

# Fitness standards, Positive Action, Ageing Workforce



CFO Justin Johnston  
NFCC Wellbeing & Fitness Lead  
NFCC co Lead Inclusion



# I will aim to cover...

- History
- Standards
- Tests
- POEST
- The Future

# The Ideal?



## Ideal.

Firefighter Fitness is:

Cardiovascular Endurance

Muscular Strength

Muscular Endurance

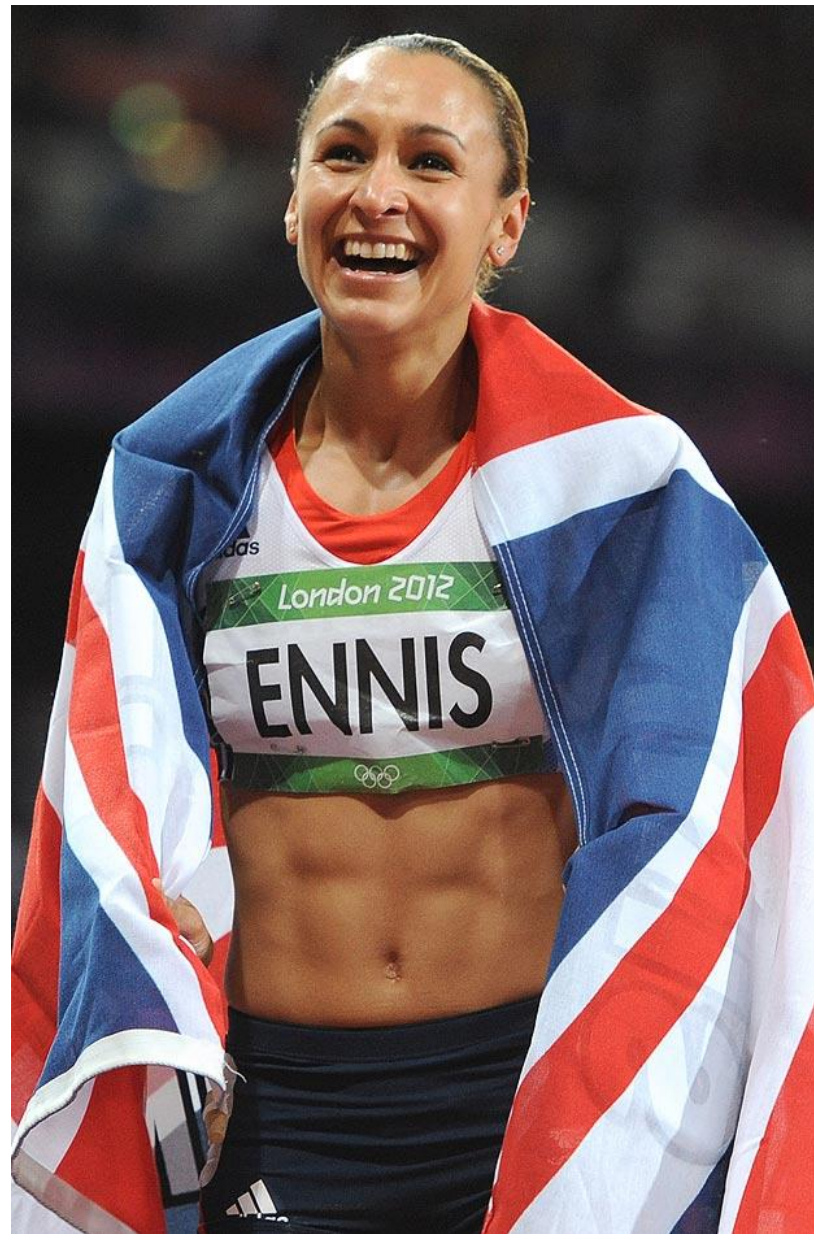
Speed

Power

Agility

5'5"

57kg



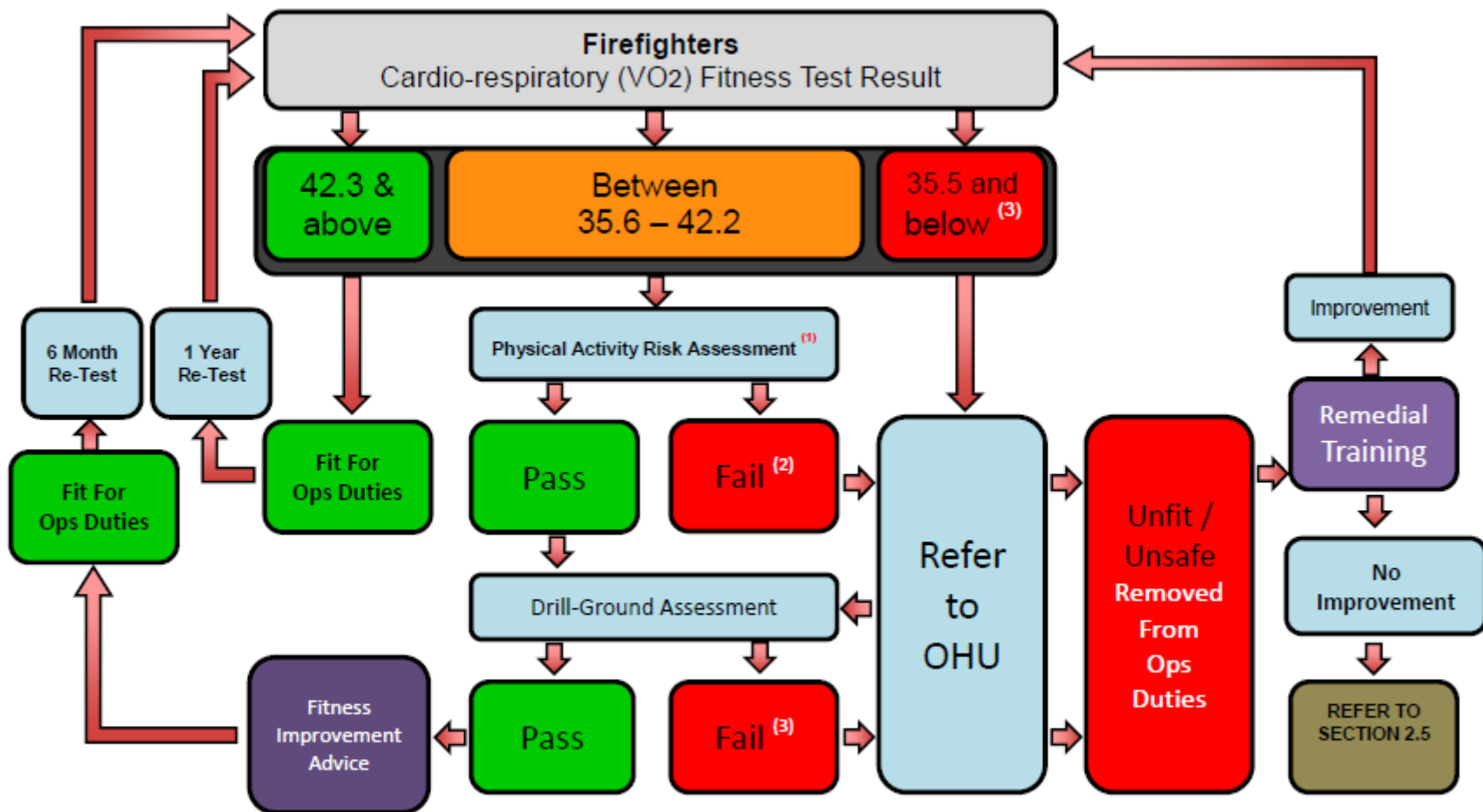
# History

- CFOA/NFCC
- Williams Review
- University of Bath

# Occupational Fitness Standards

- Firefighters
- Police Officers
- Military Personnel
- VO<sub>2</sub> derivation
- Strength tasks

Appendix A Firefighter Physical Activity Risk Assessment flowchart reference section 2 (FireFit)



- <sup>1</sup> OH + fitness assessor to determine suitable Physical Activity Risk Assessment (minimum Par-Q+)
- <sup>2</sup> Firefighters who fail a Physical Activity Risk Assessment may be considered fit to undertake a drill ground assessment following an assessment by OHU.
- <sup>3</sup> Firefighters who fail drill ground test or have a confirmed VO<sub>2</sub> max below 35.6 should be removed from operational duties even in the absence of other medical risk factors.



# Tests

- VO2 42 via surrogate (gym based)
- Strength (gym based or drill)
- Drill Ground Assessment

# Point of Entry Selection Tests POEST

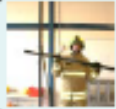





- 2002 Rayson et al
- Aptitude
  - 70%
  - 80%
  - 90% probability of being able to pass the standard by the end of the course (i.e. suitable for employment) (n=12weeks).

# Point of Entry Selection Tests POEST

## Recommendations

- Move to the 90% on the aptitude tests
- Utilise the VO2 surrogate tests  
Strength/Ladder tests have no % so use FireFit or the Equipment you have.

# Strength

Criterion requirement of the job	Fitness Test	Performance Thresholds		
 Lifting 1/3 of the head of a 13.5 m Ladder	 Shoulder Press Strength Test	High Probability of Being Fit	Possibly Fit / Unfit	High Probability of Being Unfit
 Extend to Lower 13.5 m Ladder	 Single Rope Pull Test	35 kg or more	32.5 kg	30.0 kg or Less
 Extend 10.5 m Ladder at 70 pulls / min	 Repeated 28kg Pull Test @ 35 reps/min	60 kg or more	52 – 59 kg	51 kg or Less
		23 reps or more	15 - 22 reps	14 reps or Less

# The future...

- Menopause
- Hereditary disease
- Life styles
- Role segregation
- Pathways
- Innovation
- Data
- Research
- Commissioning

# Summary

## In House Fitness

- Use the surrogate tests and the DGA only for the right 'ambers'.
- You don't need to strength test if you can evidence the activities.
- Make fitness testing a component of your Health and Wellbeing Strategy.

## Selection Testing

- Encourage self testing on the gym based Vo2 and Strength tests so they come ready to pass.
- Test using the surrogate fitness tests (do not use DGA).
- Utilise the POEST aptitude tests at 90%

# Final Slide!

## **We all want diversity:**

- Educate
- Cast your net wide and far
- Then focus and target
- Work with them
- Keep the interested warm

## **Lancs findings:**

- 268 Positive Targeted Activities.
- Buddy Scheme.
- 3 GCSEs A-C inc English & Maths
- No MD assessment.
- Offered 3 VO2 Surrogate tests.
- Have a go days.
- Significant targeted social media campaign.
- Last intake of 70 whole-time firefighters:
  - 23% Women
  - 11% BME