



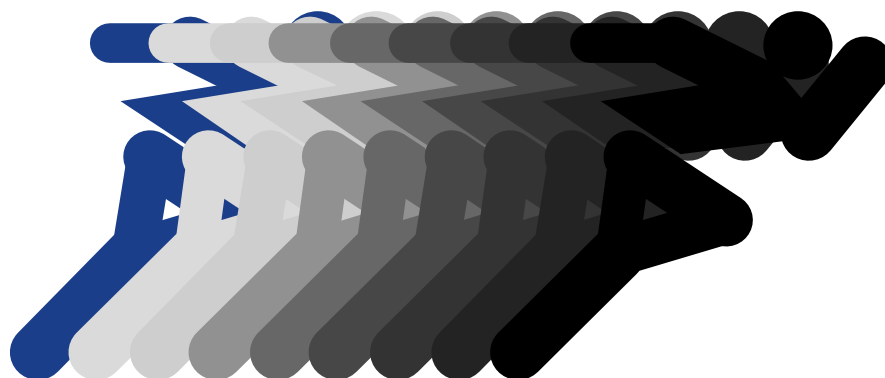
QUEENSLAND POLICE SERVICE



RC81
6a/2008

**HEALTH SCREENING
&
PHYSICAL SKILLS EDUCATION
PROGRAM**

INFORMATION BROCHURE



RECRUITING SECTION, HUMAN RESOURCES MANAGEMENT BRANCH

PHYSICAL SKILLS EDUCATION PROGRAM, HUMAN RESOURCES DEVELOPMENT BRANCH

HEALTH SCREENING

One of the toughest challenges facing applicants and police recruits, will be the demands of the initial physical competency test and the subsequent physical training program required by the Physical Skills Education Program of the Queensland Police Service Academy (QPSA). The Queensland Police Service (QPS) places a lot of emphasis on physical competency because of the high level of physical demands needed by police officers in their operational duties.

This brochure provides information on the health screening and testing procedures of the recruit selection process and the Physical Skills Education Program at the QPSA. A suggested physical training program and flexibility exercise program is contained in this brochure.

In taking the necessary steps to assess the suitability of applicants for selection as a police officer, the QPS is required to give consideration to matters set out in Section 5.2(2) and (5) of the *Police Service Administration Act 1990* (Qld). Section 5.2(2) of the Act prescribes that the selection of a person as a police recruit must be fair and equitable on the basis of merit of applicants. Section 5.2(5) of the Act states that the basis of merit includes '*the physical and mental fitness of the officer to perform the duties of the position in question*'. Further, provisions are contained in the Human Resource Management Manual s.4.1.10.5.2 Safety - requires applicants to perform tasks without detriment to the safety and welfare of themselves, other members of the Service or the general public taking into account access to medication, treatment or equipment, the aggravation of existing medical conditions and the risk imposed upon other police officers or the general public while remaining operationally effective during adverse or abnormal conditions for extended periods of time.

Legislative provisions of Section 25 of the *Anti-Discrimination Act 1991* (Qld) prescribes that '*a person may impose genuine occupational requirements for a position*' and Section 108 of the Act states that '*a person may do an act that is reasonably necessary to protect the health and safety of people at a place of work*'.

Physical and psychological demands of policing

Police officers are recruited, trained and appointed as constables in the QPS to perform operational duties and provide a police service to the general public throughout the State. It is an essential requirement that all police officers spend at least the first five years of their service on operational duties. However, most will serve for a much longer period.

All police officers, even those involved in non-operational duties later in their service, can be, and very often are, deployed at short notice to operational duties in times of emergency.

There are some 500 police establishments including one and two-officer stations in Queensland. The QPS is required to provide a police service 24-hours a day, seven days a week in all situations, circumstances and conditions. Police officers are self-directed and solely responsible for their actions and duties. They must be capable of working alone and responding to and meeting critical incidents with little or no warning.

Police officers are required by Section 2.3 of the *Police Service Administration Act* to provide certain critical services. These include:

- the preservation of peace and good order;
- the protection of communities;
- the prevention of crime;
- the detection of offenders and the provision of such services.

Also, the Act requires police personnel to provide assistance in situations of emergency or otherwise as required by officers of other lawful authorities or as reasonably expected by members of the community.

Operational duties involve a vast range of different tasks, the frequency, criticalness and intensity of which vary according to such factors as geographic location and the number of officers available. Some operational duties are extremely demanding where officers may be physically, intellectually and emotionally challenged. These situations may extend to being sometimes life-threatening and can extend over prolonged periods of time.

The safe operation of a police patrol vehicle in urgent duty driving situations, together with all the other elements of operational duties place extreme demands on police personnel. Other demands include the carrying, use and discharge of firearms, dealing with violent, aggressive or disorderly people and managing confrontational situations at any time, under any conditions, at any location in the State.

Elements of policing are well recognised as highly stressful. Police officers face a variety of stressors in their everyday working life and must be able to manage personal stress while maintaining their own fitness levels.

The essential physical activities of operational duties are:

- restraining non-compliant persons;
- performing manual handling of suspects and objects;
- running varied distances while wearing fully equipped police uniform;
- performing rescue from water;
- performing effective self-defence;
- accessing and driving police vehicles; and
- operating firearms.

These essential physical activities can include lifting, carrying, restraining and handcuffing of non-compliant persons and running varied distances. All essential physical activities require periods of intense and strenuous physical exertion.

Genuine occupational requirements for a general duties police officer

The genuine occupational requirements of a general duties police officer are comprised of essential physical activities. Each activity is determined by both **criticalness** and **frequency** which considers the consequences of an officer's inability to perform each activity. For example, while general duties police are very rarely called upon to rescue a drowning person, the consequences of not being able to do so are severe. Consequently, the ability to affect such rescues is a genuine occupational requirement of policing. The operational use of a firearm is also an exceptionally rare event but this physical activity is a genuine occupational requirement because of its criticalness. Similarly, the ability to respond effectively to a physical assault is a real occupational physical requirement because of the serious consequences of a negative response.

At the other extreme, some physical activities are required of general duties officers with such frequency that they are genuine occupational requirements, *regardless* of their critical nature. For example, moving a non-compliant person; applying handcuffs or other physical restraints. Similarly, the ability to access and operate police patrol vehicles is an essential physical activity given the lengthy duration of time general duties offices spend driving. It is also essential that general duties officers are able to sit, stand and walk for lengthy periods and have sufficient mobility to access a wide variety of buildings and vehicles, including climbing long flights of stairs, ladders and fences.

Protection of health and safety at a place of work

In any assessment of applicants seeking to be recruited as general duties police officers, it is a requirement under the *Workplace Health and Safety Act 1995* (Qld) and as a 'duty of care' that the QPS has a responsibility for the health, safety and welfare of the applicant, other police officers and the general public. Police officers must have the capacity to perform all their duties **safely**. For example, a person suffering from asthma would not be suitable to work in an environment which significantly exposed him or her to a risk of serious asthma attack. While the consequence would be severe for the officer in terms of the officer's health and safety, there could also be severe consequences for the health and safety of other officers and members of the public.

Also, the QPS must meet certain obligations of an employer to its employees. There may be a real objective risk to the health and safety of an officer, other police officers and the public in certain situations. If there are no steps taken to reasonably eliminate these risks the QPS would not be meeting its obligations under the provisions of the *Workplace Health and Safety Act* if it employed that person. For example, a person suffering from an existing medical condition such as stress would not be suitable to work as a police officer, as the work environment would clearly aggravate the existing condition.

Driving and medical fitness

The medical standards for commercial and private vehicle drivers in Australia provides a comprehensive guide for health professionals conducting examinations and provides a clear outline of the responsibilities and relationships in the licensing process for drivers, health professionals and driver licensing authorities for road safety. Although the commercial standard generally applies to drivers of heavy vehicles, public passenger vehicles or vehicles carrying bulk dangerous goods, the Queensland Police Service requires this standard for the driving of police vehicles because of the circumstances under which passengers are carried and the purpose for which the vehicle is used.

The main purpose of the medical standards is to enhance public safety. However, the important principle of the standards is to undertake an evaluation of the operators medical fitness and ability to drive safely by ensuring a comprehensive medical assessment of a drivers overall health. The medical standards are **significantly higher** for commercial vehicle drivers than for private motor vehicle drivers. For example, under the medical standards a person who has a past history of a single seizure event must have a seizure free period of 5 years, an EEG showing no epileptiform activity and take no anti-epileptic medication. In comparison the driver of a private motor vehicle may only need a seizure free period of 6 months.

Applicants must meet the commercial vehicle (unconditional) driver medical standards to allow them to operate a police patrol vehicle.

Health screening procedures

Persons seeking to be recruited as operational police must be capable of performing all genuine occupational requirements of general duties policing anywhere, anytime. To determine if an applicant has the capacity to successfully complete the physical skills program at the QPSA and undertake the genuine occupational requirements of general duties policing safely, a health screening process is conducted during the police recruit selection process.

The health screening process consists of:

- a complete medical examination by a Pre Employment Medical Service (PEMS) provider; and
- a physical competency test (PCT)

Health screening provides for differences among applicants and considers all medical, physical, and psychological issues.

Medical Examination

To assist the PEMS provider to conduct the necessary medical examination, applicants must complete a health assessment medical questionnaire. The questionnaire directly relates to the operational duties of a police officer. The applicant must complete a *Declaration* and *Waiver* on the form indicating that the information is true and correct.

There is no generalised blanket ban on any particular medical condition, physical disability or impairment. Each case is considered on its merits. Applicants are assessed on an individual basis by the PEMS provider and where necessary, advice from relevant medical specialists is sought before an assessment is made about the applicant's ability to perform the operational duties of a police officer.

As a consequence, there are a number of 'conditions' that may prevent applicants performing the genuine occupational requirements of a police officer safely, including:

- a poor degree of aerobic fitness that would prevent an applicant performing duties involving periods of intense and strenuous physical exertion;
- medical conditions such as epilepsy, diabetes mellitus and asthma that can suddenly stop an applicant performing his or her duty;
- eyesight and hearing below a recognised standard;
- medical conditions that require regular treatment or medical management where the absence of treatment or facilities would exacerbate the medical condition, particularly under adverse or abnormal conditions for extended periods of time, such as chronic illnesses, including incurable cancerous conditions;
- diseases of the locomotor system such as rheumatoid arthritis, other chronic bone and joint conditions, paralysis or missing limbs, and chronic injuries impairing the locomotor system;
- medical conditions that could affect the health of anyone being assisted or apprehended such as communicable diseases including HIV/AIDS and active hepatitis B and C;
- medical conditions likely to be affected by policing duties; including mental illness or conditions likely to be aggravated by stress.

The PEMS provider will consider an applicant's body mass index (BMI) during the medical examination. BMI is calculated using the following equation:

$$\text{BMI (kg/m}^2\text{)} = \frac{\text{weight (kg)}}{\text{height (m}^2\text{)}}$$

Weight alone is considered a poor predictor of health. Applicants are all different shapes and sizes with variable amounts of fat, lean body mass and water distribution.

These three variables are distributed unevenly throughout the body with different health consequences. The most commonly used index from a health perspective is the body mass index. Applicants should be in the 'ideal' range or the lower scale of overweight.

BMI	Classification	Health consequences
<20	Underweight	Increased mortality if BMI <18
20-24.9	'Ideal' range	Limited generalised health risk
25-29.9	Overweight	Slight increase in mortality
30-35.9	Obese	Mortality rate doubled.
>40	Morbidly obese	High generalised health risk.

The critical factors that will be considered by the PEMS provider in deciding if a particular medical condition allows an applicant to perform operational duties are whether or not:

- the medical condition is prone to sudden deterioration which may render the applicant suddenly and unexpectedly incapable of undertaking duties;
- the functional ability or safety and welfare of the applicant is dependent on uninterrupted access to medication, special dietary concessions, aids or equipment;
- the medical condition will allow the applicant to remain operationally effective under adverse or abnormal conditions for extended periods of time;
- the medical condition may expose other police officers or members of the public to the risk of serious harm and injury;
- the conditions or circumstances under which the applicant will perform duties can be expected to aggravate an existing medical condition;
- the medical condition meets the commercial vehicle driver medical standards; or
- the medical condition will allow the uninterrupted completion of the physical training program.

Physical Competency Test (PCT) - BEEP TEST

To meet the essential physical activities of operational policing, applicants need to demonstrate a reasonable degree of aerobic fitness to perform duties involving **periods of intense and strenuous physical exertion**. Therefore, applicants are required to pass a physical competency test, in the form of a BEEP TEST (also known as a shuttle run) to demonstrate they have a reasonable degree of aerobic fitness.

The times that applicants should aim to achieve in the BEEP TEST are adjusted for age and gender. Applicants are required to achieve an **A, B or C level in the 'RATING SYSTEM FOR APPLICANTS'**. By achieving this reasonable degree of aerobic fitness, applicants demonstrate they have the capacity to safely perform the duties of an operational police officer and successfully complete the Physical Skills Program with little likelihood of injury.

The BEEP TEST is carried out on a flat, non slip surface between two markers placed 20 metres apart. Applicants are required to run between the markers in time with an audio track played by PCT officers. Beginning at Level 1, applicants must progress through each level and the required number of laps to the minimum level required for their age and gender.

Fitness preparation and training programs will be offered by appointed PCYC's throughout Queensland. The appointed PCYC's who are approved to offer training preparation, are able to conduct BEEP testing on behalf of the Academy, for applicants wishing to **FASTTRACK!** their application.

*(Further details on the **FASTTRACK!** system can be found at www.policerecruit.com.au)*

BEEP TEST RATING SYSTEM FOR APPLICANTS

Age/Gender	Required Level				
	A	B	C	D	E
U30 Male	≥ 9/4	9/3 - 8/6	8/5 - 7/8	7/7 - 7/4	≤ 7/3
30-39 Male	≥ 8/5	8/4 - 7/10	7/9 - 7/1	6/10 - 6/7	≤ 6/6
40+ Male	≥ 7/7	7/6 - 7/1	6/9 - 6/3	6/2 - 5/9	≤ 5/8
U30 Female	≥ 7/5	7/4 - 6/10	6/9 - 6/3	6/2 - 5/9	≤ 5/8
30-39 Female	≥ 7/1	6/10 - 6/5	6/4 - 5/6	5/5 - 5/3	≤ 5/2
40+ Female	≥ 6/5	6/4 - 5/7	5/6 - 5/1	4/9 - 4/7	≤ 4/6

Level	Laps
1	7
2	8
3	8
4	9
5	9

Level	Laps
6	10
7	10
8	11
9	11
10	11

Level	Laps
11	12
12	12
13	13
14	13

Level A: The applicant has superior fitness and should have no difficulty in completing fitness assessments at the Academy.

Level B: The applicant has a good fitness level and should have little difficulty in completing fitness assessments at the Academy.

Level C: (Minimum entry level) The applicant has average fitness and should be able to achieve the fitness assessments at the Academy with some or minimal assistance.

Level D: The applicant has below average fitness and while an application may be submitted once an applicant has reached this level, appointment to an Academy is conditional upon attaining Level C or higher.

Level E: The applicant has poor fitness level and an application should not be submitted until a higher level of fitness is attained.

*For further clarification on any of the revised processes, please contact
POLICE RECRUITING on (07) 3364 8000 or recruiting@police.qld.gov.au*

Aerobic Fitness Categories

The Aerobic Fitness Categories provide for different degrees of aerobic capacity for men and women depending on age. Due to physiological differences, generally women have a lower aerobic capacity than men. Also, age impacts on a person's degree of aerobic capacity. Thus, by reference to the established Aerobic Fitness Categories, all applicants can be required to demonstrate a reasonable degree of aerobic capacity necessary to train safely and perform police duties safely.

Medical aspects prior to and during the Physical Competency Test (PCT)

As part of the application process, applicants are required to undertake a medical examination **prior** to submitting their application for admission to the Service. Applicants must complete the 'HEALTH ASSESSMENT Supplementary Medical Questionnaire' form (QP 0532C) contained in the PROVE Application Pack and supply this form to a Pre Employment Medical Service (PEMS) provider (recognised by the Queensland Police Service) when undertaking their medical examination.

As of 1 July 2008, applicants are no longer required to undertake a medical examination by their treating doctor (GP) for the purpose of obtaining a 'Certificate of Fitness/Indemnity' form. Applicants must have this form (also, contained in the PROVE Application Pack) completed during the medical examination with the PEMS provider.

On the day of the PCT, an applicant is required to present a completed 'Certificate of Fitness/Indemnity' form to the PCT officer, which clearly indicates they are medically fit to perform the BEEP TEST.

Applicants must have read and signed the indemnity section on the reverse side of the 'Certificate of Fitness/Indemnity' form prior to undertaking the BEEP TEST.

The final decision as to whether applicants can carry out the BEEP TEST (on the day) is the responsibility of the PCT officer. This officer will at all times retain the authority to disallow participation in the test, if for any reason he/she is of the opinion that any applicant is at undue risk, including not being suitably fit to undertake the BEEP TEST.

Additionally, in the interest of the applicants' health and safety, the PCT officer reserves the right to stop the test, if in their opinion, the applicant is placing themselves under unnecessary stress or are not coping with the BEEP TEST. Applicants are reminded that the completed 'HEALTH ASSESSMENT Supplementary Medical Questionnaire' form must be supplied when submitting their PROVE application.

Refer www.policerecruit.com.au for a comprehensive list of recognised PEMS providers.

Swimming proficiency

An additional component of the physical competency test is a swimming proficiency. Prior to, or during training, police recruits are required demonstrate they can safely carry out any necessary water rescue activities of an operational police officer. To be eligible applicants must perform a supervised, 100 metre clothed and un-timed swim in any stroke.

Selection as a police recruit

The Selection Committee considers all information gathered during the health screening and testing process in the determination of a person's suitability for selection as a police recruit in accordance with Section 5.2(2) and (5) of the *Police Service Administration Act*.

When a final recommendation is made as to the applicant's overall merit for appointment as a police recruit the Selection Committee considers, along with other assessments, the applicant's:

- medical examination (including cardiovascular and metabolic screening, musculoskeletal screening) body mass index and any relevant medical standards required of *Commercial Vehicle Drivers (Unconditional)*; and
- physical competency test result/s.

Alcohol and Drug Testing of Police Recruits

The Queensland Police Service has an alcohol and drug testing program pursuant to Part 5A of the *Police Service Administration Act 1990*. On being appointed as a police recruit you **will** be subjected to such tests. These tests are carried out:

- To ensure appropriate steps are taken in the interests of the health and welfare of relevant members of the Queensland Police Service; and
- To enhance the public's confidence in the Queensland Police Service and the integrity of the Service.

An alcohol test result showing a concentration of alcohol in the recruit's breath is, or is more than 0.02g of alcohol in 210L of breath, or failure to provide a specimen of breath for testing **may** result in disciplinary action.

A confirmed positive drug test result for targeted substances, or failure to comply with the requirement to provide a urine specimen for testing, **will** result in the **termination of your contract**.

On commencing your recruit training you will be provided with further information concerning alcohol and drug testing compliance and procedures and how it **may** affect your Contract of Employment as a Police Recruit.

PHYSICAL SKILLS EDUCATION PROGRAM

Physical training program

During initial training at the QPSA, police recruits are required to regularly participate in physical fitness training and assessment as part of the Physical Skills Education Program. Recruits participate in physical fitness classes that aim to enhance their level of muscular and cardiovascular endurance, strength, anaerobic capacity, coordination, balance and agility. All components of the Physical Skills Education Program culminate in job tasks aimed at simulating operational policing situations.

The physical requirements of the program are vigorous and demanding and unlike conventional examinations, participants cannot 'cram' for the assessment. The successful completion of the Physical Skills Education Program requires dedication, determination and regular training.

Police task fitness assessment

The physical fitness tests outlined below are designed to simulate job tasks that police officers may encounter during their daily operational duties.

- **2.4 Kilometre run**

The 2.4 kilometre run assessment is designed to assess the recruit's aerobic capacity and cardiovascular endurance. It simulates a foot chase and other operational activities such as search and rescue tasks. The recruit is required to complete the 2.4km course on a flat oval in as fast a time as possible and may run/walk/jog the distance.

The following table shows aerobic fitness categories:

		UNDER 30 YRS	30-39 YEARS	40-49 YEARS
EXCELLENT	M	<10 minutes 15 seconds	<11 minutes	<12 minutes
	F	<11 minutes 15 seconds	<12 minutes	<13 minutes
GOOD	M	10min 15sec-12min	11 mins-12 mins	12min-14 mins
	F	11min 15sec-13min	12 min-14 mins	13min-15 mins
FAIR	M	12min 01sec-14min30sec	13min 01sec-15min 30sec	14min01sec-17 mins
	F	13min 01sec-15min30sec	14min 01sec-16min 30sec	15min01sec-17min 30sec
POOR	M	14min 31sec-16min30sec	15min 31sec-17min 30sec	17min 01sec-18min 30sec
	F	15min 31sec-17min30sec	16min 31sec-18min 30sec	17min 31sec-19min 30sec
VERY POOR	M	>16min 30sec	>17min 30sec	>18min 30sec
	F	>17min 30sec	>18min 30sec	>19min 30sec

- **Urban environment simulator (Obstacle Course)**

The urban environment simulator, as its name implies, is designed to simulate a suburban backyard or industrial complex foot chase. The course contains a range of 15 common obstacles that an officer may be required to negotiate while performing operational duties. It provides the recruit with the skills necessary to negotiate obstacles and complete the course as quickly, safely and efficiently as possible.

The course is a test of cardiovascular endurance, muscular endurance, strength, coordination and balance. The distance covered is 700 metres and is comprised of three sections, namely:

- a run of 230 metres;
- a series of obstacles including walls, steps, balance beams, windows, fences and ramps over a total distance of 240 metres;
- a run of 230 metres.

To complete the course, recruits must successfully negotiate all of the sections safely, efficiently and quickly and achieve at least the following times:

	Under 30 years	30–39 years	40–49 years
MALES	5 mins 30 secs	6 minutes	6 mins 30 secs
FEMALES	7 mins	7 mins 30 secs	8 mins

• **Rescue drag assessment**

The *rescue drag assessment* is designed to simulate the dragging of two average sized persons (75kg) from a fire, a serious road accident scene or gas/bomb explosion. Recruits are required to undertake:

- two 35 metre running approaches;
- two 35 metre drags of a 75 kg dummy.

Running is mandatory in the approaches, but no time limit is required for the assessment.

• **Police operational skills and tactics training**

The police operational skills and tactics training follows a progression in 'use of force' options and is designed to provide recruits with a range of skills to physically move, restrain or handcuff persons who may be violent, aggressive or disorderly, in a safe, efficient and effective manner.

Program Progression

- (i) Situational Use of Force:
 - Presence
 - Communication
- (ii) Restraint and Control – Standing (Open Hand Tactics)
- (iii) Handcuffing/Watchhouse procedures
- (iv) Motorised Offenders/Search Persons
- (v) Closed Hand Tactics
- (vi) Accoutrements - Batons
- (vii) Ground Restraint
- (viii) Capsicum Spray
- (ix) Unconscious/Intoxicated Persons
- (x) Demonstrations/Crowd Control
- (xi) Regaining Firearm
- (xii) Firearm Retention

- **Lifesaving requirements**

Swimming and lifesaving are undertaken as part of the Physical Skills Education Program to ensure that recruits maintain their swimming competency.

Preparing for the Physical Competency Test and the Physical Training Program

The physical competency test and the physical training program at the QPSA are physically demanding and arduous. Applicants will therefore require good levels of strength, muscular endurance and cardiovascular endurance to successfully complete the physical competency test and the physical training program.

Fitness does not occur overnight; developing personal fitness requires dedication and commitment. Outlined below are training tips that will hopefully help applicants attain and maintain a high level of fitness.

1. Medical consideration

Before commencing training applicants should visit their doctor and get a medical clearance; this is very important if an applicant:

- Is over 35;
- has NOT participated in strenuous activity for several years;
- is a heavy smoker;
- is overweight; or
- has a family history of coronary heart disease.

2. Pre-training precautions

Applicants should always ensure they use good quality footwear. Running shoes should be well fitting with sturdy soles, a broad elevated heel section and built-in arch supports.

In the early weeks of training it is best to run on level grassed areas and avoid rough ground, hills and hard surfaces such as bitumen roads. Also, it is suggested that applicants:

- do not exercise immediately after eating;
- do not exercise vigorously if they have any form of fever or infection;
- stop immediately and contact a doctor if chest pain occurs during exercise;
- stop immediately and contact a doctor if unable to exercise for two or more weeks; and
- drink sufficient water before, during and after exercise.

3. Warm up and cool down

Warm up

Before each session of exercise, applicants should perform a warm up routine. There are two stages of warm up consisting of light exercise (3–5 minutes, sweating/puffing) and stretching (see flexibility exercises). This will:

- improve muscle blood flow;
- improve coordination of muscles;
- help, delay or offset fatigue; and
- help prevent injuries.

Cool down

After each training session, applicants should perform a cool down routine. This will assist the body to adjust from high intensity activity to a rested state. The major purpose of a cool down is to assist in the redistribution of blood flow from the engorged working muscles back to a normal whole-body distribution.

The cool down period should follow a reverse pattern to the warm up; that is the level of activity should be gradually decreased and followed by a period of stretching. This will assist the recovery process and reduce muscle soreness. Applicants should remember to:

- Warm up gradually, and
- cool down gradually.

4. Example physical training program

Week	Warm up	Run/Jog	Days per week	Cool down
1	10 minutes	10 minutes	3	5 minutes
2	10 minutes	15 minutes	3	5 minutes
3	10 minutes	20 minutes	3	5 minutes
4	10 minutes	25 minutes	3	5 minutes
5	10 minutes	30 minutes	3	5 minutes
6	10 minutes	30 minutes	3	5 minutes
7	10 minutes	30 minutes	4	5 minutes
8	10 minutes	30 minutes	4	5 minutes
9	10 minutes	30 minutes	4	5 minutes
10	10 minutes	30 minutes	5	5 minutes
11	10 minutes	30-40 minutes	5	5 minutes
12	10 minutes	30-40 minutes	5	5 minutes

NOTE: Do not hesitate to jog or walk in the program if jogging continuously proves to be too difficult.

Here are some training tips

- Contact your local appointed PCYC to undertake a fitness program;
- Do 3-4 workouts per week;
- The activity should increase to 20-30 minutes per workout;
- The type of activity can be swimming; running; walking; cycling as long as it is carried out at a sustained rate to develop cardiovascular endurance;
- An indication of good workload: the ability to talk but inability to carry out a detailed conversation with a training partner;
- Set an achievable goal every day (for example, run 50m further);

- Keep a record of the training program (and self tests);
- Exercise when feeling the best (for example, early morning, late afternoon);
- Do a self-test every week (measure a 2.4km track, and record how long it takes to complete the test);
- If possible, train with another person.

Specialist advice on physical training

Applicants are encouraged to seek specialist physical fitness training advice from qualified persons when preparing and training for the physical competency test and the physical training program at the QPSA. To find out about appointed PCYC's contact POLICE RECRUITING on (07) 3364 8000 or email: Recruiting@police.qld.gov.au

Further advice on physical training

For further specific advice on physical training contact the Senior Sergeant, Physical Skills Education, QPSA - Telephone: (07) 3246 8110.

FLEXIBILITY EXERCISE: Muscle Stretching – Why?

Prevention

- Prepare muscles for the demands of exercise
- Decrease the chance of injury

Treatment

- Promote healing following a muscle injury

When?

- Stretch BEFORE and AFTER training and exercise
- Warm-up first
- Ease into the stretching position slowly
- Feel "stretch" in the muscle
- Hold for 20–30 seconds
- Relax slowly
- Repeat
- Stretch each muscle group for 2 minutes

Remember:

- Feel stretch not pain
- Do not bounce while stretching
- Regular stretching is most effective

EXERCISES TO AVOID

The Hurdlers Stretch

This stretch for the hamstring muscle, places an excessive amount of stress upon the ligaments on the inside of the other (bent) knee. The stretch can be modified to avoid this problem by placing the foot of the bent leg against the groin and continuing to stretch the other leg.



Hyperextension of the Lumbar Spine

Hyperextension, or the forceful arching of the spine, should be avoided due to the pressure it places upon joints within the spine. Exercises to strengthen the spine which include this movement may do more harm than good.



Kneeling Quadriceps Stretch

The quadriceps muscle runs down the front of the thigh, from the hip to the knee. Kneeling and leaning back on the feet will stretch this muscle. However, it places considerable stress on the kneecaps and joints.



(B) STRETCHING EXERCISES FOR THE UPPER BODY

(1) Triceps and top of shoulder

Place both arms above head
Hold the right elbow with the left hand (see diagram)
Gently pull the elbow towards and behind the head until tension is felt
Hold for 20–30 seconds
Relax slowly
Repeat
Change sides



(2) Shoulder and upper back stretch

Place a hand on the opposite shoulder
Elbow at shoulder height
Place the other hand on the elbow and gently pull the elbow across the chest towards the opposite shoulder until tension is felt
Hold for 20–30 seconds
Relax slowly
Repeat
Change sides and repeat the exercise



(3) Shoulder and front of chest (pectorals) stretch

Using a towel; hold the towel in front of the body at both ends with straight arms
Slowly move both arms over the head and behind the back until tension is felt
If unable to go past the head move both hands further apart
 Hold for 20–30 seconds
 Relax slowly
 Repeat



4) Side stretch

Stand with feet shoulder width apart with toes pointing forward. Relax the knees and put one arm above the head, palm facing towards the opposite shoulder
Bending at the waist, towards the side, slowly stretch until tension is felt
Hold for 20–30 seconds
Relax slowly
Repeat on the other side
Keep the back in line with the body



(C) STRETCHING EXERCISES FOR THE LOWER BODY

(1) Inside thigh muscles

~ Sit down and put the soles of feet together
~ with knees pointing outwards
~ Gently push on legs (just above the knees)
~ with both elbows until tension is felt
~ Hold for 20–30 seconds
~ Gently release
~ Repeat



(2) Front thigh muscles (quadriceps)

~ Stand facing the wall with one hand on the
~ wall for balance. Grasp right foot with left hand
~ Keep each knee and upper leg in line with
~ other leg and bring foot up towards buttocks
~ until tension is felt
~ Hold 20–30 seconds
~ Change legs and repeat



(3) Calf muscle stretches

~ **A** Stand facing the wall with one leg behind the
~ other
~ Keep the back leg straight and bend the front
~ leg (see diagram)
~ Keeping back straight, move hips forward until
~ tension is felt in calf muscles
~ Keep the heel of the back foot on the ground
~ Hold 20–30 seconds
~ Release slowly
~ Repeat
~ Change legs and repeat



~ **B** To stretch the calf and the Achilles tendon
~ Repeat the above exercise, but bend the back
~ leg as well as the front leg

(4) Front hip muscles and hamstring stretch

- Place one foot on a secure support (step or wall). Point the other leg and foot straight ahead.
- Keep back straight and slowly move forward until tension is felt.
- Hold 20-30 seconds.
- Release slowly.
- Repeat.
- Change legs and repeat.

