



YOUR PRE-EMPLOYMENT FITNESS PLAN

Introduction

As a police officer you will be expected to attend unpredictable incidents, work in awkward positions, under testing conditions, at a moment's notice and without time to warm up or prepare.

You will often use your physical capabilities to resolve these issues and by the very nature of this role you should consider yourself as an athlete. But most bluntly put; Without a healthy, functioning body you simply will not be able to do your job effectively!!

Physical fitness is an essential part of being a police officer, the “day-to-day” is physically and mentally demanding and so to the long terms effects of an exciting career. This basic plan, if followed closely, with accountability will help you prepare for the role of a police officer.

Objectives

- To provide you with a sound cardio vascular foundation that ensures the passing of the minimum level of fitness required by the College of Policing.

NB: This requirement currently stands at Level 5.4 of the Multi-Stage Fitness Test (Beep Test) and it should be noted that this is the absolute minimum standard. You should look to surpass this level by a considerable amount.

- To provide you with a basic and gradual weight training programme that can be completed in a gym or at home with minimum equipment.
- To prepare the muscle and connective tissue within your body for the rigors and strains of frontline policing by mitigating the possibility of injury or becoming a victim

CONTENTS

PAGE 1	THE NINE WEEK TRIPHASIC PLAN (EXPLAINED)
PAGE 2	FITNESS PLAN - WEEKS 1-3
PAGE 3	FITNESS PLAN - WEEKS 4-6
PAGE 4	FITNESS PLAN - WEEKS 7-9
PAGE 5	INTENSITY GUIDE (Appendix A)
PAGE 6	CHESTER TREADMILL TESTS (Appendix B)
PAGE 7	WEIGHTS SESSIONS - WEEKS 1-3 (Appendix C)
PAGE 8	WEIGHTS SESSIONS - WEEKS 4-6 (Appendix D)
PAGE 9	WEIGHTS SESSIONS - WEEKS 7-9 (Appendix E)
PAGE 10	TEST DAY PROTOCOL (Appendix F)
PAGE 11	INTERVAL TRAINING GUIDE (Appendix G)
PAGE 12	WARMING UP & COOLING DOWN
PAGE 13	EXERCISE BANK/GUIDE



THE NINE WEEK TRIPHASIC PLAN

The Plan Explained

This 9 week training programme is appropriate for both males and females to conduct and use as a guide prior to, and during your employment as a Police Officer. Fitness is the one thing that YOU can take control of immediately using discipline to build positive habits that will not only benefit YOUR operational effectiveness but also the quality of YOUR life in general.

The programme is designed for you to assess your personal fitness levels and make steps to improve them by taking accountability for your own physical performance.

The plan is broken down into 3 phases; Base, Build & Peak. Each phase consists of 3 weeks. Each of these weeks progressively increases the difficulty of each session by using variables such as Volume, Intensity, Duration, Density & Load.

Test Days

Every three weeks there is a fitness evaluation within the programme to help measure your fitness levels. These evaluations are put in place to confirm whether progression and adaptation has been achieved. At the end of the 9th week there is a final test.

Test days are conducted as follows:

-15m Multi Stage Fitness Test: To Near Failure.

(5mins Rest)

-Press Ups (full or half): Max Reps in 2mins.

(5mins Rest)

-Plank: Max hold.

(Finish)

NB: The Multi Stage Fitness Test, commonly known as "The Beep Test" can be downloaded for free via various apps or music providers.

Dos

- Ensure you are eating the right food to fuel your training.
- Hydrate regularly.
- Wear the right clothes for your training, this will help to keep you healthy and injury free.
- Follow the plan closely and make sure you are following the step-by-step guide to each exercise on the plan.
- You can use the plan to fit within with your lifestyle. Chose the days which suit you.

Don'ts

- Train if you experience any pain or discomfort whilst you are exercising. Please see medical advice and rest until you are given the all clear.
- Over-training can cause injury. Please follow the plan closely to ensure you stay fit and healthy.

The Warm Up and Cool Down

Time spent warming up and cooling down will improve your level of performance and mitigate the chances of injury.

A good warm up should raise your core temperature and prepare the joints for activity whilst giving you opportunity to dial in on any technique required.

It is heavily advised that you warm up and cool down before and after every training session.

Dynamic stretches are advised during the warm up and static stretches are to be conducted during the cool down.

Ultimately how the warm up & cool down is conducted is individual preference, but for more info see Appendix G.

9 WEEK PRE-EMPLOYMENT FITNESS PLAN – WKS 1-3 – BASE PHASE

	ACTIVITY	WK 1	WK 2	WK 3	DETAILS
MON	FITNESS	TEST DAY *See Appendix E	CTPWT +5min Jog	CTPWT +10min Jog	*For CTPWT & CTPRT See Appendix A
TUE	WEIGHTS	Session 1 Base Phase	Session 1 Base Phase	Session 1 Base Phase	*See Appendix B for Programme.
WED	REST DAY				STRETCH/WALK RECOVER.
THU	FITNESS	INT: 10/50 X6	INT: 10/50 X8	INT: 15/45 X6	Row/Bike/Sprint/Sled *See Appendix F
FRI	WEIGHTS	Session 2 Base Phase	Session 2 Base Phase	Session 2 Base Phase	*See Appendix A for Programme.
SAT	ACTIVITY	30min	30min	30min	Cycle/Walk/Swim EASY EFFORT
SUN	REST DAY				STRETCH/WALK RECOVER.

NOTES:

9 WEEK PRE-EMPLOYMENT FITNESS PLAN – WKS 4-6 – BUILD PHASE

	ACTIVITY	WK 4	WK 5	WK 6	DETAILS
MON	FITNESS	TEST DAY *See Appendix E	CTPWT +15min Jog	CTPRT +5min Jog	*For CTPWT & CTPRT See Appendix A
TUE	WEIGHTS	Session 3 Build Phase	Session 3 Build Phase	Session 3 Build Phase	*See Appendix C for Programme.
WED	REST DAY				STRETCH/WALK RECOVER.
THU	FITNESS	INT: 15/45 X8	INT: 20/40 X6	INT: 20/40 X8	Row/Bike/Sprint/Sled *See Appendix F
FRI	WEIGHTS	Session 4 Build Phase	Session 4 Build Phase	Session 4 Build Phase	*See Appendix B for Programme.
SAT	ACTIVITY	40min	50min	60min	CYCLE/WALK/Swim EASY EFFORT
SUN	REST DAY				STRETCH/WALK RECOVER.

NOTES:

9 WEEK PRE-EMPLOYMENT FITNESS PLAN – WKS 7-9 – PEAK PHASE

	ACTIVITY	WK 7	WK 8	WK 9	DETAILS
MON	FITNESS	TEST DAY *See Appendix E	CTPRT +10min Jog	CTPRT +15min Jog	*For CTPWT & CTPRT See Appendix A
TUE	WEIGHTS	Session 5 Peak Phase	Session 5 Peak Phase	Session 5 Peak Phase	*See Appendix D for Programme.
WED	REST DAY				STRETCH/WALK RECOVER.
THU	FITNESS	INT: 30/30 X6	INT: 30/30 X8	INT: 30/30 X10	Row/Bike/Sprint/Sled *See Appendix F
FRI	WEIGHTS	Session 6 Peak Phase	Session 6 Peak Phase	Session 6 Peak Phase	*See Appendix C for Programme.
SAT	ACTIVITY	70min	80min	90min	CYCLE/WALK/Swim EASY EFFORT
SUN	REST DAY			FINAL TEST	STRETCH/WALK RECOVER.

NOTES:

Intensity Guide

Intensity	Description
Low (0-3 RPE)	Sessions underlined with green are deemed as a low intensity session: You should be able to hold a conversation during this activity and be within a fairly comfortable state. Recovery days should be spent with minimal exertion utilising the days to recover, rest and work on flexibility.
Medium (4-6 RPE)	Sessions underlined with yellow are deemed as a medium intensity session: Talking should be very difficult whilst conducting activities at this intensity, you will be breathing heavily and working at about 70% of your maximum heart rate.
High (7-10 RPE)	Sessions underlined with red are deemed as a high intensity session: You won't be able to talk when working at a high intensity and you should be aiming to work at your maximum!! There is usually plenty of rest in these session to enable you to recovery as much as possible.

Rate of Perceived Exertion (RPE) *Modified Borg Scale	
0	At Rest
1	Very Easy
2	Somewhat Easy
3	Moderate
4	Somewhat Hard
5	Hard
6	
7	Very Hard
8	
9	
10	Very, Very Hard

The Chester Treadmill Police Walk Test (CTPWT)

CTPWT is a performance test specifically developed for the Police Service of England and Wales as an alternative fitness test to the 15m Shuttle run, to determine whether an officer is able to achieve the minimum recommended aerobic fitness standard for PST and Specialist Posts, excluding ARV and DIAFO (College of Policing 2014). After a suitable warm-up the subject is required to walk at a brisk pace (6.0km/hr) on the treadmill. Every 2 minutes the gradient is raised by 3%.

Level	Time (mins)	Treadmill Gradient
1	0-2	0%
2	2-4	3%
3	4-6	6%
4	6-8	9%
5	8-10	12%
6	10-12	15%

***5* - Completion of this level is equivalent to level 5.4 MSFT/Beep Test.**

The Chester Treadmill Police Run Test (CTPRT)

CTPRT is a performance test specifically developed for the Police Service of England and Wales as an alternative test to the 15m Shuttle run. After a suitable warm-up the officer is required to run at a brisk pace (10.4km/hr) on the treadmill. Every 2 minutes the gradient is raised by a designated amount. On satisfactory completion of 8 minutes the officer will have achieved the minimum recommended fitness standard for ARV. DIAFO are required to complete the full 10-minute test.

Level	Time (mins)	Treadmill Gradient
1	0-2	0%
2	2-4	2%
3	4-6	4%
4	6-8	5%
5	8-10	8%

-The CTPWT & CTPRT have been programmed into your training on Mondays when there is no test day. You will see that after conducting these sessions you have a spell of added time bolted on at the end. This added time should be done immediately after finishing and if possible at the same speed as the respective test.

NB: Although these tests are recognised by the College of Policing, The MSFT is the only test that is available to applicants on entry.

-If you do not have access to a treadmill then you should replace this with a similarly paced 10min walk/run at an RPE of 4-6 including the added time mentioned above.

Weight Sessions 1 & 2 - Base Phase- Weeks 1-3

Warm Up – All 3 Phases

	Exercise	Sets	Reps	Weight	Stretching & Mobility	
1a)	Jog/Bike/Row	1	5-10mins		Stretching and mobilising the body can be done at personal preference before, during and after the warm up. Key areas are as follows:	
2a)	Press Up	3-4	5-10	BW		
2b)	Reverse Lunge	3-4	6/6	BW		
2c)	TRX Row	3-4	10	BW		
2d)	Cuban rolls	3-4	10	KG	Lower Back	Shoulders
					Chest	Hips

Session 1 – Base Phase (week 1-3)

	Exercise	Sets	Reps	Rest	Weight wk1	Weight wk2	Weight wk3
1a)	Dumbbell Romanian Deadlift	3	12	90s	KG	KG	KG
2a)	Alternative Reverse Dumbbell Lunge	3	8/8	90s	KG	KG	KG
3a)	Pull up or Lat pull Down	3	8-12	90s	KG	KG	KG
4a)	Seated Arnold Press	3	12	90s	KG	KG	KG
5a)	Body Weight DeadBug	3	15	60s	BW	BW	BW
6a)	Suitcase Carry	2	20/20m	30s	KG	KG	KG

Session 2 – Base Phase (week 1-3)

	Exercise	Sets	Reps	Rest	Weight wk1	Weight wk2	Weight wk3
1a)	Alternative Dumbbell Step Up	3	8/8	90s	KG	KG	KG
2a)	Glute Bridge (Back on floor, feet on bench)	3	15	90s	BW	BW	BW
3a)	TRX or Inverted Row	3	12	90s	KG	KG	KG
4a)	Press Up	3	10-15	90s	BW	BW	BW
5a)	Plank	3	20s	20s	BW	BW	BW
6a)	Waiters Carry	2	20/20m	30s	KG	KG	KG

NOTES:

Weight Sessions 3 & 4 - Build Phase- Weeks 4-6

Warm Up – All 3 Phases

	Exercise	Sets	Reps	Weight	Stretching & Mobility	
1a)	Jog/Bike/Row	1	5-10mins		Stretching and mobilising the body can be done at personal preference before, during and after the warm up. Key areas are as follows:	
2a)	Press Up	3-4	5-10	BW		
2b)	Reverse Lunge	3-4	6/6	BW		
2c)	TRX Row	3-4	10	BW		
2d)	Cuban rolls	3-4	10	KG	Lower Back	Shoulders
					Chest	Hips

Session 3 – Build Phase 1 (week 4-6)

	Exercise	Sets	Reps	Rest	Weight wk1	Weight wk2	Weight wk3
1a)	Barbell Deadlift	4	10	120s	KG	KG	KG
2a)	Alternative Reverse Barbell Lunge	4	6/6	120s	KG	KG	KG
3a)	Pull up or Lat pull Down	3	8	90s	KG	KG	KG
3b)	Seated Arnold Press		12		KG	KG	KG
4a)	Weighted DeadBug	3	10	60s	KG	KG	KG
4b)	Suitcase Carry		20/20m		KG	KG	KG

Session 4 – Build Phase (week 4-6)

	Exercise	Sets	Reps	Rest	Weight wk1	Weight wk2	Weight wk3
1a)	Alternative Dumbbell Step Up	4	6/6	120s	KG	KG	KG
2a)	Glute Bridge (Back on Bench, feet on floor)	4	12	90s	BW	BW	BW
3a)	Dumbbell Bench Row	4	10	120s	KG	KG	KG
3b)	Press Up (pause 1-2sec at bottom of each rep)		10		BW	BW	BW
4a)	Plank	3	25s	30s	BW	BW	BW
4b)	Waiters Carry		20/20m		KG	KG	KG

NOTES:

Weight Sessions 5 & 6 - Peak Phase- Weeks 7-9

Warm Up – All 3 Phases

	Exercise	Sets	Reps	Weight	Stretching & Mobility	
1a)	Jog/Bike/Row	1	5-10mins		Stretching and mobilising the body can be done at personal preference before, during and after the warm up. Key areas are as follows:	
2a)	Press Up	3-4	5-10	BW		
2b)	Reverse Lunge	3-4	6/6	BW		
2c)	TRX Row	3-4	10	BW		Lower Back Shoulders
2d)	Cuban rolls	3-4	10	KG		Chest Hips

Session 5 – Peak Phase (week 7-9)

	Exercise	Sets	Reps	Rest	Weight wk1	Weight wk2	Weight wk3
1a)	Barbell Deadlift	5	8	120s	KG	KG	KG
2a)	Pull up or Lat Pull Down	5	8	120s	KG	KG	KG
3a)	Seated Arnold Press		8		KG	KG	KG
4a)	Single Leg Glute Bridge	3	8/8	60s	BW	BW	BW
5a)	Weighted DeadBug		15		KG	KG	KG
6a)	Suitcase Carry		25/25m		KG	KG	KG

Session 6 – Peak Phase (week 7-9)

	Exercise	Sets	Reps	Rest	Weight wk1	Weight wk2	Weight wk3
1a)	Alternative Reverse Dumbbell Lunge	5	5/5	90s	KG	KG	KG
2a)	Bench Row	5	8	90s	KG	KG	KG
3a)	Press Up		Max		BW	BW	BW
4a)	Reverse Bench Flye	3	15	30s	KG	KG	KG
5a)	Plank		30s		BW	BW	BW
6a)	Waiters Carry		25/25m		KG	KG	KG

NOTES:

Test Day Protocol

Every three weeks there is a fitness test within the programme to help measure your fitness levels.

These evaluations are put in place to confirm whether progression and adaptation has been achieved. At the end of the 9th week there is a final

Test days are conducted as follows:

- 5min warm up to include: Jogging, side steps, practice shuttles and
- 15m Multi Stage Fitness Test: To Near Failure. (5mins Rest)
- Press Ups (full or half): Max Reps in 2mins. (5mins Rest)
- Plank: Max hold. (Finish)

NB: The Multi Stage Fitness Test, commonly known as “The Beep Test” can be downloaded for free via various apps or music providers.

	<u>MSFT</u>	<u>Press Ups</u>	<u>Plank</u>
<u>WK1</u>	:		
<u>WK4</u>	:		
<u>WK9</u>	:		
<u>FINAL</u>	:		

Notes:

Interval training has been programmed into your training once a week, this type of training helps to improve your ability to work at a high capacity and recovery better from such efforts. Both of which can be highly beneficial in the role of a police officer.

To warm up for these sessions you should do 5-10mins of activity that replicates the modus of training that you choose. Ramp up the intensity of the warm up to level that is near to your intervals. Make sure you have recovered fully before you start the main session.

NB: These sessions can be bolted on at the end of a weights session if you are short of time throughout the week.

Sprints	Sprinting is highly impactful on the body and should only be done by those who are currently active, training or playing sport on a regular basis. Hill sprints can be a less impactful alternative.
Rower	Rowing intervals are a great way of creating high intensity, however it can be stressful on the lower back if technique is poor.
Bike	Spin bikes and similar types of equipment are often the safer option for intervals. Outdoor bikes can be used but ensure you have a safe, uphill, open area to conduct them on.
Sled	Sled training is probably the safest and most intense modus of exercise for intervals. However, it is heavily dependent on equipment. A lot of commercial gyms now have sleds and they are becoming increasingly more popular!!

Session Explained

INT: 20/40 X6

INT

Interval abbreviated

20

Work period in seconds

40

Rest period in seconds

X6

Repeat 6 times

The interval training that has been programmed should be conducted at an RPE of 7-10, but in reality the sessions should be performed at maximum capacity!! The lengths of the work periods gradually increase over the 9 weeks and the rest periods decrease with the end goal being to maintain the same work rate for your 30sec intervals in week 9 as you did for your 15sec intervals in week 1.

During your rest periods it is advised not to completely stop; walking around or rowing/cycling slowly between work sets will serve you better during the sessions

Warm Up		Cool Down	
	R.A.M.P		C.H.I.L
R	<p><u>Raise</u> the bodies core temperature, heart rate, blood flow and joint viscosity; Jog, Cycle, Row at an RPE of approx. 1-4.</p>	C	<p><u>Conduct</u> 5-10mins of Easy exercise, gradually bringing the intensity and the effects of your session down to an RPE of 1.</p>
A	<p><u>Activate</u> the key Muscles and connective tissue that will be targeted within the prescribed exercises.</p>	H	<p><u>Hydrate</u> and Refuel to aid short and long term recovery. Again this can be personal preference, but ensure adequate rehydration at least.</p>
M	<p><u>Mobilise</u> the key joints and muscle groups through a full range of movement specific to that of the intended exercises.</p>	I	<p>Include a moderate amount of deep breathing to help oxygenise the body after strenuous exercise. This can be done during your stretching.</p>
P	<p><u>Potentiate</u> the movements and build up to the intended level of load/intensity. Build gradually up to your working level.</p>	L	<p><u>Long hold</u> static stretches for 20-30sec on all muscle groups, pay particular attention to any tight, problem areas you may have.</p>