



**United States National Standards of Training Association**

# **FIT FOR DUTY ASSESSMENT PROGRAM**

**This assessment will assist in determining a potential or current employee's ability to perform the physical requirements of an officer and to perform any and all use of force training required by the hiring department.**

**This is not a PASS/FAIL evaluation. The assessment is designed to enable staff to determine whether or not a potential or current employee has the ability, based on his or her fitness level, to perform the majority of functional movements required by employees. The evaluation criteria are based on the methodology and principals of the Controlled F.O.R.C.E. System, which represents a national standard of close range subject control training recognized through the United States National Standards of Training Association (U.S.N.S.T.A.).**

## **ACCURACY IN EVALUATING FITNESS FOR DUTY**

For the last two decades, law enforcement physical fitness evaluations and standards have gone largely unchanged. There have been little or no corrections or updates made to the programs that departments use to determine whether or not a potential or current employee can perform the job duties that those departments specifically require.

Physical fitness training, or PT, has not evolved to keep pace with changes in modern law enforcement practices. Fitness tests are geared toward long distance running, push ups, sit ups, leg extensions, bench presses, dummy drags, culvert crawls, fence hurdles, etc. These tests are measured in time on a pass/fail system based on age and gender. These tests have little or no regard to flexibility, true endurance, mobility, and tactics development. With the advancements in technology, longer shift hours, prevalence of fast food, courtroom subpoena's, and mandated continuing education for law enforcement, physical fitness and well being take no priority.

**Officers are required by the public to think under pressure and perform under extreme physical conditions. The current evaluation models do not test these factors, regardless of what the academies or departments might say.**

A real example from a department's use of force training highlights the differences in physical fitness training as they relate to actual job tasks:

Test subject A runs three miles a day, weight lifts for an hour four times a week, and maintains a respective diet. Subject A could not finish even 60 seconds of a never-ending body movement drill as defined by the department's use of force training manual without setting down or gasping for air. Test subject B, on the other hand, never runs and only lifts body weight and does flexibility and coordination movements with constant body motion four times a week for only 15-20 minutes a day. Subject B is able to perform the body movement drill for 10 minutes without loss of mobility or environmental awareness.

Through the extensive training experience of our instructor team, Controlled F.O.R.C.E. has determined that the following factors that are traditionally endorsed by physicians and fitness experts DO NOT indicate a true fitness level:

1. Heart Rate: This measures the heart's beats per minute, not real fitness capabilities. Measuring an employee's heart rate while walking or running on a treadmill provides inconclusive results as to whether or not the employee is physically fit for duty.
2. Push ups: This shows that a person can lay in a stationary position and push up and down, and does not indicate endurance or upper body coordination.
3. Machine exercises: These machines allow stabilization for the isolated muscle group that is being tested, and does not provide any indication of balance, stability, or coordination.
4. Dummy Drag: This stemmed from the Fire Fighter Fitness Test. For law enforcement applications, this action can be counterproductive in most situations other than dragging another officer to safety.

5. Pass/Fail: These are all pass/fail exercises. They have led to Supreme Court decisions regarding employment and ruled in the plaintiff's favor, costing tax payers and departments money.

The U.S.N.S.T.A. Approved Controlled F.O.R.C.E. Fit for Duty Assessment Program is designed to give the officers all the tools they need to develop the skills required to protect themselves, protect others, and minimize injury to themselves and others as well. We establish this with basic body movement drills that will allow a department to identify whether or not a potential or current employee is capable of learning and moving in a way that exposes any pre-existing injuries he or she may have. Our fit for duty evaluation sets the standard by gauging the potential or current employee's personal limitations as to what he or she can and cannot do. It also gives the department an intuitive first-hand look as to how potential or current employees perform these series of movements without a pass/fail system, focusing on CAN the subject learn and perform within reasonable expectations.

## **PROGRAM BREAKDOWN**

The U.S.N.S.T.A. Approved Controlled F.O.R.C.E. Fit for Duty Assessment Program utilizes three steps to help determine actual fitness levels and aptitude for completing required learning objectives.

### **STEP 1: Range of Motion Screening / Body Movement Drills**

### **STEP 2: Body Control Test**

### **STEP 3: Balance, Stability, Coordination, Endurance Drills**

These drills will help determine:

- The potential or current employee's ability to complete required learning objectives
- The potential or current employee's **ability to get up and down**  
*This is the most challenging area for officers due to the necessity of getting up and down to minimize injury during physical confrontations with suspects/inmates*
- The potential or current employee's true fitness level and limitations regardless of age, size, gender, or pregnancy (within reason)
- The potential or current employee's ability to complete any and all FORMAL training required by the department

**This program should only be administered with the consultation of a Controlled F.O.R.C.E. Corporate Instructor.**