

# FIT FOR THE JOB



How to pass your medical and fitness test



**METROPOLITAN  
POLICE**

**TOTAL POLICING**



# INTRODUCTION

The Metropolitan Police Service (MPS) takes pride in its officers and staff. They fill jobs that can be tough and demanding and as a result all new recruits need to be fit and healthy. The MPS checks this by way of a medical assessment and Job Related Fitness Test (JRFT) as part of the recruitment process for new police constables, special constables (volunteer police officers), police community support officers and designated detention officers. You will be asked to complete a confidential health declaration and attend a medical assessment to check your hearing, eyesight, urine, blood pressure, height/weight and breathing for these roles.

You need to be managing day-to-day life without problems and not be having many sick days off work. If you need regular medication to stay healthy, you may still be accepted. Every candidate receives a detailed individual assessment and we can accept candidates with many common health conditions, as long as they are under control. But if you can't carry out the role safely, without putting your own health at risk, or you can't meet some of the core requirements, like resilience, you will not be found fit for the job. No one is rejected because of a medical label. The Equality Act 2010 covers all positions in the MPS and if you have a disability, adjustments will be made if it is reasonable to do so.

The information given in this document is a guide to how you could improve your health and fitness in order to give yourself the best chance of passing.

# SMOKING

Smokers are more likely to have lung and heart problems that make passing the fitness test difficult. The medical team tests lung function and blood pressure as part of the health assessment.

TO PASS – quit smoking as soon as possible or, at the very least, cut back.

## WHERE TO GET MORE ADVICE

Further information on how to quit smoking can be found at [www.smokefree.nhs.uk](http://www.smokefree.nhs.uk) or call the NHS Smoking Helpline 0800 022 4332.

# RECREATIONAL DRUGS / SUBSTANCE MISUSE

Drugs, such as cannabis, ecstasy and cocaine, are against the law, and must never be used by police officers or police staff. The MPS tests for drugs during recruitment, training and in service.

TO PASS – avoid all illegal drugs, even as a one-off use.

## WHERE TO GET MORE ADVICE

You can get facts and confidential support from [www.talktofrank.com](http://www.talktofrank.com)

## EYESIGHT

Police officers need eyesight good enough to defend themselves in a tight situation – even if they lose their glasses or lenses. There is the same requirement for other operational staff (PCSOs and Specials). The medical includes an eye test. Being colour blind does not matter except for some specialist roles. After laser surgery you need to wait six weeks before the eye test.

TO PASS – you need to meet this standard without glasses or lenses using both eyes together: **police officer and special constable 6/36; other roles 6/60**. If you use contact lenses, bring solution and containers so that you can remove them. You will be tested without any aids.

### WHERE TO GET MORE ADVICE

There are tips about looking after your eyes at [www.rnib.org.uk/eye-health/looking-after-your-eyes](http://www.rnib.org.uk/eye-health/looking-after-your-eyes)

## HEARING

You may need to hear your colleagues, members of the public and a radio in noisy surroundings. So you need good hearing to be fit for the job. We are able to consider candidates who wear hearing aids and people who are deaf in one ear. All candidates whose hearing is below the ideal level get a specialist review by our in-house ear, nose and throat team to decide whether they are fit to enter.

TO PASS – protect your ears from too much noise especially for two days before the medical. Don't ride a motorbike, work with noisy tools or go to any gigs. Ask your practice nurse to check that your ears are clear of wax.

### WHERE TO GET MORE ADVICE

The RNID has tips on protecting your hearing at [www.rnid.org.uk/information\\_resources/protect\\_your\\_hearing](http://www.rnid.org.uk/information_resources/protect_your_hearing)

## DIET AND BMI

People who are overweight are more likely to struggle with the fitness test, and to get knee pain and other problems that make it hard for them to patrol. Underweight people can be short of muscle bulk so they may fail the Job Related Fitness Test.

TO PASS – your BMI, which is calculated from your height and weight, needs to be in the healthy to overweight range. If your BMI is above 32 (for police officers) or 35 (for PCSOs, DDOs or Specials) you will not be accepted unless your body fat is less than 30% for men or 36% for women. If it is likely you will need many months to lose the weight/fat required you will be rejected and will have to reapply. It is never too soon to review your lifestyle, so make sure that you have a healthy diet and take regular exercise.

### WHERE TO GET MORE ADVICE

You can check your BMI at [www.nhs.uk/Livewell/loseweight/Pages/BodyMassIndex.aspx#people](http://www.nhs.uk/Livewell/loseweight/Pages/BodyMassIndex.aspx#people)

You can find out more about healthy eating at [www.nhs.uk/Change4Life/Pages/healthy-eating.aspx](http://www.nhs.uk/Change4Life/Pages/healthy-eating.aspx) and [www.nhs.uk/change4life](http://www.nhs.uk/change4life)

# FITNESS

The Job Related Fitness Test looks to see whether you are fit for the job and are ready for Officer Safety Training, where you learn to protect yourself and others. You will be required to undertake a running test (known as the Multi-stage Shuttle Run Test or Bleep Test).

TO PASS – improve your fitness before your medical. For the Bleep Test, aim for a hard run for 20 to 30 minutes, three times a week.

## WHERE TO GET MORE ADVICE

There is detailed information about what the test involves and how to prepare at [www.college.police.uk/en/19834.htm](http://www.college.police.uk/en/19834.htm)

# HEALTH CONDITIONS AND MEDICATION

Some common medical issues are outlined below:

### **Asthma**

You will be individually assessed. Individuals with asthma that is well-controlled with inhalers are acceptable.

### **Diabetes**

You will be individually assessed. Your treatment needs to give good blood-sugar control and be able to adapt to the demands of the job (including shifts and variable meal patterns).

### **Epilepsy**

You will be individually assessed. It is recommended that you have not experienced a seizure for at least 18 months (with or without medication) before you apply.

### **Stress, anxiety or depression**

You will be individually assessed. These roles are front-line and public facing, requiring the ability to deal with the public in a wide range of situations. It is recommended that you have been well, without medication, for at least 6 months before you apply.

### **Dyslexia**

We are able to take this into account for your selection procedures if you have a report confirming your condition. For police officers this report must be carried out as an adult. Support is available during training and in these roles.

### **Severe allergy**

Most allergies are compatible with these roles, but if you have a severe allergy (including a history of collapse or breathing difficulties) you are advised to contact a recruitment doctor for further advice before you apply.

### **Any type of blood clotting disorder which requires medication such as Warfarin**

Before you apply please contact a recruitment doctor for further advice.

Continued overleaf.

# HEALTH CONDITIONS AND MEDICATION CONT.

**TO PASS** - maintain a good record in your current work with as little sick leave as possible. If you have a health problem, or you've recently had a lot of time off, try to bring a copy of your medical records or a note from your doctor with you to your medical.

## WHERE TO GET MORE ADVICE

Contact the recruitment medical team for confidential advice on **0207 161 6373** Mon-Thurs, 9am-4pm or email **HR-MedicalEnquiry@met.police.uk**