



Job Related Fitness Test Policy (Surrey and Sussex) (1140/2025)

Abstract

This policy details the Job Related Fitness Test (JRFT) and the Alternative Job-Related Fitness Test (AJRFT), implemented by Surrey Police and Sussex Police for all police officers, Special Constables, specialist posts, newly recruited Police Community Support Officers and some public facing police staff roles.

Policy

1. Introduction

1.1 This policy is required due to the implementation of the nationally approved Job Related Fitness Test (JRFT) and where applicable the Alternative Job-Related Fitness Test (AJRFT).

1.2 The JRFT / AJRFT is a mandatory test (subject to exemptions) for which police officers (up to and including the rank of Chief Constable), Special Constables (SCs) and Police Community Support Officers (PCSOs) which must be completed annually. Some public facing Police Staff roles are also required to complete the fitness annually and on initial entry to the Force.

1.3 It is the individual's personal responsibility to maintain the required fitness level to enable them to pass the test when required.

1.4 Newly recruited Constables, Officers transferring from another Force, officers who are rejoining and some public facing police staff roles (Police Community Support Officers) are required to meet the minimum fitness standard to complete the recruitment process, and the current level is 5:4 or 10 minutes on the AJRFT.

1.5 JRFT / AJRFTs will only be administered by appropriately qualified staff in an appropriate setting, e.g., Public and Personal Safety Training (PPST) Trainer / Instructor at an appropriate and properly risk assessed venue.

1.6 This policy must be read in conjunction with the Public and Personal Safety Training and Equipment Policy (Surrey and Sussex) (586), Attendance Management Policy (Surrey and Sussex) (950) and Performance and Gross Incompetence Management Policy (Surrey and Sussex) (1228) which are derived from the Police (Performance) Regulations 2020.

2. Scope

2.1 This policy provides guidance and explains the requirements of JRFT and AJRFT. It also sets out the mechanisms that are available to support individuals to achieve and maintain the minimum required standard.

3. Policy Statement

3.1 Surrey Police and Sussex Police (hereafter referred to as the Forces) are committed to providing the best possible policing service to the public. Policing can be physically demanding, and individuals are often called upon to put themselves into situations involving conflict. It is the individual's personal responsibility to ensure they are fit to perform the full duties of their role.

Procedure

1. Job Related Fitness Test (JRFT) Procedure

1.1 The JRFT is a 15 metre multi-stage fitness test (shuttle run / bleep test) carried out wearing suitable clothing and training shoes.

1.2 The JRFT is the standard test for all police officers, Special Constables, and some newly recruited public facing police staff roles and is currently under review nationally. The interim position within Surrey and Sussex for existing officers is that we would want officers to still achieve level 5:4 but we will accept level 3:7 as a pass (with higher levels for specialist roles where appropriate) and officers will be able to proceed to Public and Personal Safety Training. All applicants for the role of Police Constable or those transferring from other forces or re-joiners will be expected to achieve the 5:4 standard.

1.3 Level 3 Public Order Trained Officers and Specially Trained Officers (STO) who are trained, accredited and authorised to carry a CED (TASER) operationally must achieve level 5:4.

1.4 Current standards for the JRFT:

Minimum Standard Pass	3:7
Marine police unit	5:4
Chemical, biological, radiological and nuclear (CBRN)	5:4
Dog handler	5:7
Mounted branch	5:7
Police cyclist	5:8
Police support unit (PSU)	6:3
Air support	6:4
Police divers	6:8
Marine police (tactical skills)	7:2
Authorised firearms officer (AFO)	7:6
Armed-response vehicle (ARV)	9:4
Dynamic intervention AFO	10:5

2. AJRFT Fitness Test

2.1 The AJRFT/s are the Chester Treadmill Police Walk Test (CTPWT) and Chester Treadmill Police Running Test (CTPRT) depending on role carried out wearing sports kit and suitable training shoes.

2.2 The option to undergo the AJRFT will only be offered where:

- The individual has attempted and failed the JRFT, or
- The Occupational Health Unit has advised the individual to opt for the AJRFT on medical grounds, or
- An individual is breastfeeding following pregnancy.

2.3 Supervisors cannot authorise an AJRFT outside these criteria.

2.4 Individuals who do not meet the minimum JRFT / AJRFT standard could be impacted by any or all of the following:

- Removal of their fuel card (Surrey only), and/or additional payment enhancements
- A bar on lateral movement or promotional opportunities
- Unsatisfactory Performance Procedures

2.5 Those individuals who refuse to participate in or are deemed to be avoiding participating in the Annual JRFT / AJRFT will be subject to action under Police (Conduct) Regulations 2020.

2.6 The walking test (CTPWT) AJRFT takes place on a treadmill. After a suitable warm up the subject is required to walk at a brisk pace (6km / hour) on the treadmill. Every two minutes the gradient is raised by 3% for a specific amount of time. The length of time an individual must continue depends on their role.

2.7 The walking AJRFT minimum standard level is 8 minutes (with higher levels for specialist roles where appropriate) and is currently under review nationally. The interim position within Surrey and Sussex for existing officers is that we would want officers to still achieve level 5:4 but we will accept level 3:7 as a pass (with higher levels for specialist roles where appropriate) and officers will be able to proceed to Public and Personal Safety Training. All applicants for the role of Police Constable or those transferring from other forces or re-joiners will be expected to achieve the 5:4 standard.

2.8 The running AJRFT (CTPRT) (for ARV and Dynamic Intervention AFO) takes place on a treadmill. After a suitable warm up the subject is required to run at 10.4km / hour on the treadmill. Every two minutes the gradient is raised by 2% then 3% for a specific amount of time. The length of time an individual must continue depends on their role.

3. Testing

3.1 Individuals must pass their JRFT / AJRFT at least once every twelve calendar months taken from the date of their last JRFT / AJRFT pass.

3.2 It is the individual's responsibility to book themselves on to a testing event. This JRFT can be booked via the booking system in Surrey or by emailing (redacted) Sussex. The AJRFT can be booked via the local Force Public and Personal Safety Training Team by email.

3.3 JRFT / AJRFTs will only be administered by appropriately qualified staff in an appropriate setting, e.g., Public and Personal Safety Trainer / Instructor at an appropriate and risk assessed venue.

3.4 Individuals will complete the Job Related Fitness Testing Health Declaration immediately prior to taking the test and submit this to the Trainer / Instructor.

3.5 Where, in the opinion of the PPST Trainer / Instructor, the declaration reveals an illness or injury that could be exacerbated by taking the test or put the individual at risk, the individual will be refused and advised to ask their manager to refer them to Occupational Health Unit (OHU) via a management referral for further assessment of their fitness for the fitness test.

3.6 All records for a JRFT / AJRFT pass or fail will be held on the respective Forces database.

4. Failure of JRFT / AJRFT

4.1 Where an individual fails the JRFT / AJRFT the individual's line manager will be contacted. The line manager will hold a meeting with the individual to consider whether an OHU referral is necessary.

4.2 Where an OHU referral is not considered necessary a retest of the JRFT / AJRFT will be booked. It is recommended that a period of at least 6 weeks and no more than 10 weeks is given between tests to allow the individual sufficient time to take remedial action to prepare for the retest.

4.3 A maximum of two retests, with sufficient intervals between each will be permitted with the individual's line manager being informed of the result each time.

4.4 Where an individual fails to pass the JRFT / AJRFT after the third consecutive attempt their line manager will refer the individual to OHU for advice.

4.5 Where OHU do not consider the reason for failing the JRFT / AJRFT to be a medical issue, the individual will be placed on a fitness improvement programme and a Specific, Measurable, Achievable, Relevant / Realistic, Timely (SMART) Support Plan which will be completed by their line manager to support retaking the test. The test should be retaken within 6-8 weeks of the implementation of the support plan.

4.6 The line manager will also complete a risk assessment to assess the suitability of the individual to remain on operational duties.

4.7 The line manager will also notify their Departmental Head who will risk assess the individual's deployment in the interim.

4.8 Both the line manager and Departmental Head may seek advice from People Services, OHU and the Public and Personal Safety Training Team Leader.

4.9 Where Unsatisfactory Performance Procedures (UPP) are being considered and the inability of the officer to complete the JRFT / AJRFT is a relevant factor in the Force decision, the National Police Chief's Council (NPCC) Fitness Testing Working Group (FTWG) recommends that these officers be subjected to gas exchange analysis testing VO2 (to the standard of the JRFT) prior to any formal sanction being considered. It is recognised that such testing requires specialist equipment and administration. The gas analysis testing VO2, also known as the cardiorespiratory fitness test, measures the volume (V) of oxygen consumed during exercise.

5. Public and Personal Safety Training (PPST)

5.1 The Forces deliver PPST over 2 x 1-day sessions in the financial year (Phase A and Phase B) Individuals must be in date with their JRFT / AJRFT to attend their PPST as required by the Public and Personal Safety Training and Equipment Policy (Surrey and Sussex) (586).

5.2 JRFTs will be run at the start of PPST Training sessions for attendees who have not already successfully passed their JRFT / AJRFT.

5.3 Individuals who achieve level 3:7 on the JRFT or AJRFT equivalent will be permitted to participate in PPST, irrespective of their specific job role requirement.

6. Pregnancy / Maternity Leave

6.1 Pregnant officers will not be required to complete a fitness assessment or Public and Personal Safety Training.

6.2 Where an individual returns to work following a period of maternity leave, a reasonable amount of time, (typically 3-6 months) should be afforded to allow them to regain the level of fitness required. OHU advice should be sought if required. Please see 2.2 in relation to an individual who is breastfeeding following pregnancy.

7. Adjusted and Recuperative Duties

7.1 Individuals on adjusted or recuperative duties may not be required to complete a fitness assessment following OHU advice.

7.2 Where an individual returns to work following a period of adjusted or recuperative duties, a reasonable amount of time, (agreed with OHU) will be afforded to allow them to regain the level of fitness required.

8. Transferees from other Forces, Re-joiners and New Recruits

8.1 All individuals must achieve level 5:4 on the JRFT or 10 minutes on the AJRFT to complete the recruitment process.

8.2 Officers transferring into Surrey Police or Sussex Police from another UK police force can opt for the AJRFT where there is appropriate and up to date medical / clinical evidence to support the request.

8.3 In other cases, the option to undergo the AJRFT will only be offered where:

- The individual has attempted and failed the JRFT, or

- The Occupational Health Unit has advised the individual to opt for the AJRFT on medical grounds, or
- An individual is breastfeeding following pregnancy.

9. Constables in Probation

9.1 All probationary officers are required to complete an initial fitness assessment during their first 16 weeks within the Force.

9.2 Probationary officers will not be permitted to undertake Public and Personal Safety Training until they have achieved level 5:4 on the JRFT or 10 minutes on the AJRFT.

10. Police Officer Fuel Card (Surrey Police only)

10.1 Police officers are required to successfully complete an annual JRFT / AJRFT to receive and retain the police officer fuel card. [Click here for fuel card information.](#)

10.2 Police officers who do not successfully complete an annual JRFT / AJRFT will only retain the fuel card if they are not required to participate in the annual fitness assessment due to:

- Being on adjusted or recuperative duties.
- Being on long term sickness which is a direct result of an injury on duty.
- Pregnancy related.

These police officers will be expected to complete the JRFT / AJRFT as soon as they are capable.

10.3 In some circumstances a referral to OHU may be required to advise whether such officers are fit to undergo the JRFT / AJRFT. Once these officers are declared fit, they will have three months to complete the test prior to removal of the fuel card.

10.4 Line managers are responsible for ensuring that personnel records are accurate and up to date on the Force database.

10.5 Refusal to take the JRFT assessment or any of the variations mentioned in this policy will result in the immediate removal of the fuel card.

11. Additional Support

11.1 The Forces provide several options to support individuals in reaching the required JRFT / AJRFT standard.

11.2 These include:

- Trainer / Instructor led JRFT practice run sessions.
- Trainer / Instructor led AJRFT practice sessions.
- 'Bleep Test' downloads on force devices for self-led practice
- Availability of specially configured AJRFT treadmills in both Forces for self-led practice

11.3 Practice sessions can be arranged via the local Force PPST Team Leader.

11.4 Further support can be found on the intranet.

Surrey and Sussex Wellbeing Hub

Employees and Volunteers Assistance Programme (EVAP)

11.5 Any JRFT / AJRFT 'PASS' gained at a practice session will not count as a 'PASS / FAIL'

12. Employment Data

12.1 The Forces collect and process personal data relating to police officers and police staff to manage the employment relationship. It is important that employees understand how that data is collected and used in order to meet the Force's data protection obligations. Further details can be located by searching the Intranet using the term: 'Privacy Notice'.

Team: People Services Department