HEALTH SCREENING
&
PHYSICAL SKILLS
EDUCATION PROGRAM

INFORMATION BROCHURE
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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). Significant emphasis is placed 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 also included.

In taking the necessary steps to assess the suitability of applicants for selection as a police officer, the Queensland Police Service (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 contained in the QPS Human Resources Policies require 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 policing service to the general public throughout the State. It is an essential requirement that all police officers generally complete a minimum of 3 years as a General Duties Police Officer performing operational duties.

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 in Queensland including stations with one and two officers. 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 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 a fully equipped police uniform
- performing rescue from water
- performing effective self defence
- accessing and driving police vehicles, and
- operating firearms.

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, or 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 officers 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 Work Health and Safety Act 2011 (Qld) and 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 Work 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 operator’s medical fitness and ability to drive safely by ensuring a comprehensive medical assessment of a driver’s overall health. The medical standards for police are the same as those applied to commercial vehicle drivers. For example, a person with a past history of a single seizure event must have an EEG showing no epileptiform activity, and be seizure free and anti-epileptic medication free for two years.

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

The demanding nature of using police vehicles dictates that the driver must have the ability, for example, to transition from routine patrol driving to urgent duty driving— the physical ability to accomplish this in a dynamic and rapidly evolving environment dictates a high level of manoeuvrability, flexibility and acute mental awareness.

**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:

\[
\text{BMI (kg/m2)} = \frac{\text{weight (kg)}}{\text{height (m2)}}
\]

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.

<table>
<thead>
<tr>
<th>BMI</th>
<th>Classification</th>
<th>Health consequences</th>
</tr>
</thead>
<tbody>
<tr>
<td>&lt;20</td>
<td>Underweight</td>
<td>Increased mortality if BMI &lt;18</td>
</tr>
<tr>
<td>20-24.9</td>
<td>'Ideal' range</td>
<td>Limited generalised health risk</td>
</tr>
<tr>
<td>25-29.9</td>
<td>Overweight</td>
<td>Slight increase in mortality</td>
</tr>
<tr>
<td>30-35.9</td>
<td>Obese</td>
<td>Mortality rate doubled</td>
</tr>
<tr>
<td>&gt;40</td>
<td>Morbidly obese</td>
<td>High generalised health risk</td>
</tr>
</tbody>
</table>

BMI is used as a screen test only and is not, in itself, a criterion for exclusion.

If BMI is in the obese range, then the following justification should be provided by the PEMS provider during the medical assessment:

• body fat
• waist circumference
• physical fitness
• risks related to the high/low BMI

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 performed on a 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 set number of laps to the minimum level required for their age and gender.

Fitness preparation and training programs **may** be offered by appointed Police Citizens Youth Clubs (PCYC’s) throughout Queensland. These appointed PCYC’s are also able to conduct PCT assessments on behalf of the academy.

The Beep Test can be undertaken at any **appointed** PCYC prior to submitting your application or during the assessment stage of the application process. You can continue to undertake the Beep Test to improve your rating and fitness. For applicants who do not have access to one of the appointed PCYC’s, the Beep Test can be undertaken at the academy during the assessment stage of the recruiting process.

**Please note:** Your Physical Competency Test (PCT) result is valid for six months from the time of completion, and must be current at the time of commencing at the academy. So keep up your fitness!

The Queensland Police Service is **under no obligation to accept responsibility for any expenses incurred, which must be met by the applicant/potential applicant.**
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 safely train and perform police duties.

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 QPS. Applicants must complete the Health Assessment Questionnaire contained in the Recruit Application Pack and supply this form to a PEMS provider (recognised by the QPS) when undertaking their medical examination.

Applicants must have a Certificate of Fitness/Indemnity form completed during the medical examination with the PEMS provider. On the day of the physical testing, an applicant is required to present a completed Certificate of Fitness/Indemnity form to the PCT officer and present photographic identification.

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 applicant health and safety, PCT officers reserve the right to stop the test, if in their opinion the applicant is placing themselves under unnecessary stress or is not coping with the Beep Test. Applicants are reminded that the completed Health Assessment Questionnaire form must be supplied when submitting their recruit application.

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

SWIMMING PROFICIENCY

You will be required to demonstrate your swimming proficiency by undertaking a supervised, untimed, fully-clothed, 100 metre swim during recruit training. If you can demonstrate your swimming competency, i.e. Bronze medallion or other accredited swimming proficiency during the recruiting process, this will be taken into consideration when assessing your overall merit. You may be required to undertake a swimming proficiency test as part of the selection process.

SELECTION AS A POLICE RECRUIT

The selection 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.
ALCOHOL AND DRUG TESTING OF POLICE RECRUITS

The QPS has an alcohol and drug testing program pursuant to Part 5A of the Police Service Administration Act. 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 QPS, and
- To enhance the public's confidence in the QPS and the integrity of the Service.

An alcohol test result showing a concentration of alcohol in a recruit’s breath equal to or 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.
The Physical Skills Training Program consists of 105 hours of instruction for recruits undertaking Recruit Training. This instruction predominately encompasses a wide range of Police Operational Skills and Tactics (POST) to assist police officers to deal with a wide variety of policing situations. However, recruits must demonstrate that they have a satisfactory level of fitness to participate in this training.

Recruits are required to achieve satisfactory competency in the following fitness assessments:

1. **Physical Competency Test (Beep Test)**
2. **Prone Bridge Test**
3. **Push Ups**
4. **Musculoskeletal tests (hang, mantle, step up and box jump tests)**
5. **Urban Environment Simulator (UES) assessment**
6. **Rescue drag**
7. **100 metre clothed swim (unless successfully completed during APSAD)**
8. **Police Operational Skills and Tactics (POST) training**

### Physical Competency Test (Beep Test)

The Beep Test assessment is designed to assess a 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 Beep Test on a flat, non-slip surface (basketball court or gymnasium) and reach the required level of B.

The following table shows aerobic fitness requirements:

<table>
<thead>
<tr>
<th>CARDBOVALEULAR ENDURANCE ASSESSMENT (Beep Test)</th>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 years</td>
<td>≥ 7/8</td>
<td>≥ 6/3</td>
</tr>
<tr>
<td>30-39 years</td>
<td>≥ 7/1</td>
<td>≥ 5/6</td>
</tr>
<tr>
<td>40+ years</td>
<td>≥ 6/3</td>
<td>≥ 5/1</td>
</tr>
</tbody>
</table>

### Prone Bridge Test

Prior to undertaking this assessment, it will be demonstrated by a person authorised by the Inspector, OSTU.

**Exit Standard - 90 seconds or greater**

Recruits will then be lined up with appropriate space between each person. All recruits in that group will be tested at the same time and be observed by authorised personnel in the following manner:

- Recruits are asked to take a kneeling position.
- The command ‘ready’ will be issued, at which time Recruits will place their hands on the floor in front with fingers straight and elbows ‘soft’.
- Recruits will then walk their hands forward, allowing their legs to stretch out behind them causing their core muscles to activate. Leaning forward, moving weight on to their hands, aligning abdominals lifted, recruit extend legs straight out behind them with toes under so some weight is on the balls of their feet. The body is then to be held in a straight line from shoulders to ankles.
Recruits will be deemed not competent by assessors if they:

1. change their position or alter their posture for a second time after being given a verbal warning;
2. display excessive shaking; or
3. do not hold the position for the required time

3. Push Ups

Prior to undertaking this assessment, it will be demonstrated by a person authorised by the Inspector, OSTU.

Exit Standard - 10 push ups

Recruits will be required to demonstrate a standard push-up technique from the toes in the following manner:

- Hands will be placed on the ground approximately shoulder width apart.
- Straightened legs with feet no wider than hip distance apart.
- Toes will support the weight of the legs
- Body to be kept straight from shoulders through to the hips and heels (NB, This is to be maintained throughout the entire test).
- A dome cone will be placed directly between the hands of the recruit.
- Visual contact will be maintained by assessor to ensure recruits touch the dome cone on every push up.
- Repetitions are to be conducted to a tempo which is played via an audio clip or is called out by the assessor using a 2 second rhythm.

The recruit will be deemed not competent by assessors if they:

1. rest on the ground or break posture to an unsatisfactory level as deemed by the assessor/s;
2. raise their hands or feet from the ground;
3. do not complete the required push ups in the correct manner.

4. Musculoskeletal tests (hang, mantle, step up and box jump tests)

Recruits are required to complete musculoskeletal tests that demonstrate they have the capacity to undertake the obstacle course.

- The hang test comprises of a three second static over-hand hang from a chin up bar with arms at right angles (90 degrees).
- The mantle test requires recruits to use triceps and raise themselves upward on the stage five times, locking their arms.
- The step-up tests assess recruit's ability to step up onto a bench 20 times, leading with each leg.
- The box jump tests assess recruit's ability to jump off a three level box, one level at a time, demonstrating they can land effectively.
5. Urban Environment Simulator (obstacle course)

The Urban Environment Simulator is designed to replicate a suburban backyard or industrial complex foot chase. The course contains a range of 22 common obstacles that an officer may be required to negotiate while performing operational duties. It provides recruits 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 comprises three sections:

- a run of 230 metres
- a series of 22 obstacles including walls, steps, balance beams, windows, fences and ramps over a 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:

<table>
<thead>
<tr>
<th>URBAN ENVIRONMENT SIMULATOR ASSESSMENT (Obstacle Course)</th>
<th>MALE</th>
<th>FEMALE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 30 years</td>
<td>5 min 30 sec</td>
<td>7 min</td>
</tr>
<tr>
<td>30-39 years</td>
<td>6 min</td>
<td>7 min 30 sec</td>
</tr>
<tr>
<td>40 – 49 years</td>
<td>6 min 30 sec</td>
<td>8 min</td>
</tr>
<tr>
<td>50 + years</td>
<td>7 min</td>
<td>8 min 30 sec</td>
</tr>
</tbody>
</table>

![Image of obstacles and recruits]
6. Rescue Drag

Recruits are required to complete medicine ball squats, which demonstrate they have the capacity to undertake the rescue drag. Recruits will be required to start in a standing squat position, correctly bend at the knees, keep their back straight and chin level. The medicine balls will gradually increase in weight.

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 30 metre running approaches, and
- two 30 metre drags of a 75kg dummy in a continual motion.

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

Upon completion of these assessments, recruits must undertake the 'triple assessment', which comprises the following tests to be completed one after the other with a 20 minute break between.

1. Physical Competency Test (Beep Test)
2. Urban Environment Simulator (obstacle course)
3. Rescue drag

7. 100 metre clothed swim

During training, recruits are required to demonstrate they can safely carry out any necessary water rescue activity required of an operational police officer. To complete this assessment, applicants must perform a supervised, 100 metre, fully clothed (long pants and short sleeve shirt), un-timed swim.

8. Police Operational Skills and Tactics training

The main emphasis of this program encompasses a range of Police Operational Skills and Tactics (POST). POST 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. Recruits must demonstrate a satisfactory competency level in:

- Communication and presence
- CPR
- Open hand tactics
- Handcuffing tactics
- Self defence
- Search persons/vehicles/dwellings
- Motorised offenders
- Closed hand tactics
- Ground control tactics
- Batons
- Capsicum spray
- Conductive electronic device (taser) training
- Crowd control
- Weapon assaults
- Firearm retention
- Scenario training
- Operational skills fitness sessions
At the conclusion of this assessment, recruits must demonstrate a high skill level in scenario based assessments using the above skills.

**PREPARING FOR THE PHYSICAL COMPETENCY TEST AND THE PHYSICAL TRAINING PROGRAM**

These activities are undertaken at your own risk.

The Physical Competency Test and the Physical Training Program at the QPSA are physically demanding and arduous. Applicants will require good levels of strength, muscular endurance and cardiovascular endurance to successfully complete both the test and the program.

**Fitness does not occur overnight** - developing personal fitness requires dedication and commitment. Outlined below are training tips that will 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 years of age
   - 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**

**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 or cycling as long as it is carried out at a sustained rate to develop cardiovascular endurance
- An indication of good workload is 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 50 metres 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 people 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 1 300 BE A COP (23 2 267) 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 3246 8200.

**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

**Stretching Exercises for the Upper Body**

*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 and change sides.

*Shoulder and upper back stretch*

- Place a hand on the opposite shoulder with 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
- Change sides and repeat the exercise.

*Shoulder and front of chest (pectoralis) 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 and repeat.
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 and repeat on the other side.
- Keep the back in line with the body.

**Stretching Exercises For The Lower Body**

**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 and repeat.

**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.

**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 and 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.

**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.
**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.