated as a risk precaution. This decision will be made by the Response Management Team in liaison with the Fitness and Wellbeing Officer. If, following advice from the Fitness and Wellbeing Officer and/or OH and discussions with the Response Team Management, it is considered the individual is still not fit to undertake the fitness test, the process for a Grade 3 Fail will be followed and the required support put into place.

Where an employee is returning to work after a period of absence, the fitness test will take place when it is due unless:

- The duration of absence is for three months or more
- There are any concerns from OH, the line manager or the individual regarding their level of fitness

In these cases, the test will be brought forward, as a risk precaution, to check the individual meets the fitness standards required for their role. If they are unable to pass the fitness test to the required standard, they will receive advice and support from the Fitness and Wellbeing Officer in order to regain their fitness and the process below, 'Process Following Fitness Test', will be followed.

Support and Control Employees

There are no mandatory fitness assessments for support and control employees.

	<p><u>Occupational Health</u> OH may deem it necessary for an employee to undertake a fitness test following an OH referral or a return to work. This shall be arranged by OH with the individual immediately after the appointment.</p> <p><u>Line Managers</u> If a manager is concerned about the fitness level of an employee, they should discuss this with the employee and can refer to either the Fitness & Wellbeing Officer or OH. They can also seek advice from an Area Fitness Instructor.</p> <p><u>Operational Employees</u> Information about the fitness test and TGA are available on FireView. Employees are encouraged to regularly undertake the fitness test as part of their paid fitness training to monitor their own fitness levels. Information, advice and guidance on improving fitness can be found on FireView, Ignis and in the Health, Wellbeing and Fitness magazine. Employees can also contact the Fitness & Wellbeing Officer or an Area Fitness Instructor.</p> <p><u>Area Fitness Instructors</u> Can be contacted by managers and employees for support, advice or guidance on fitness.</p>
<p>5a. PROCESS FOLLOWING FITNESS TESTING – REPEAT INITIAL TEST METHOD IF GRADE 2 ACHIEVED</p>	<p><u>Firefighters, Crew Managers and Watch Managers Based on Station or in Operational Training and Dim Officers</u></p> <p><u>Grade 1 – Pass: Aerobic Fitness is at least VO₂ of 42mls O₂/kg/min</u></p> <p>Individuals meeting the required standard will be retested annually.</p> <p><u>Grade 2 – Fail: Aerobic Fitness is between VO₂ of 35 and 41 mls O₂/kg/min</u></p> <p>Individuals with the above aerobic capacity will remain on operational duties, unless there are any health concerns detected. Where recommended by the Fitness and Wellbeing Officer, and agreed by the employee, the employee may have a second attempt using the initial test method instead of defaulting to the TGA. The individual is responsible for booking their test with OH to be undertaken within seven calendar days unless there are exceptional circumstances.</p> <p>If an individual passes the second attempt using their initial test method, they shall remain on or return to full operational duties. Fitness improvement advice will be given and they will be required to undertake a further fitness test in a year's time.</p> <p>If an individual achieves a Grade 2 on the second attempt, they will be required to undertake a TGA within seven calendar days unless there are exceptional circumstances.</p>

	<p><u>Grade 3 - Fail: Aerobic Fitness is less than VO2 of 35mls O₂/kg/min on first or second attempt or fails the TGA. Removed from operational duties and the Modified Duties Procedure followed</u></p> <p>If an individual does not meet the minimum standard of fitness for their role, they will be removed from operational duties and the Modified Duties Procedure will be followed.</p> <p>A fitness programme will be developed by the Fitness and Wellbeing Officer to support the individual to attain the required level of fitness. A referral to OH may be made at this stage.</p> <p>The programme will include 4-6 weekly reviews of progress with the Fitness and Wellbeing Officer, including fitness re-tests using the gas analyser at appropriate stages.</p> <p>An informal discussion in accordance with the Capability Procedure will be undertaken with the line manager.</p> <p>If the individual achieves a Grade 1 at a re-test, they will return to full operational duties and will be re-rested in a year's time.</p> <p>If the individual achieves a Grade 2 at a re-test, they will undertake the TGA, or alternative test method as agreed by the Fitness and Wellbeing Officer, in accordance with the procedure above. If they pass the TGA or alternative test, they will return to full operational duties and will be re-tested in a year's time.</p> <p>If, after three months, the individual is still unable to achieve a Grade 1 through either the treadmill, or alternative test method or the TGA, a referral or a review with OH will be made by the line manager.</p> <p>Section 6, the 'Process Following Grade 3 at 3 Month Re-Test', will be followed.</p>
<p>5b. PROCESS FOLLOWING FITNESS TESTING –TGA IF GRADE 2 ACHIEVED</p>	<p><u>Firefighters, Crew Managers and Watch Managers Based on Station or in Operational Training and DIM Officers.</u></p> <p><u>Grade 1 – Pass: Aerobic Fitness is at least VO2 of 42mls O₂/kg/min</u></p> <p>Individuals meeting the required standard will be retested annually.</p>
	<p><u>Grade 2 – Fail: Aerobic Fitness is between VO2 of 35 and 41 mls O₂/kg/min</u></p> <p>Individuals with the above aerobic capacity will remain on operational duties, unless there are any health concerns detected. They will be required to undertake the TGA with the Fitness and Wellbeing Officer or alternative, suitably trained personnel.</p>

The individual is responsible for booking their test with OH and will normally take place within seven calendar days unless there are exceptional circumstances.

TGAs will take place at a fire station, provided it has been approved for use by the Fitness and Wellbeing Officer, or at the Joint Training Centre.

If an individual passes the TGA they shall remain on or return to full operational duties. Fitness improvement advice will be given and they will be required to undertake a further fitness test in a year's time.

If an individual fails the first TGA, they will book a second attempt with OH. This is in recognition that improvements to technique may occur after the first attempt resulting in improved performance. The second TGA will normally take place within seven calendar days of the first TGA unless there are exceptional circumstances.

If an individual passes the second TGA, they shall remain on or return to full operational duties. Fitness improvement advice will be given and they will be required to undertake a further fitness test in a year's time.

If an individual fails the second TGA, this will be considered a Grade 3 Fail and the process below will be followed.

Grade 3 - Fail: Aerobic Fitness is less than VO₂ of 35mls O₂/kg/min or fails to complete the TGA within 11 minutes 11 seconds or is unfit to take the TGA. Removed from operational duties and the Modified Duties Procedure followed

If an individual does not meet the minimum standard of fitness for their role, they will be removed from operational duties and the Modified Duties Procedure will be followed.

A fitness programme will be developed by the Fitness and Wellbeing Officer to support the individual to attain the required level of fitness. A referral to OH may be made at this stage.

The programme will include 4-6 weekly reviews of progress with the Fitness and Wellbeing Officer, including fitness re-tests using the gas analyser at appropriate stages.

An informal discussion in accordance with the Capability Procedure will be undertaken with the line manager.

If the individual achieves a Grade 1 at a re-test, they will return to full operational duties and will be re-rested in a year's time.

	<p>If the individual achieves a Grade 2 at a re-test, they will undertake the TGA, or alternative test method as agreed by the Fitness and Wellbeing Officer, in accordance with the procedure above. If they pass the TGA or alternative test, they will return to full operational duties and will be re-tested in a year's time.</p> <p>If, after three months, the individual is still unable to achieve a Grade 1 through either the treadmill, or alternative test method or the TGA, a referral or a review with OH will be made by the line manager.</p> <p>Section 6, the 'Process Following Grade 3 at 3 Month Re-Test', will be followed.</p>
<p>5c. PROCESS FOLLOWING FITNESS TESTING: WATCH MANAGERS AND CREW MANAGERS NOT BASED ON STATION OR IN OPERATIONAL TRAINING</p>	<p>Watch Managers and Crew Managers who are not based on station or in Operational Training will be required to achieve the same level of fitness as station-based Watch Managers and Crew Managers, above. If an individual achieves a Grade 2, a referral to OH, in liaison with an Area Manager, will be made in order to identify any risk factors. This may result in the individual being considered fit to undertake their current role and the Fitness and Wellbeing Officer will provide advice and support to help the individual improve their level of fitness to achieve a Grade 1 pass at the annual test.</p> <p>If the individual is not considered fit to undertake their current role, the process for a Grade 3 fail, above, will be followed.</p>
<p>5d. PROCESS FOLLOWING FITNESS TESTING: STATION MANAGER AND ABOVE (EXCEPT DIM OFFICERS)</p>	<p><u>Grade 1 – Pass: Aerobic Fitness is at least VO2 of 36 mls O₂/kg/min</u></p> <p>Individuals meeting this standard will be re-tested annually.</p> <p><u>Grade 2 – Possible Pass: Aerobic Fitness is VO2 of 31-35 mls O₂/kg/min</u></p> <p>If an individual achieves a Grade 2, a referral to OH, in liaison with an Area Manager, will be made in order to identify any risk factors. This may result in the individual being considered fit to undertake their current role and the Fitness and Wellbeing Officer will provide advice and support to help the individual improve their level of fitness to achieve a Grade 1 pass at the annual test.</p> <p>If the individual is not considered fit to undertake their current role, the process for a Grade 3 fail, below, will be followed.</p> <p><u>Grade 3 - Fail: Aerobic Fitness is less than VO2 of 31 O₂/kg/min or VO2 is 31-35 and risk factor(s) have been identified. Remove from operational duties and the Modified Duties Procedure will be followed</u></p> <p>If an individual does not meet the minimum standard of fitness for their role, they will be removed from operational duties and the Modified Duties Procedure will be followed.</p>

	<p>A fitness programme will be developed with the Fitness and Wellbeing Officer and a referral to OH may be made at this stage. The programme will include 4-6 weekly reviews of progress with the Fitness and Wellbeing Officer, including fitness re-tests using the gas analyser at appropriate stages.</p> <p>An informal discussion under the Capability Procedure will be undertaken with the line manager.</p> <p>If the individual achieves a Grade 1 at a re-test, they will return to full operational duties and will be re-rested in a year's time.</p> <p>If, after three months, the individual is still unable to demonstrate the required level of fitness through the treadmill or alternative test method a referral or a review with OH will be made by the line manager.</p> <p>Section 6, the 'Process Following Grade 3 at 3 Month Re-Test', will be followed.</p>
<p>6. PROCESS FOLLOWING GRADE 3 AT 3 MONTH RE-TEST</p>	<p>Based on all of the information available, the appropriate Response Team Manager, who will be a position more senior to that of the individual, will:</p> <ul style="list-style-type: none"> • Decide whether capability proceedings will continue. This would be at the informal meeting stage of the Capability Procedure • Consider whether reasonable adjustments may apply (see Making Reasonable Adjustments guidance) • Consider whether redeployment opportunities within role or with the agreement of the individual should be explored • Consider whether investigations into the employee's eligibility for ill health retirement pension benefits may be made • Decide, where an individual has not fully co-operated with the fitness programme, whether disciplinary proceedings will be instigated <p>Multiple considerations may be undertaken in parallel. For example, capability proceedings may continue alongside investigations into redeployment opportunities and eligibility for ill health retirement pension benefits.</p> <p>In all cases, a review of the fitness programme will be undertaken and a further period of one month's monitoring put in place.</p> <p>If, after this extended period, the individual is unable to achieve a Grade 1 Pass through either the treadmill or alternative test method or, where applicable, the TGA, the case will be presented at a formal stage 1 capability hearing to determine the approach to be taken.</p>

	<p>Further OH advice will be sought by the line manager where appropriate and support from the Fitness & Wellbeing Officer and/or other suitably trained staff will continue for a minimum of 6 months from the initial Grade 3 result. This will include formal re-tests at monthly intervals.</p> <p>In the event that an individual continues to be unable to reach the required level of fitness, adherence to any policy, procedure and/or guidance that has been instigated will continue. This could ultimately lead to dismissal.</p> <p>The approach taken may change if the circumstances warrant this. For example, disciplinary proceedings may be taken where an individual who has previously fully co-operated with the fitness programme then fails to do so.</p>
7. REPORTING DATA	<p>Fitness test data will be reported to the Health and Safety Committee and the People Performance Programme Board. The data will not include the names of individuals that have been tested.</p>
8. CONFIDENTIALITY	<p>Personal information received by the Fitness & Wellbeing Officer and OH will form part of the OH database/records and treated in confidence in accordance with the Access to Medical Reports Act 1988, the Data Protection Act 2018 and the General Data Protection Regulations (GDPR).</p> <p>Confidentiality forms will be completed by the Fitness and Wellbeing Officer and Area Fitness Instructors.</p>
9. RELEVANT DOCUMENTS	<p>Policy Note – Fitness Equality Impact Assessment Employee Performance Policy and Capability Procedure Discipline Policy and Procedure Modified Duties and Phased Return Procedure Confidentiality Form Making Reasonable Adjustments Physical Activity Readiness Questionnaire (EPARQ) Health, Fitness and Wellbeing Magazine</p>

DOCUMENT HISTORY

Version no.	3.1
Replaces	SP: Fitness v 3.0 August 2022. All hard copies should be destroyed.
Summary of changes	This Service Procedure has been reviewed and minor changes made: <ul style="list-style-type: none"> Inclusion of Quality Assurance testing
Authors	Helen Haddon, Senior HR Partner/ Hong Shin, Fitness and Wellbeing Officer
Department	Occupational Health
Approved by	Emma Crapper, Director of Corporate Services

Revision history

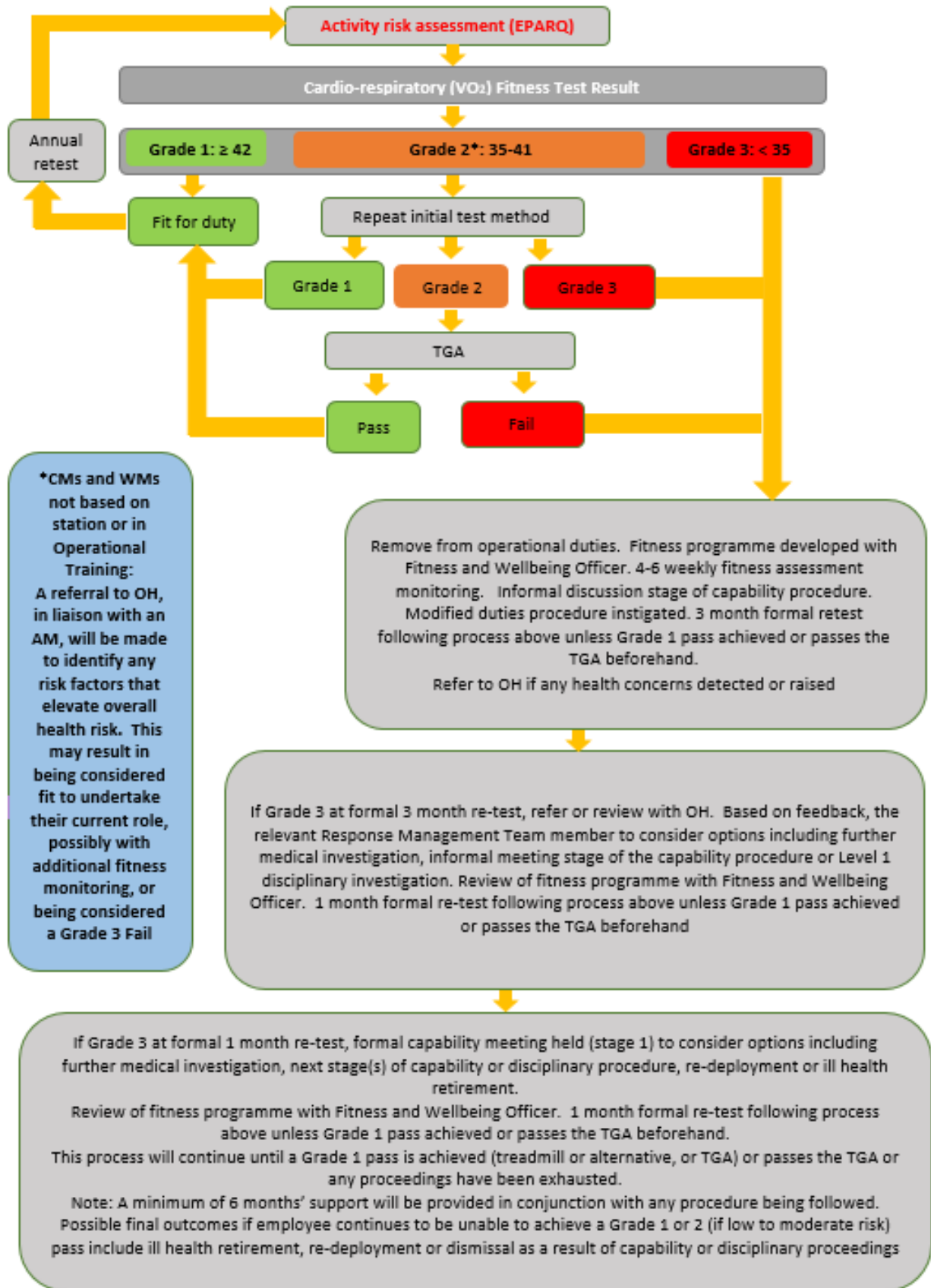
Version	Date	Author	Changes
3.0	August 2022	H Haddon/H Shin	<ul style="list-style-type: none"> Introduction of alternative test methods 2nd attempt using the initial test method introduced if achieving a Grade 2 result Increase of paid fitness time for Station Manager and above to 45 minutes, twice a week
2.1	June 2022	H Haddon/H Shin	Minor changes: Removal of reference to Fitness Assistant
2.0	Sept 2018	H Haddon/H Shin	Major changes: <ul style="list-style-type: none"> Frequency of testing changed to annually Introduction of Training Ground Assessments Introduction of different fitness standards for Station Manager and above (excluding DIM Officers) Clarity on process in the event of being unable to achieve a Grade 1 Pass
1.0	Nov 12	D Johal	New Service Procedure
1.1	Jan 16	D Johal/L Brown	Minor changes: <ul style="list-style-type: none"> Use of the gas analyser will be optional for all staff undertaking their initial fitness test on the treadmill. If using alternative equipment to the treadmill then the gas analyser must be used for all tests. The gas analyser will be used on re-tests if an individual fails to achieve 42 VO₂ on their initial test. The gas analyser will continue to be used until an individual achieves 42 VO₂ on their fitness test. Frequency of fitness tests changed to be in line with medical health screening. RDS employees must claim payment during week fitness training undertaken and for fitness training undertaken on DFRS premises. Clarity on fitness re-tests if not achieve required standard.

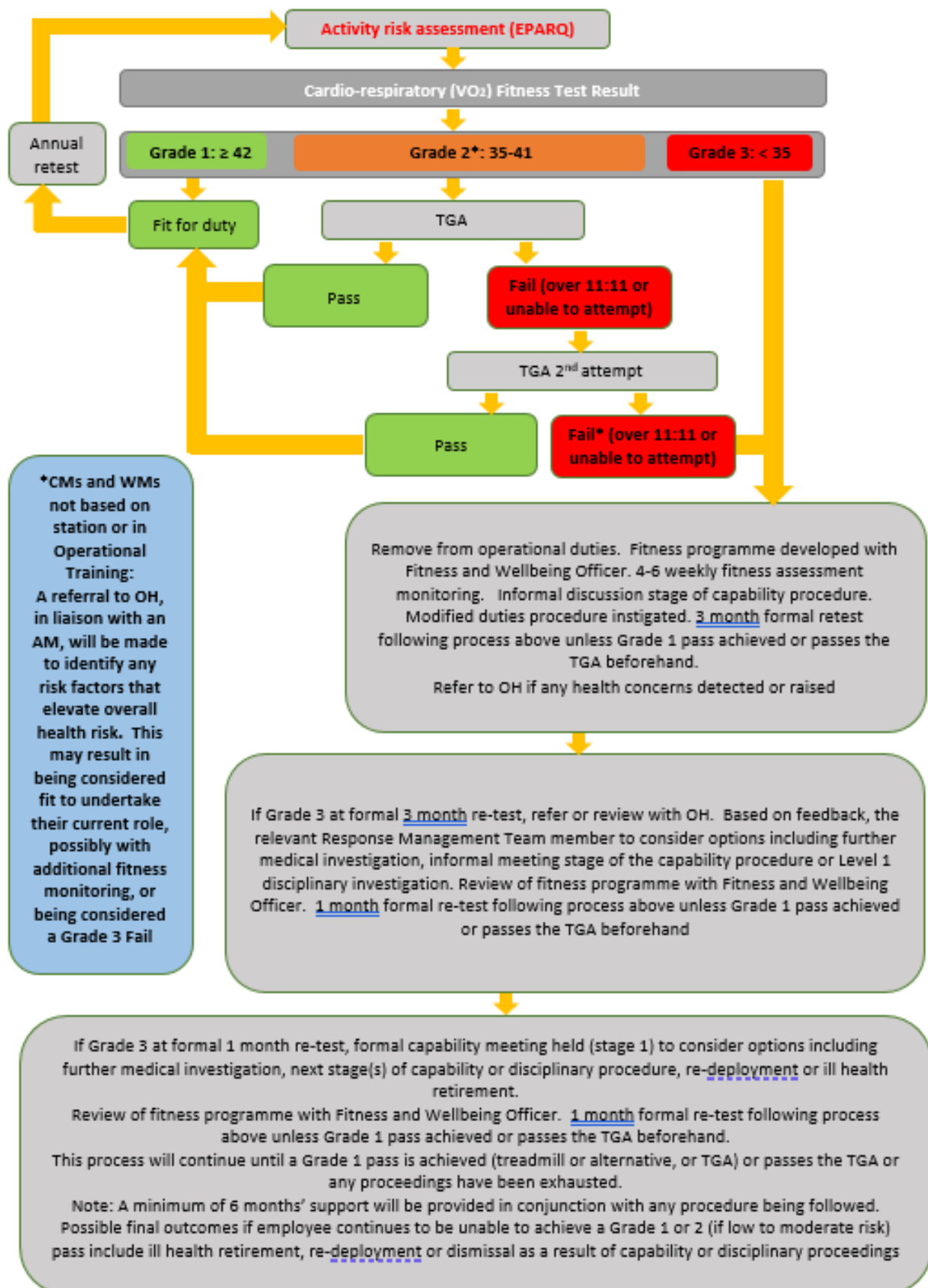
			<ul style="list-style-type: none"> • Clarity on operational employees being taken off operational duties if they do not undertake their medical screening / fitness test when due.
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Review Period
This Service Procedure will be reviewed in 3 years (July 2027).

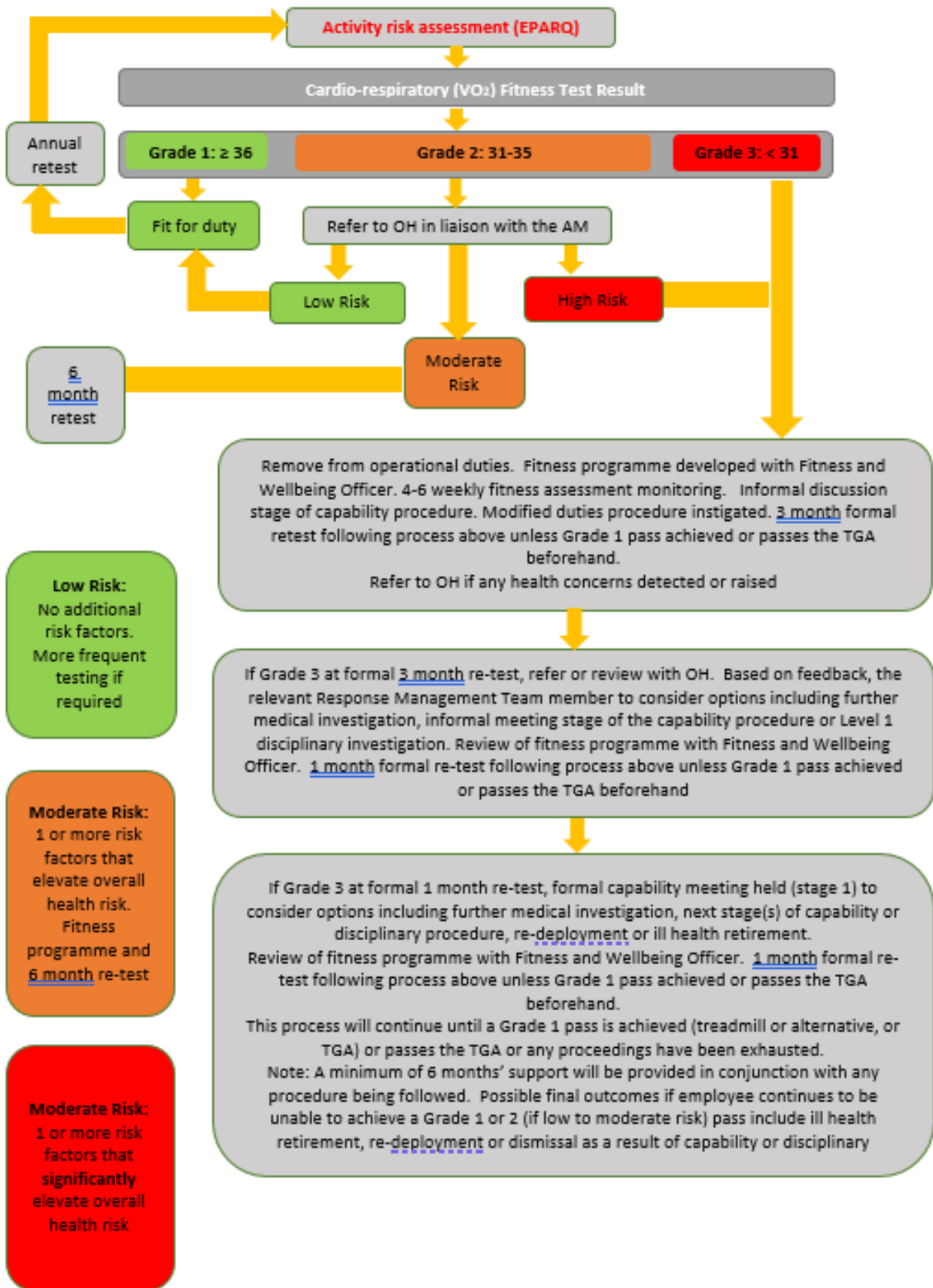
Distribution
Service Procedures are published on the intranet in the month of issue. No hard copies are distributed.

Index
Keywords: fitness, fitness testing, fitness assessments, VO2, fitness training, Fitness and Wellbeing Officer, physical, healthy, lifestyle, fitness equipment, Occupational Health, Area Fitness Instructors, modified duties, training ground assessment, role map





Fitness Process SM and above (excluding DIM Officer)



Treadmill Protocol

NOTE: This is considered a walking protocol but depending on your build/technique you may walk or adopt a gentle jog at the set speed. Whatever your technique, you must stay on the treadmill and complete the test without holding onto the rails.

Warm Up

Gently loosening & limbering; walk on treadmill at 0% for approx. 3-5mins, gradually increasing speed to 6.2km/hr (3.9mph), then start test.

- **Level 1: 0-2 minutes at: 0% gradient.**
At end of Level, continue to Level 2, increasing gradient to 3%.
- **Level 2: 2-4 minutes at: press incline so screen shows 3% gradient.**
At end of Level, continue to Level 3, increasing gradient to 6%.
- **Level 3: 4-6 minutes at: press incline so screen shows 6% gradient.**
At end of Level, continue to Level 4, increasing gradient to 9%.
- **Level 4: 6-8 minutes at: press incline so screen shows 9% gradient.**
At end of Level, continue to Level 5, increasing gradient to 12%.
- **Level 5: 8-10 minutes at: press incline so screen shows 12% gradient.**
At end of Level, continue to Level 6, increasing gradient to 15%.
- **Level 6: 10-12 minutes at: press incline so screen shows 15% gradient.**

End of Test.

On completing the test cool down for 3-5 minutes on a slower speed and flat gradient ensuring your breathing and heart rate is regulated to normal levels before you stop completely.

On completion of the test, you will have reached the minimum recommended fitness standard of 42mlsO₂/kg/min. However, if required the result from the gas analysis takes precedence and the test could be altered slightly in order for you to ascertain the required VO₂ reading of 42mlsO₂/kg/min or above.

Appendix 6

Fireground Fitness Test - Guidance Note

The test will be conducted over a 25 m court. To pass the test the participant must complete all elements of the test in **11mins and 11 seconds** or less.

Note: An assessment of the ground conditions/environmental factors must be conducted prior to the test. Participants must be rigged in full PPE inclusive of flash hood and gloves. The facilitator will require a clip board inclusive of instructions, RPE chart, pen and stop watch.

Equipment:

- 4 x collapsible cones and tape measure / trundle wheel – to mark out the 25 m court
- 1 x 25 kg barbell
- 1 x BA set rigged with cylinder, with mask removed
- 1 x 50m charged hose reel with closed branch
- 1 x 55 kg drill manikin
- 1 x hearth sheet
- 2 x salvage sheets
- 4 x 70 mm rolled/ready-made hose
- 1 x first aid kit with AED (Defibrillator)

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:

- The test should not be undertaken in temperatures exceeding 30 degrees centigrade.
- 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 25 kg barbell.
- Participants must clearly start and finish each shuttle stepping on or past the 25 m court 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 wearing the BA set.
- Running/jogging is permitted when carrying and running out 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 must 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 and will inform the participant of progress. Facilitators should consider stopping the test if participants have not completed the:
 - Equipment Carry Protocol within **2 minutes and 25 seconds**
 - Casualty Evacuation Protocol within **5 minutes and 17 seconds**

Service Procedure: Fitness v 3.1 July 2024

This Service Procedure is uncontrolled when printed. Please ensure you have the most up-to-date version.

- 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.

Fireground 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 from the floor – Walk 8 x 25 m - Put down Barbell on the floor

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

- Pick up BA set lying on floor. Put on BA set. Pick up branch from floor. Drag hose reel 25 m. Put branch down on floor.
- Walk back 25 m. Pick up hose reel bight. Drag hose reel 25 m. Put hose down.
- Pick up hose reel branch – Drag hose reel 25 m back to appliance. Put HR Branch down
- Pick up casualty lying on floor. Drag 2 x 25 m. Put Casualty down.
- Take off BA set and place back on floor.

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

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

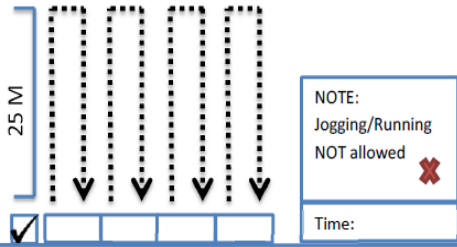
Perceived Exertion Score	Exercise Intensity
6-7	No exertion at all
8-9	Very light exertion
10-11	Light exertion
12-13	Moderate/Medium exertion
14-15	Hard/Heavy exertion
16-17	Very strenuous exertion
18-20	Extremely hard to maximum exertion

Fireground Fitness Test Protocol:

FIRST NAME	SURNAME	STN/WATCH

First Section:

Equipment
Carry: 25KG
Barbell
Protocol:



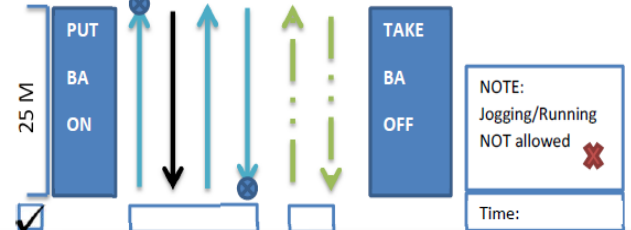
NOTE:
Jogging/Running
NOT allowed ❌
Time:

KEY:

- 25kg Barbell carry →
- (Charged) Hose Reel Drag →
- Place Hose Reel down X
- Walk/Jog →
- 55kg Casualty Drag →
- Double (70mm) Hose Carry →
- Single (70mm) Hose Carry →
- Place Hose down O
- Run out Hose →

Second Section:

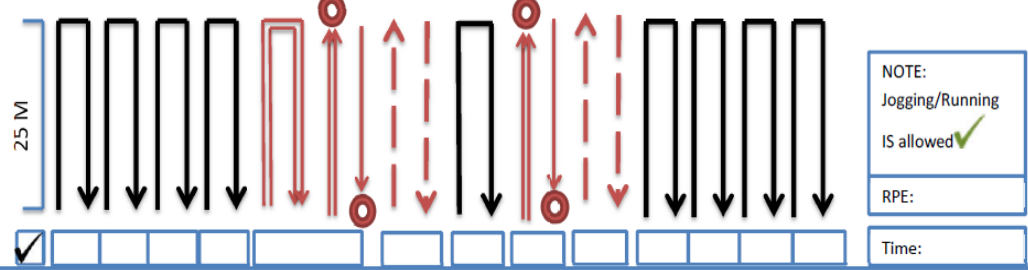
Casualty
Evacuation
Protocol:



NOTE:
Jogging/Running
NOT allowed ❌
Time:

Final Section:

Hose Run
Protocol:



NOTE:
Jogging/Running
IS allowed ✓
RPE:
Time: **FINISH**

STANDARDS: the fireground 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 = ≤ 11mins 11sec

Test	Attainment Score	Physical Parameters
Chester Treadmill Test	VO2 Required: 42.3	Complete all 3,6,9,12,15 % inclines in 12 minutes.
Gas Analysis <ul style="list-style-type: none"> • Treadmill (speed) • X Trainer • Row • Bike 	VO2 Required: 42.3	Continue exerting till 42 VO2 achieved on gas analysis.
Multi-Stage Shuttle	VO2 Required: 42.3	Level Required: level 8 shuttle 8
Watt Bike Fire Fit Test	VO2 Required: 42.3	Continue exerting till 42 VO2 achieved on Watts measurement
Drill Ground Fitness Assessment	VO2 Required: 42.3	Complete all drill activities in 11 minutes 11s
Step Test	VO2 Required: 42.3	Continue exerting till 85% Heart rate max. 42 VO2 predicted based on heart rate.