



ARE YOU FIT FOR YOUR CAREER?

LEARNING OUTCOMES

After completing this chapter, you should be able to:

- Recognize the current overall health of Canadians.
- Explain the concern for health in wellness in law enforcement.
- Define health and wellness and what each encompasses.
- List and explain the dimensions of wellness.
- Define physical activity and physical fitness and list their benefits.
- Evaluate the competencies required to apply for a career in law enforcement.
- Describe the physical demands of law enforcement and the requirements organizations expect potential employees to meet.

The 21st century has brought many more demands to a career in law enforcement. Organizations are asking their employees to do more with less and to be prepared to deal with a wide variety of people, circumstances, and accountabilities. It is a job that can be sedentary (e.g., sitting in a cruiser, writing reports, watching monitors), require moderate activity (e.g., foot patrol or bike unit), and require maximal effort (e.g., apprehending a violent suspect, subduing an inmate, racing to an emergency). Being fit and mentally prepared helps officers deal with the physical demands of the job.

As a nation with higher rates of poor nutrition, inactivity, sedentary behaviour and childhood obesity and with declining fitness levels, the prevalence in Canada of people living with obesity has nearly tripled over the last 25 years. One in three young people (6 to 17 years) and 34 percent of adults—roughly 10.6 million people over the age of 18 years—are living with obesity, and since 1985, severe obesity (BMI \geq 35) has increased by 455 percent (rates vary based on socio-demographic factors such as age, sex, socio-economic status, and place of residence) (Elflein, 2021; Rao et al., 2016; Twells et al., 2020). The First Nations Regional Longitudinal Health Survey (First Nations Information Governance Committee, 2005) and “A Scoping Review of Obesity Among Indigenous Peoples in Canada” (Batal & Decelles, 2019) reported that off-reserve Indigenous people have lower rates of obesity, except in Alberta, compared with on-reserve groups, which have rates as high as 51 percent. The report *Moving Toward a Better Normal: Report Card on Physical Activity for Adults* (ParticipACTION & Canadian Fitness and Lifestyle Research Institute [CFLRI], 2021) found that less than 50 percent of adults are considered physically active, and less than 16 percent of Canadian adults achieve the national guidelines of 150 minutes of moderate to vigorous activity per week.

The Canadian Society for Exercise Physiology (CSEP, 2021) subsequently created the Canadian 24-Hour Movement Guidelines, integrating physical activity and sleep while reducing sedentary behaviour to lower the risk of chronic disease and have a positive effect on health. The Canadian 24-Hour Movement Guidelines include:

- at least 150 minutes per week of moderate to vigorous aerobic physical activity;
- muscle-strengthening activities using major muscle groups at least twice a week;
- several hours of light physical activity, including standing;
- seven to nine hours of good quality sleep on a regular basis, with consistent bed and wake-up times; and
- sedentary time limited to eight hours or less, which includes no more than three hours of recreational screen time and breaking up long periods of sitting as often as possible.

Most law enforcement officers begin their careers fit and slim. Within 10 to 15 years of service, however, 30 to 40 percent of them become obese and less fit than the general population (Anderson et al., 2016; Girard, 2013). For many of them, shiftwork, physical inactivity, nutritional habits, stress, sleep, and commuting are contributing factors. Health conditions like high blood pressure, dyslipidemia (high cholesterol), back pain, poor sleep duration and sleep quality, and diabetes are also linked to obesity in this population. Helping officers to stay fit and at a healthy weight is a key component of officer and public safety.

Law enforcement students enter college at every level of fitness. Their instructors teach basic concepts in health, as well as basic fitness training, that will lead students to a lifelong commitment to staying healthy and fit. This basic training includes information on cardiovascular exercise, strength, flexibility, and endurance to help students work toward meeting the fitness requirements laid out by law enforcement careers. It is up to each individual to decide how to acquire the adequate fitness level to be hired and how to maintain it throughout their life. A negative side of optional and online fitness courses is the number of students who have difficulty motivating themselves to exercise alone and who quickly lose interest in maintaining a healthy weight and lifestyle once the course is completed (Basch, 2011). It becomes an issue of extrinsic motivation (surviving fitness classes and loneliness; Cacioppo et al., 2002; Granero-Jiménez et al., 2022) rather than an intrinsic commitment to themselves (keeping active throughout their lives for a personal reason).

HEALTH AND WELLNESS

We continue to see epidemic numbers of Canadians being physically inactive, the rate of obesity rapidly increasing, and the numbers of those suffering from cardiovascular and diabetes growing at alarming rates. Wellness and fitness professionals are well aware that we need to re-evaluate how we entice and encourage others to participate in some kind of activity on a daily basis. Although athleisure clothing is a fashion trend making billions of dollars, it has not assisted in encouraging people into participating in athletic activities. In 2021, the American College of Sports Medicine showed that the top fitness trends were online fitness and wearable technology (Thompson, 2021). With the COVID-19 pandemic's closure of fitness clubs and gyms, online classes were strategically delivered. Individuals were able to live stream and use pre-recorded training programs to fit their schedule. Wearable technology, including fitness trackers, smart watches, heart rate monitors, and GPS tracking devices, became a \$100 billion industry (Thompson, 2021). Wellness is evolving into finding a balance between work and leisure time. As this decade continues to include mindfulness, empathy, exercise, and diet, there will be a shift from the historical "optional" wellness to a "mandatory" wellness, which includes medical research on the connections between the brain, skin, and muscles; workplace wellness; ingestibles; and health-tracking nanotechnology.

Many law enforcement services are beginning to see the value of wellness programs. For example, since 2011 the Ottawa Police Service has offered a holistic program that provides activities and support to empower their employees to improve their health and wellness (Ottawa Police Service, 2022). The goal of these programs is to help participants reduce their risk of developing chronic diseases and enjoy a higher quality of life with the unique support of a multidisciplinary health team. Programs include screening for cardiovascular diseases, cancer, diabetes, and sleep disorders; tools to balance work, family, and personal life; weight-loss programs; and stress and anxiety reduction programs, including physiotherapy, massage, and mindfulness/yoga. We will look at these topics in later chapters.

A WELLNESS PROFILE

When considering a career in law enforcement, you need to determine how healthy you are and whether you are ready for the demands of shiftwork, lack of sleep, altercations with individuals, extended periods of inactivity, and the need to respond

quickly to critical situations. In this section, we will explore what being healthy may look like.

WHAT DOES HEALTHY LOOK LIKE?

Originally, health was defined as the absence of disease. Many exercise physiologists, kinesiologists, and health educators concluded that this definition was too restrictive. They decided that good health should be defined as wellness and equated with “healthy living.” The Meikirch model of health states, “Health is a state of wellbeing emergent from conducive interactions between individuals’ potentials, life’s demands (physical), and social and environmental determinants while managing disease” (Bircher & Kuruvilla, 2014, p. 368). The model offers opportunities for people to self-motivate to improve their health-supporting behaviour, thereby making preventive approaches and overall health care more effective (Bircher & Hahn, 2017). This need became more apparent when COVID-19 placed the onus on individuals to take responsibility for their health (ParticipACTION & CFLRI, 2021).

Positive health is associated with a capacity to enjoy life, the ability to build resilience, and the ability to thrive amid life challenges; it is not merely the absence of disease. It moves the definition of health from the management of disease and into prevention and proactive strategies. **Resilience** is a process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress physically, mentally, and emotionally, and then being able to bounce back from those difficult experiences with personal growth (American Psychological Association, 2022).

Health and wellness are related concepts. Good **health** means being able to function independently in a constantly changing environment. **Wellness** can be defined as a way of life in which you make decisions and choices to enjoy the highest level of health and well-being possible. Wellness includes the idea that life is a journey that must be enjoyed and continually fine-tuned so that you benefit as much as possible from all aspects of your life. This means taking appropriate steps to prevent illness and to lead a richer, more balanced, and more satisfying life. By embracing small positive changes in your lifestyle habits, you empower yourself, through self-esteem and self-worth, to ensure you have a healthy attitude and lifestyle.

People’s lifestyles and behaviours clearly affect their health. Examples are included in the next section.

DIMENSIONS OF HEALTH

Good health has many dimensions. It is an integrated approach that empowers individuals to make positive choices, moving away from ideals and specific body types to focus on healthy eating and participating in physical activity and a variety of exercises to promote overall personal well-being, enhance quality of life, and make better choices in terms of nutrition to maintain a healthy weight. One weak dimension can affect all the others. **Dimensions of health** include:

1. **Physical**—Physical health involves looking after your body as best you can. This means eating properly, exercising, avoiding unhealthy behaviours and substances, making responsible decisions about sex, being aware of the symptoms of disease, having regular checkups, and taking steps to prevent illness and injuries. It also encompasses the land we live on in terms of water, land, air, food, and medicine. We are responsible

for looking after that land and the knowledge of the land as it provides inspiration and beauty.

2. **Emotional and psychological**—Emotional and psychological health involves maintaining a positive self-concept; dealing constructively with feelings; developing such qualities as optimism, trust, self-confidence, and humour/laughter; being able to cope with the challenges of daily stressors; seeking help and support when needed. Our emotional health also includes our family and cultural traditions and values.
3. **Intellectual**—Intellectual health involves valuing lifelong learning and challenging yourself while searching for answers and solutions. It also involves being able to analyze and evaluate a situation and propose alternatives or solutions. As well, intellectual health includes self-awareness and learning from life experiences. It includes educating yourself on the provincial or territorial health care system and knowing the facts about cardiovascular disease, diabetes, cancer, sexually transmitted infections, airborne diseases, and other infections and injuries.
4. **Spiritual**—Spiritual health involves searching for meaning and purpose in your life. It also involves coming to terms with what is right and wrong, whether through religion, meditation, art, or some other practice. Spiritual health may involve developing faith in a being or power beyond yourself, as well as the capacity for compassion, altruism, joy, and forgiveness. It involves participating in activities that are consistent with your beliefs and values. The Indigenous perspective of wellness integrates spiritual health into ceremonies and activities like gardening (Salloum & Warburton, 2019).
5. **Social and interpersonal**—Social and interpersonal health involves being able to develop meaningful relationships, cultivating a network of supportive friends and family members, and contributing to the community. It also includes valuing diversity—accepting people for who they are. Although reducing viral transmission was critical during the COVID-19 pandemic, physical distancing and social isolation were associated with negative psychosocial implications, such as increased rates of depression, dementia, and anxiety, along with a higher risk of all-cause mortality (Cosco et al., 2021; Hwang et al., 2020).

Social determinants of health (SDOH) include security, housing, food insecurities, prevention and promotion of health care, education, health awareness, access to health care, early childhood development, and outreach supports. SDOH also include structural social inequities (when a social category, such as class, occupation, gender, or race, puts people in a position from which they can claim a greater share of resources or services), which affect Indigenous people, people in racial or ethnic minority groups, and marginalized gender and 2SLGBTQ+ individuals. During the COVID-19 pandemic, structural social inequities, in which factors like colonization, racism, social exclusion, and repression created unequal access to health care, increased the risk of exposure and infection in marginalized groups (Public Health Ontario, 2020).
6. **Environmental**—Environmental health involves respecting and protecting the environment at the local level and beyond, protecting

yourself from environmental hazards, and minimizing the negative impact of your behaviour on the environment. It includes having safe and affordable living and work conditions; access to clean air, water, and sanitation; and the ability to access an environment that encourages physical activity. It also includes being a sustainability steward by taking public transportation, buying local products, turning off the faucet when brushing your teeth, and using reusable water bottles, for example.

7. **Occupational**—Occupational health involves deriving satisfaction from the accomplishments and challenges of your job while maintaining a balance between work and the rest of your life. It can also mean contributing through volunteering as an experienced professional, caregiver, mentor, or teacher, in your community.

These seven components of wellness work together to make individuals healthy (see Figure 1.1). If one of these is neglected, over time it will adversely affect one's health, well-being, and quality of life.

FIGURE 1.1 The 7 Dimensions of Health



SOURCE: Adapted from First Nations Health Authority, 2022.

Traditionally, Indigenous peoples in Canada have viewed health in a balanced and holistic way. This holistic approach can be seen in the First Nations Perspective of Wellness model developed by the BC First Nations (First Nations Health Authority, 2021). For more information on their wellness model, visit <https://www.fnha.ca/wellness/wellness-and-the-first-nations-health-authority/first-nations-perspective-on-wellness>.

FITNESS REQUIREMENTS FOR LAW ENFORCEMENT

Students face a great responsibility to meet the fitness requirements of the career they have chosen. Fitness standards now exist for many law enforcement agencies. Some services have adopted Bona Fide Occupational Requirements to meet the minimal fitness requirements to do the job. A **Bona Fide Occupational Requirement (BFOR)** is a condition of employment that is imposed in the belief that it is necessary for the safe, efficient, and reliable performance of the job and that is, objectively, reasonably necessary for such performance. The onus is on individuals not only to pass the BFOR or fitness standards set by various services but to stay fit throughout their careers. At the end of the chapter, BFORs/fitness standards required by services are provided.

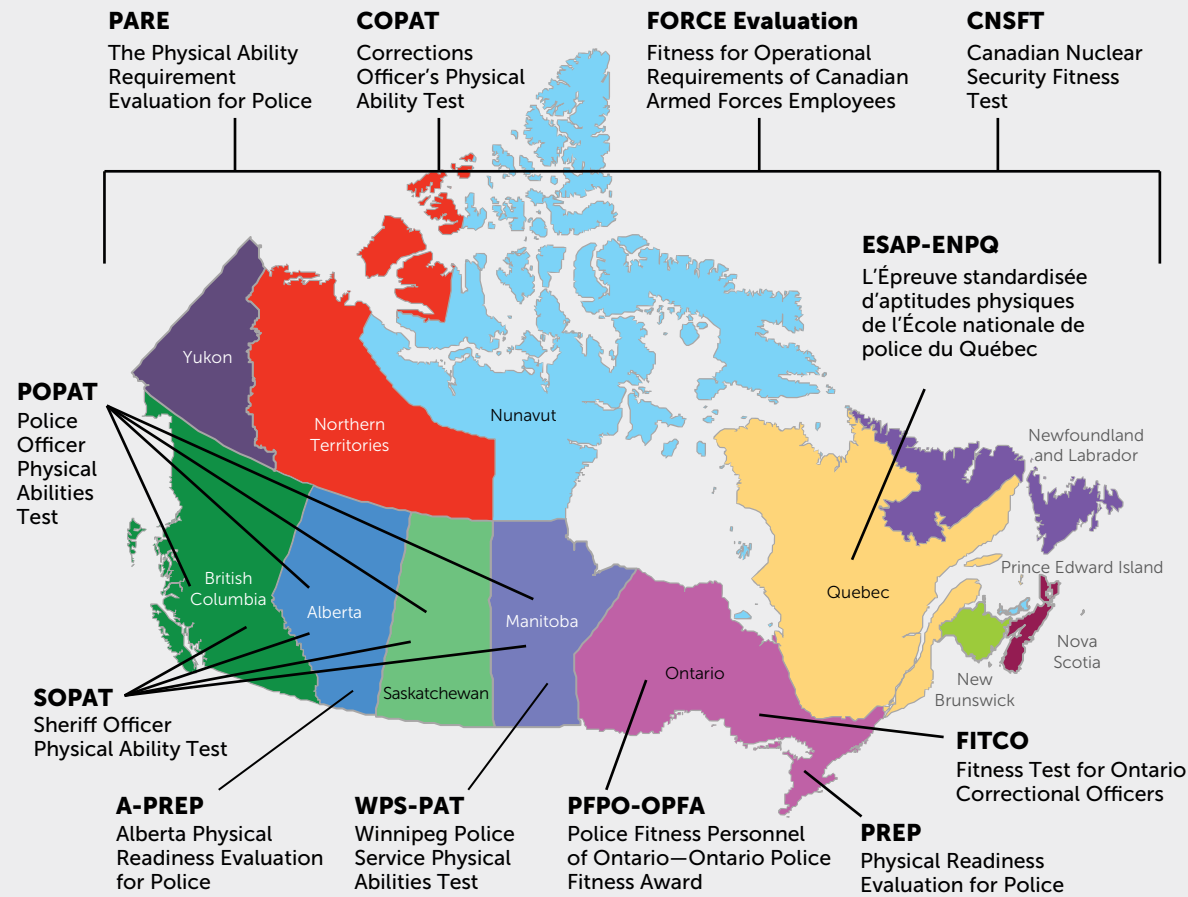


FYI

HISTORY BEHIND FITNESS TESTING AND BFOR PROTOCOLS FOR LAW ENFORCEMENT

In Canada, pre-employment fitness screening can be mandated for physically demanding public safety occupations in which employers can demonstrate a sufficient connection between a uniform physical standard of employment and the actual minimum requirements to perform the job safely and efficiently (*British Columbia (Public Service Employee Relations Commission) v BCGSEU*, 1999; *Canadian Charter of Rights and Freedoms*; Canadian Human Rights Commission, 2007; *Criminal Code*; *Employment Equity Act*; Farenholtz & Rhodes, 1986). As a result, job-specific physical fitness protocols have been constructed to satisfy the legal obligations to qualify as a BFOR for physically demanding public safety occupations. This means that police, corrections, Canadian Armed Forces, Canada Border Services Agency (CBSA), and some security agencies make fitness screening an integral part of the hiring process (Jamnik et al., 2013). The focus of a BFOR is to determine whether an applicant or incumbent has the necessary physical capabilities to safely and efficiently perform the critical on-the-job tasks encountered in a physically demanding occupation (Gumieniak et al., 2013; Royal Canadian Mounted Police [RCMP], 2011, 2013). It ensures that individuals have the necessary attributes to efficiently and safely perform the physical tasks that are most important and most frequently required on the job. Figure 1.2 shows where various BFOR tests are used in Canada.

FIGURE 1.2 Bona Fide Occupational Requirement Testing in Canada



SOURCE: Vector Map of Canada with Provinces. <https://freevectormaps.com>.

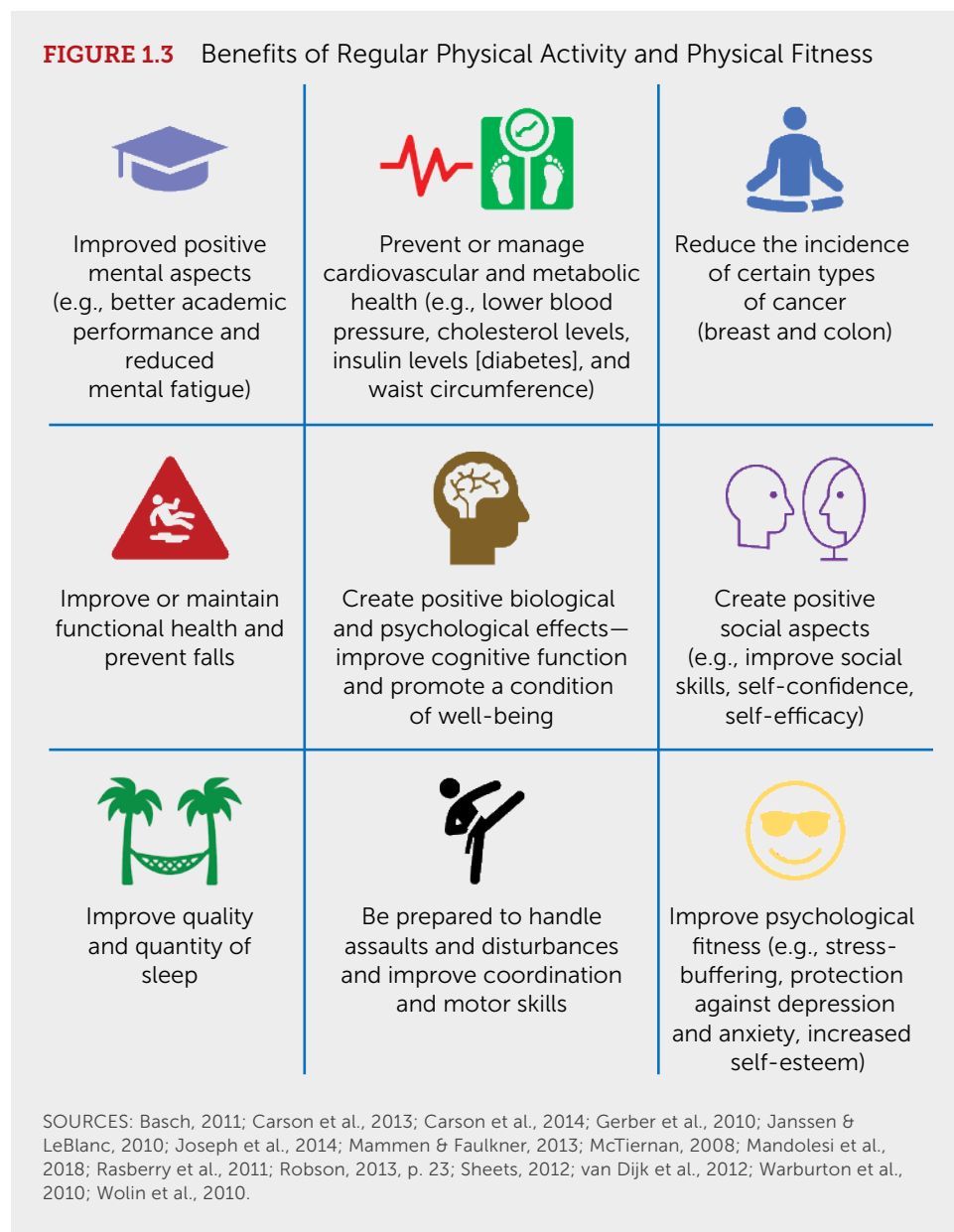
BEING PHYSICALLY ACTIVE

Being physically active plays an important role in the health, well-being, and quality of life of Canadians. People who are physically active (in terms of both cardiometabolic and musculoskeletal fitness and health) typically live longer, healthier lives (Doyon et al., 2021). Those who are active are often more productive and more likely to avoid illness and injury (ParticipACTION & CFLRI, 2021).

Physical activity is considered any body movement that works muscles using more than resting energy. It can include free play, structured activities, or activities of daily living. These can be activities like playing organized sports, taking the stairs at work, or doing foot patrol. Physical activity includes moderate to vigorous aerobic activities that increase the heart rate, improve cardiovascular endurance, and increase muscle/joint range of motion to improve flexibility; high-impact weight-bearing exercises that promote bone health; and resistance training that improves muscular strength and endurance. In Part 2 of the textbook, we will look at the specifics of fitness training.

Physical fitness is planned, structured, and repetitive physical activity used to condition any part of the body. Physical fitness refers to a physiological state of well-being that allows someone to meet the demands of daily living or that provides the

basis for sport performance, physically demanding careers, or all of the above. This can mean anything from playing competitive sports to running after an assailant to confronting an individual who is resisting arrest. Figure 1.3 itemizes the benefits of physical activity and fitness.



COMPONENTS OF FITNESS

Health-related fitness involves aspects of fitness that are linked to a person's health. They include cardiorespiratory endurance, muscular strength, muscular endurance, flexibility, and body composition. For example, people who perform weight-bearing exercises in their middle years are less likely to have decreased bone density in their later years. In law enforcement, this may help when you must physically respond to the demands of a chase or an altercation.

Performance/skill-related fitness is the degree of fitness required to perform a particular job or sport. A person who exercises regularly will develop the better motor skills (including coordination, agility, speed, balance, power, and reaction time) necessary for peak performance. Law enforcement officers must respond to emergency situations all the time. Impaired speed and reaction time can cost them their lives or the lives of others who depend on them.

Musculoskeletal fitness is a multidimensional construct comprising the integrated function of muscular strength, endurance, and power to enable the performance of work against one's own body weight or an external resistance (Committee on Fitness Measures and Health Outcomes in Youth et al., 2012). Musculoskeletal fitness has been positively associated with functional independence, mobility, blood glucose homeostasis, bone health, psychological well-being, and overall quality of life. It is associated with the prevention of falls, illness, disability, and premature death (Alberga et al., 2016; Colberg et al., 2016; Dohrn et al., 2018). It is important then that those involved in law enforcement maintain both the cardio and musculoskeletal fitness components of training to deal with various situations that they face.

Regular physical activity/fitness should include activities most days of the week, preferably each day. Five or more days of the week should include at least 30 minutes (which can be done in 10-minute increments) of moderate to vigorous intensity activities (CSEP, 2021; Pescatello et al., 2014; Tremblay et al., 2011). Research has shown a direct relationship between metabolic and cardiorespiratory health and participation in at least 150 minutes of moderate intensity activities per week (Warburton et al., 2010). However, to excel at meeting the demands of a job, you need to ensure that you are engaging in enough activities at a high enough intensity level to see improvements (see the chapters in Part 2 for more information).

IMPORTANCE OF FITNESS IN LAW ENFORCEMENT

The number of women not meeting the BFORS' minimum standards has been an ongoing concern. There is a learning curve for using these machines, but upper-body strength and **aerobic conditioning** are also important. However, if people are physically motivated, as well as educated about the requirements, they should have no difficulty passing by the time they graduate from their law enforcement program. The keys to success lie in familiarity with the equipment and a commitment to a personal fitness program designed to meet the standards, including a strong aerobic and strength-training program. With training, most students are able to get through the pursuit and restraint component; however, a greater percentage of individuals find it challenging to meet the aerobic requirements for different BFORS and to continue to maintain or improve above that level (CBSA, 2022; Canadian Nuclear Safety Commission, 2018; Ministry of the Solicitor General of Ontario, 2022; Reilly et al., 2013). Individuals must train above the accepted standard to achieve the standard on the day of testing.

How can law enforcement officers be convinced to integrate physical fitness into their lives? Simply telling people that physical activity is good for them is not sufficient motivation. There must be some intrinsic or extrinsic motivation for becoming and remaining fit (see the FYI box below). A commitment to lifelong wellness and fitness is an integral part of achieving your career goals.

Ultimately, it is the individual's responsibility to meet competencies in the knowledge, skills, and abilities required of their prospective employer. Individuals sometimes self-select into different careers based on their ability or inability to meet the standards in policing, corrections, customs, and security fields. For many individuals, this may be their first exposure to a demanding regime, and they need to ensure they are mentally and physically fit enough to do a job. Evidence has demonstrated convincingly that familiarization opportunities, motivational feedback/coaching during test performance, and participation in a six-week job-specific physical fitness training program can overcome the adverse impact of physiological employment standards on a subgroup of participants, thereby providing de facto accommodation (Gendron et al., 2017; Jamnik et al., 2013). It's up to the individual to take advantage of training to meet those standards.

WHAT MOTIVATES YOU TO BE PHYSICALLY ACTIVE?

You will need to determine what will motivate you to become fit and stay fit to meet or exceed the requirements of the career you have chosen and lifestyle you will lead.

There are two general types of motivation. With **intrinsic motivation**, you do something because you enjoy it or find it interesting. It comes from within. Examples include:

- participating in sports because you find it enjoyable,
- running because you find the challenge fun and exciting, or
- participating in an activity because you want to become more skilled.

With **extrinsic motivation**, you do something for external rewards or to avoid negative consequences. Examples include:

- studying to get a better grade,
- participating in a sport to win awards, or
- running the BFOR you require for your chosen career to pass your fitness course.



FYI

INTRINSIC VERSUS EXTRINSIC MOTIVATION: WHICH IS BEST?

- Intrinsic rewards are great when you already enjoy doing the activity and it is more like play than work. However, they can decrease when completion of a task requires only minimum work.
- Extrinsic rewards can be used to motivate people to acquire the skill but not to continue the activity. They are not great when you are trying to get people to commit to lifelong fitness.
- Extrinsic rewards can be a source of feedback and reinforcement when a person's performance has achieved a desired standard (e.g., meeting the minimum standards of a BFOR assessment).



PERSONAL PERSPECTIVE

PETE TUCKER

Pete Tucker is a constable with the Ontario Provincial Police (OPP) and was a long-time member of the OPP Golden Helmets precision motorcycle team. In June 2014, the OPP Golden Helmets were conducting a VIP escort training exercise in preparation for the upcoming Pan American Games. The group was travelling southbound on Highway 11, just north of Barrie, when a Canada goose flew up from a marsh and struck Pete in the head while he was driving his police Harley-Davidson. This impact knocked Pete out, and his bike veered toward the centre median, where the bike struck the centre box beam.

Pete's left leg became tangled up in the box beam, severing it. Members of the team were able to save Pete's life by applying a tourniquet to stop the bleeding. Gord Keen was the first OPP unit (other than those involved in the training exercise) to arrive on scene. After an extended hospital stay and extensive rehabilitation, Pete was able to return home and get back to fitness training.

In June 2015, the Golden Helmets had arranged to hold their annual requalification at OPP general headquarters in Orillia. Gord was asked to conduct their fitness pin testing and was advised that Pete would be attending with the team. Not only was this a great opportunity for Gord to finally meet Pete, but it also was an opportunity to promote the fitness pin program, showing others that great things are possible. Fitted with a high-tech prosthetic leg, Pete completed the Astrand Cycle Test and, almost exactly one year to the day following his life-changing collision, successfully passed his fitness pin test with other members of the Golden Helmets.

Although Pete can no longer ride with the Golden Helmets team, he now participates in their shows as the announcer and is proud to wear his Ontario Police Fitness Award pin.



IMAGE SOURCE: Ontario Provincial Police/SOLGEN. © King's Printer for Ontario, 2017. Reproduced with permission.

Story shared by Gord Keen.

PREPARING FOR FITNESS

PAR-Q+/GAQ

The electronic Physical Activity Readiness Questionnaire for Everyone (**PAR-Q+**), ePARmed-X+, and **Get Active Questionnaire (GAQ)** were developed to enhance the risk stratification process and reduce the barriers to becoming more physically active for all individuals. The health benefits of regular physical activity are clear; more people should engage in physical activity every day of the week. Participating in physical activity is safe for *most* people. However, some should check with their doctor, another health care practitioner who is licensed to diagnose, or a qualified exercise professional before they start becoming much more physically active. The PAR-Q+ and GAQ questionnaires will tell you whether it is necessary for you to seek further advice before becoming more physically active or engaging in a fitness appraisal. Go to http://eparmedx.com/?page_id=79 to complete the PAR-Q+ and fill out the ePARmed-X+ Physician Clearance Form if necessary. Go to <https://store.csep.ca/pages/getactivequestionnaire> to complete the GAQ and access the Reference Document if necessary.

INFORMED CONSENT FOR FITNESS TESTING

A requirement before testing for law enforcement services is ensuring that it is physically safe for you to do the testing. By completing the PAR-Q+, you will assure the assessor that you are physically able to do the test without limitations. **Informed consent** takes that process one step further in completing due diligence by ensuring you know about the test protocols and are aware of the stress they may put you under. Informed consent also ensures that you have followed the guidelines to affirm that you are able to perform the tasks safely.

PHYSICAL FITNESS LOG

As part of your physical fitness training goals, you should chart your progress throughout the course of your study. Depending on the college and semester you are in, you will have certain standards to meet. By charting your results, you will know where you stand and the areas that you should address each semester. Ultimately, it is your responsibility to know where you stand with your goals. As part of the new police constable application in Ontario, two-week fitness logs are required to obtain the certificate.

To record the results of your running and workouts over time, see the running and daily workout logs in the *Fit for Duty, Fit for Life* training guide that accompanies this textbook. You can print the log so that you can use it in your fitness class and weight room workouts.

THE ONTARIO POLICE FITNESS AWARD (OPFA)

The **Ontario Police Fitness Award (OPFA)** (Police Fitness Personnel of Ontario [PFPO], 2017) is a provincial incentive program developed to motivate Ontario police officers and police service employees to remain physically fit throughout their entire careers. The OPFA program is sanctioned by the policing services division of the Ministry of the Solicitor General and the Ontario Association of Chiefs of Police. The testing includes push-ups, core endurance (modified back extension), sit and reach, and the 1.5-mile run or the shuttle run. The OPFA program is designed and implemented by the Police Fitness Personnel of Ontario (PFPO) executive and delivered through its membership throughout Ontario. The OPFA, developed in the 1980s, is used to assess the fitness level of police officers. The standard of comparison is the general population of Canada. Whereas BFOR standards are for assessing physical readiness for the job, the OPFA fitness standards are for assessing general fitness level. Those individuals who achieve a 75 percent grade or better are awarded the OPFA pin. In 2022, the PFPO began awarding the 35-year pin to those who have demonstrated throughout their career that they valued staying fit. Figure 1.4 shows officers receiving their pin.

From March 1996 to March 1999, the OPP conducted a cost–benefit analysis within the organization (Shipley, 2000). The research indicated that OPP officers who had earned their five-year OPFA pin used, on average, 4.24 fewer sick days per year than the average OPP officer. Similar studies have been replicated by other services within Ontario. With all these benefits in mind, law enforcement agencies feel they should be concerned about their officers' physical fitness levels, not just during the initial hiring phase but throughout their careers. The OPFA program was designed to assist police services in monitoring and motivating their officers' physical health.

FIGURE 1.4 OPP Auxiliary Officers Earn Their Ontario Police Fitness Award Pin



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In the Appendix, you will find testing protocols for the OPFA, as well as standards for various Canadian BFORs. Many services use testing similar to the OPFA standards as benchmarks in hiring cadets and special constables, recruit training, and promotions. Since the inception of the OPFA pin program, Ontario Corrections, private police services (e.g., Bruce Nuclear, Ontario Power [Pickering Station]), Ministry of Natural Resources, Ontario SPCA, Toronto Transit Commission, and various emergency response teams have used the fitness pin standards for their own awards.

LAW ENFORCEMENT HIRING INFORMATION

Each law enforcement agency has different hiring standards, so it is important to research each agency's application requirements in terms of education, certificates, written testing, psychological testing, physical testing, and competencies. Competencies are the necessary skills and abilities to successfully perform a job and are evaluated during the interview stage. **Essential competencies** are characteristics that the applicant must demonstrate to be considered for the position. They include analytical thinking, self-confidence, effective communication skills, flexibility/valuing diversity, self-control, relationship building, achievement orientation, and medical/physical skills and abilities. Many agencies use essential competencies in interviews that are designed to explore the actual behaviours demonstrated by the candidate in various situations; the candidate chooses the situation or experience that best demonstrates these competencies to answer a question (Ontario Association of Chiefs of Police, 2016). **Developmental competencies** are characteristics that can be acquired through training after a person has been hired. They

include information seeking, concern for safety, assertiveness, initiative, cooperation, negotiation/facilitation, work organization, community-service organization, commitment to learning, organizational awareness, and commitment to helping others improve their skills. For more information on competencies, refer to *The Law Enforcement Handbook: Foundations, Skills, and Career Pathways* by Charles Lawrence, Laura Norman, and Mike Winacott (Emond Publishing: <https://emond.ca/Store/Books/The-Law-Enforcement-Handbook-Foundations-Skills>).

PHYSICAL REQUIREMENTS OF LAW ENFORCEMENT AGENCIES ACROSS CANADA

The remaining information in this chapter is about the physical requirements that law enforcement agencies are looking for in potential candidates.

Table 1.1 is a summary of the BFOR/fitness requirements and links in Canada. Table 1.2 is a composite of law enforcement services across Canada and their BFORs, while Table 1.3 lists each by province and territory. At the time of writing, some agencies had specific requirements while others did not. As both the RCMP and the CBSA plan to transition to new BFORs for recruits in 2023–2024, you will need to watch their websites for the most up-to-date information on which testing they accept during the transition. In addition to BFOR or fitness testing, some services have requirements for medicals. Many use the Category III Occupational Health Evaluation—Medical Requirements of Health Canada, in accordance with Treasury Board Guidelines (Government of Canada, 2013).

Although a few security agencies require fitness testing—Canadian nuclear security guards (Canadian Nuclear Safety Commission, 2018) and CBSA officers (CBSA, 2022)—most private agencies do not require a fitness BFOR. There are, however, mandatory licencing requirements for Canada and for each province under the *Private Security and Investigative Services Act*. Check to see what your provincial or territorial requirements are.

Table 1.1 Bona Fide Occupational Requirements (BFOR) and Fitness Tests Used in Canada

BFOR/FITNESS TEST	LINKS FOR INFORMATION
PARE (Physical Ability Requirement Evaluation)	<ul style="list-style-type: none"> https://www.rcmp-grc.gc.ca/en/prepare-for-pare
FORCE (Fitness for Operational Requirements of Canadian Armed Forces Employees)	<ul style="list-style-type: none"> https://www.cafconnection.ca/National/Programs-Services/For-Military-Personnel/Military-Fitness/FAQ/FORCE-Evaluation-FAQs.aspx https://www.cfmws.com/en/aboutus/psp/dfit/fitness/forceprogram/pages/force_videos.aspx
CNSFT (Canadian Nuclear Security Fitness Test)	<ul style="list-style-type: none"> https://nuclearsafety.gc.ca/eng/acts-and-regulations/regulatory-documents/published/html/regdoc2-2-4-v3/index.cfm
POPAT (Physical Officer Physical Ability Test)	<ul style="list-style-type: none"> https://www.lepat.com/fit-popat https://www.macewan.ca/wcm/CampusServices/SportandWellness/Fitness/AssessmentTesting/index.htm https://transitpolice.ca/careers/recruit-police-officers/physical-abilities-test/

(Continued on next page.)

BFOR/FITNESS TEST	LINKS FOR INFORMATION
COPAT (Correctional Officer Physical Ability Test)	<ul style="list-style-type: none"> • https://novascotia.ca/just/court_services/recruitment/copat.asp • https://www.lepat.com/fit-copat • https://www2.gov.bc.ca/assets/gov/careers/for-job-seekers/current-bc-government-job-postings/featured-careers/corrections_physical_abilities_test.pdf
ESAP-ENPQ (L'épreuve standardisée d'aptitudes physiques de l'École nationale de police du Québec)	<ul style="list-style-type: none"> • http://www.enpq.qc.ca/futur-policier/esap-enpq • http://www.enpq.qc.ca/futur-policier/esap-enpq/informationesap-enpq
PREP (Physical Readiness Evaluation for Police)	<ul style="list-style-type: none"> • https://www.publicsafety.gc.ca/lbrr/archives/cnmcs-plcng/cn31045-eng.pdf • https://www.youtube.com/watch?v=WWfKHUPM6fs
Ontario Police Fitness logs	<ul style="list-style-type: none"> • OACP Constable Selection System: https://oacpcertificate.ca/constable-selection-process-checklist/
PFPO-OPFA (Police Fitness Personnel of Ontario—Ontario Police Fitness Award)	<ul style="list-style-type: none"> • http://www.pfpo.org • https://www.youtube.com/watch?v=P3n-LJ7ETZI • https://www.youtube.com/watch?v=-6B6va-biBY
FITCO (Fitness Test for Ontario Correctional Officers)	<ul style="list-style-type: none"> • https://www.ontario.ca/page/become-correctional-officer
WPS-PAT (Winnipeg Police Service Physical Abilities Test)	<ul style="list-style-type: none"> • https://umanitoba.ca/community/sport-recreation/recreation-services/occupational-testing#police-officer-and-auxiliary-cadet-assessment • https://www.youtube.com/watch?v=mrINE_1Tk88 • https://www.winnipeg.ca/police/policerecruiting/forms/PrepforPhysicalAbilitiesTest.pdf
A-PREP (Alberta Physical Readiness Evaluation for Police)	<ul style="list-style-type: none"> • https://www.joineps.ca/Training/FitForClass • https://www.publicsafety.gc.ca/lbrr/archives/cnmcs-plcng/cn31045-eng.pdf • https://www.mhps.ca/uploads/files/APREP_Fit_to_Serve.pdf
SOPAT (Sheriff Officer Physical Ability Test)	<ul style="list-style-type: none"> • https://www.uregina.ca/kinesiology/dpsc/occupational-testing/pre-employment/sopat-testing.html • https://www.lepat.com/fit-sopat • https://www.youtube.com/watch?v=iDsj9fbLvu0
Léger 20-Metre Shuttle Run	<ul style="list-style-type: none"> • https://pubmed.ncbi.nlm.nih.gov/3184250/ • https://www.youtube.com/watch?v=iN6l2oyegGw

Table 1.2 National Agencies and Links

AGENCY	BFOR/ FITNESS TEST	LINKS FOR MORE CAREER INFORMATION
RCMP	PARE	<ul style="list-style-type: none"> How to apply to become an RCMP officer: https://www.rcmp-grc.gc.ca/en/how-to-apply
Canadian Armed Forces	FORCE Evaluation	<ul style="list-style-type: none"> Careers in the Canadian Armed Forces: https://forces.ca/en/careers/ Military police officer: https://forces.ca/en/career/military-police-officer/ Recruiting: https://forces.ca/en/talk-to-a-recruiter/
Indigenous Policing	PARE	<ul style="list-style-type: none"> First Nations Chiefs of Police Association: https://www.fncpa.ca RCMP First Nations and Inuit Policing Program: https://www.rcmp-grc.gc.ca/indigenous-autochtone/fncps-spcpn-eng.htm
Correctional Service Canada	No current fitness test	<ul style="list-style-type: none"> Federal Corrections: https://www.csc-scc.gc.ca/careers/003001-index-en.shtml Indigenous Community Corrections Initiative: https://www.publicsafety.gc.ca/cnt/cntrng-crm/crrctns/cmmnt-ccrctns-nttv-prjcts-en.aspx Indigenous Corrections: https://www.csc-scc.gc.ca/002/003/002003-index-en.shtml
Canada Border Services Agency	PARE	<ul style="list-style-type: none"> Selection process: https://www.cbsa-asfc.gc.ca/job-emploi/recruitment-recrutement/assessment-evaluation/steps-etapes-eng.html
Canadian Nuclear Safety Commission	CNSFT	<ul style="list-style-type: none"> Career opportunities: http://nuclearsafety.gc.ca/eng/about-us/careers-at-cnsc/index.cfm
CN Police Service	PARE or POPAT	<ul style="list-style-type: none"> Career opportunities: https://www.cn.ca/en/safety/cn-police-service/
Canadian Pacific Railway Police Service	No current fitness test	<ul style="list-style-type: none"> Career opportunities: https://www.cpr.ca/en/careers/operations/police-service
Conservation and Fishery Officer	No current fitness test	<ul style="list-style-type: none"> Becoming a fishery officer: https://www.dfo-mpo.gc.ca/career-carriere/enf-loi/recruitment-fo-ap-recrutement-eng.htm Career opportunities: https://www.dfo-mpo.gc.ca/career-carriere/index-eng.html
Parks Canada Wardens	PARE	<ul style="list-style-type: none"> Career opportunities: https://www.pc.gc.ca/en/agence-agency/emplois-jobs

Table 1.3 Provincial and Territory BFOR Requirements/Fitness Requirements and Links

SERVICE	BFOR/FITNESS TEST	LINKS FOR MORE INFORMATION
Newfoundland and Labrador		
Royal Newfoundland Constabulary	PARE	<ul style="list-style-type: none"> • https://www.rnc.gov.nl.ca/join-the-rnc/
Newfoundland and Labrador Resource Enforcement Division	No current fitness test	<ul style="list-style-type: none"> • https://www.dfo-mpo.gc.ca/career-carriere/fishery-officers-agents-des-peches/index-eng.htm
Newfoundland Correctional Officer	COPAT	<ul style="list-style-type: none"> • https://www.hiring.gov.nl.ca/
Prince Edward Island		
Municipal Police	PARE	<ul style="list-style-type: none"> • https://www.princeedwardisland.ca/en/information/justice-and-public-safety/policing-services • Training requirements: https://www.hollandcollege.com/about/campuses-and-centres/atlantic-police-academy/
PEI Conservation Enforcement	PARE	<ul style="list-style-type: none"> • https://www.princeedwardisland.ca/en/information/justice-and-public-safety/peis-conservation-officers • Training requirements: https://www.hollandcollege.com/programs/conservation-enforcement.html
PEI Correctional Officers, Youth Correctional Officers	COPAT	<ul style="list-style-type: none"> • https://www.jobbank.gc.ca/marketreport/occupation/6670/PE • Training requirements: https://www.hollandcollege.com/programs/correctional-officer.html
Sheriff and Public Safety Officer	PARE	<ul style="list-style-type: none"> • https://www.princeedwardisland.ca/sites/default/files/legislation/s-04-1-sheriffs_act.pdf
New Brunswick		
Municipal/Regional Police	PARE	<ul style="list-style-type: none"> • https://www2.gnb.ca/content/gnb/en/gateways/employment.html • Training requirements: https://www.hollandcollege.com/about/campuses-and-centres/atlantic-police-academy/
New Brunswick Conservation Officer	PARE	<ul style="list-style-type: none"> • https://www.nbjobs.ca/occupations/occupational-profiles/2224/conservation-and-fishery-officers • Training requirements: https://www.hollandcollege.com/programs/conservation-enforcement.html
New Brunswick Correctional Officer	PARE	<ul style="list-style-type: none"> • https://www2.gnb.ca/content/gnb/en/departments/public-safety/community_safety/content/corrections.html • Training requirements: https://www.hollandcollege.com/programs/correctional-officer.html
Sheriff	PARE	<ul style="list-style-type: none"> • https://www2.gnb.ca/content/gnb/en/services/services_renderer.1095.Sheriffs.html

SERVICE	BFOR/FITNESS TEST	LINKS FOR MORE INFORMATION
Nova Scotia		
Municipal/Regional Police	PARE	<ul style="list-style-type: none"> http://nschiefs.ca/links/
Nova Scotia Conservation Officer	PARE	<ul style="list-style-type: none"> https://novascotia.ca/natr/enforcement/conservationofficers.asp
Nova Scotia Correctional Officer	COPAT	<ul style="list-style-type: none"> https://novascotia.ca/just/Corrections/careers.asp
Court Officer/Peace Officer	COPAT	<ul style="list-style-type: none"> https://novascotia.ca/just/Court_Services/recruitment/copat.asp
Nova Scotia Sheriff	COPAT	<ul style="list-style-type: none"> https://novascotia.ca/just/court_services/sheriff_faq.asp
Provincial Civil Constables	No current fitness test	<ul style="list-style-type: none"> https://novascotia.ca/just/public_safety/private_security.asp#PCConst
Québec		
Police (Sûreté du Québec)	ESAP-ENPQ	<ul style="list-style-type: none"> https://www.sq.gouv.qc.ca/en/ Aboriginal Nations Police Forces: https://www.publicsafety.gc.ca/cnt/cntrng-crm/plcng/brngnl-plcng/index-en.aspx
Wildlife Protection Officer	No current fitness test	<ul style="list-style-type: none"> https://mffp.gouv.qc.ca/the-wildlife/wildlife-conservation/become-wildlife-protection-officer/?lang=en
Québec Correctional Officer	COPAT	<ul style="list-style-type: none"> https://educaloi.qc.ca/en/capsules/correctional-officer/
Québec Sheriff and Bailiffs	No current fitness test	<ul style="list-style-type: none"> https://www.quebec.ca/en/employment/trades-occupations/exploring-trades-and-occupations/4421-sheriffs-and-bailiffs
Special Constables	No current fitness test	<ul style="list-style-type: none"> https://www.stm.info/en/info/rules/inspectors-and-police-officers
Ontario		
Municipal/Provincial Police	PREP, fitness logs, PFPO OPFA	<ul style="list-style-type: none"> https://oacpcertificate.ca/constable-selection-process-checklist Indigenous policing in Ontario: https://www.opp.ca/index.php?id=115&lng=en&entryid=56b7838d8f94ace85c28d172
Conservation Officer	PARE, PREP, ESAP-ENPQ	<ul style="list-style-type: none"> https://www.ontario.ca/page/become-conservation-officer
Ontario Correctional Officer	FITCO	<ul style="list-style-type: none"> https://www.ontario.ca/page/become-correctional-officer#section-5
Ministry of Transportation Enforcement Officer	No current fitness test	<ul style="list-style-type: none"> https://www.gojobs.gov.on.ca/PDR.aspx?Language=English&JobID=156298
Ontario Provincial Parks Warden	No current fitness test	<ul style="list-style-type: none"> https://www.ontarioparks.com/parksblog/hiring-park-wardens/

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SERVICE	BFOR/FITNESS TEST	LINKS FOR MORE INFORMATION
Special Constables/ Justice Practitioners	PREP, fitness logs, PFPO OPFA	<ul style="list-style-type: none"> • https://specialconstables.ca/special-constables-in-ontario
Manitoba		
Winnipeg Police Service	WPS-PAT	<ul style="list-style-type: none"> • https://www.winnipeg.ca/police/policerecruiting/default.stm
Municipal Police	POPAT	<ul style="list-style-type: none"> • https://macp.mb.ca/careers/ • https://umanitoba.ca/career-services/career-planning/explore-occupations/police-officer • Manitoba First Nations Police: https://www.mfnp.ca
Manitoba Conservation Officer	PARE, WPS-PAT	<ul style="list-style-type: none"> • https://umanitoba.ca/career-services/career-planning/explore-occupations/conservation-officer-park-warden-fishery-officer • https://jobsearch.gov.mb.ca/generateBulletin.action?ID=48161
Manitoba Correctional Officer/ Juvenile Councillor	No current fitness test	<ul style="list-style-type: none"> • https://www.gov.mb.ca/justice/commsafe/commsafediv/correctionsrecruitment/recruit.html • https://umanitoba.ca/career-services/career-planning/explore-occupations/correctional-service-officer
Manitoba Sheriff	No current fitness test	<ul style="list-style-type: none"> • https://www.gov.mb.ca/csc/labour/program/pubs/pdf/s/sheriffs_officer.pdf
Saskatchewan		
Municipal Police	POPAT	<ul style="list-style-type: none"> • https://www.sacp.ca/members.html
Saskatchewan Conservation Officer	PARE	<ul style="list-style-type: none"> • https://www.saco.ca/about/career-as-a-saskatchewan-conservation-officer/
Saskatchewan Correctional Officer	COPAT	<ul style="list-style-type: none"> • https://www.saskatchewan.ca/residents/justice-crime-and-the-law/working-in-corrections/application-and-selection-process
Saskatchewan Sheriff/Bailiff	SOPAT	<ul style="list-style-type: none"> • https://www.on.jobbank.gc.ca/marketreport/occupation/16473/SK
Alberta		
Municipal Police	A-PREP, POPAT	<ul style="list-style-type: none"> • https://www.alberta.ca/policing-in-alberta.aspx • Alberta Indigenous police services: https://www.alberta.ca/indigenous-policing.aspx
Fish and Wildlife Officer	PARE	<ul style="list-style-type: none"> • https://www.alberta.ca/fish-wildlife-officer.aspx#job-requirements
Correctional Officer	COPAT	<ul style="list-style-type: none"> • https://www.alberta.ca/correctional-peace-officer.aspx
Alberta Peace Officers	No current fitness test	<ul style="list-style-type: none"> • https://www.alberta.ca/peace-officers-overview.aspx
Sheriff Officer	SOPAT PARE	<ul style="list-style-type: none"> • https://www.alberta.ca/sheriff-career.aspx

SERVICE	BFOR/FITNESS TEST	LINKS FOR MORE INFORMATION
Park Warden/Ranger	PARE	<ul style="list-style-type: none"> https://alis.alberta.ca/occinfo/occupations-in-alberta/occupation-profiles/park-warden/
British Columbia		
Municipal Police	POPAT, PARE, 2.4-km run, Leger 20-Metre Shuttle Run	<ul style="list-style-type: none"> https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/bc-police-forces British Columbia First Nations policing: https://www2.gov.bc.ca/gov/content/justice/criminal-justice/policing-in-bc/the-structure-of-police-services-in-bc/first-nations
BC Conservation Officer	PARE	<ul style="list-style-type: none"> https://www2.gov.bc.ca/gov/content/environment/natural-resource-stewardship/natural-resource-law-enforcement/conservation-officer-service/careers
BC Natural Resource Officers	No current fitness test	<ul style="list-style-type: none"> https://www2.gov.bc.ca/gov/content/environment/natural-resource-stewardship/natural-resource-law-enforcement/natural-resource-officers/careers
Conservation and Fishery Officers	No current fitness test	<ul style="list-style-type: none"> https://www.workbc.ca/careers/2224
Correctional Officer	COPAT	<ul style="list-style-type: none"> https://www2.gov.bc.ca/gov/content/careers-myhr/job-seekers/featured-careers/bc-corrections/apply
Vancouver Transit Police	POPAT	<ul style="list-style-type: none"> https://transitpolice.ca/careers/
Deputy Sheriff (Provincial Peace Officers)	SOPAT, PARE, POPAT	<ul style="list-style-type: none"> https://www2.gov.bc.ca/gov/content/careers-myhr/job-seekers/featured-careers/deputy-sheriff
Northwest Territories		
Northwest Territories RCMP	PARE	<ul style="list-style-type: none"> https://www.justice.gov.nt.ca/en/divisions/community-justice-and-policing-division/
Conservation and Fishery Officers	No current fitness test	<ul style="list-style-type: none"> https://www.fin.gov.nt.ca/en/services/position-and-salary-information/department/environment-and-natural-resources
Correctional Officer	COPAT	<ul style="list-style-type: none"> https://www.justice.gov.nt.ca/en/corrections-northern-recruit-training-program/
Nunavut		
Nunavut RCMP	PARE	<ul style="list-style-type: none"> https://www.justice.gov.nt.ca/en/police/ https://www.gov.nu.ca/justice/information/community-justice
Conservation Officer	No current fitness test	<ul style="list-style-type: none"> https://www.gov.nu.ca/wildlife-operations-wildlife-management-programs
Correctional Officer/Caseworker	No current fitness test	<ul style="list-style-type: none"> https://gov.nu.ca/justice/information/corrections

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SERVICE	BFOR/FITNESS TEST	LINKS FOR MORE INFORMATION
Yukon		
Yukon RCMP	PARE	<ul style="list-style-type: none"> • https://www.rcmp-grc.gc.ca/en/yk/home
Conservation and Fishery Officers	No current fitness test	<ul style="list-style-type: none"> • https://www.dfo-mpo.gc.ca/career-carriere/fishery-officers-agents-des-peches/index-eng.htm • Department of Environment: https://yukon.ca/en/department-environment
Correctional Officer	COPAT	<ul style="list-style-type: none"> • https://yukon.ca/en/apply-correctional-officer-basic-training
Yukon Sheriff and Bailiffs	No current fitness test	<ul style="list-style-type: none"> • https://www.jobbank.gc.ca/marketreport/requirements/16473/YT

FINAL THOUGHTS

As you begin your next steps toward a career in law enforcement, do your research. There are lots of opportunities out there, but you need to ensure that you have the life skills, volunteer experience, and fitness level to be competitive. In Chapter 2, you may decide that pursuing one of these careers should be added to your goal setting. The one thing that you have control over is your fitness level. Make sure that you don't let that slide as you work toward realizing your goals.

KEY TERMS

aerobic conditioning

an exercise program that incorporates activities that are rhythmic in nature, using large muscle groups at moderate intensities, for four to seven days per week

Bona Fide Occupational Requirement (BFOR)

a condition of employment that is imposed in the belief that it is necessary for the safe, efficient, and reliable performance of the job and that is, objectively, reasonably necessary for such performance

developmental competencies

characteristics that can be acquired through training after a person has been hired

dimensions of health

an integrated approach that empowers individuals to make positive choices, moving away from ideals and specific body types to focusing on healthy eating and participating in physical activity and a variety of exercises to promote overall personal well-being, enhance quality of life, and make better choices in terms of nutrition to maintain a healthy weight

essential competencies

characteristics that must be demonstrated for the applicant to be considered for the position

extrinsic motivation

motivation to perform a task or goal based on external rewards to avoid negative consequences

GAQ (Get Active Questionnaire)

a questionnaire intended to easily screen-in the majority of Canadians to safely participate in physical activity and exercise; for all ages to help individuals become more physically active

health

a state of well-being emergent from conducive interactions between individuals' potentials, life's demands (physical), and social and environmental determinants

health-related fitness

the components of physical fitness that are related to health status, including cardiovascular fitness, musculoskeletal fitness, body composition, and metabolism

informed consent

a legal document that ensures you know about the test protocols and are aware of the stress they may put you under while ensuring you have followed guidelines to affirm you can safely perform the tasks

intrinsic motivation

motivation to perform a task or goal based on enjoyment of doing the task itself

musculoskeletal fitness

a multidimensional construct comprising the integrated function of muscle strength, muscle endurance, and muscle power to enable the performance of work against one's own body weight or an external resistance

Ontario Police Fitness Award (OPFA)

a provincial incentive program developed to motivate Ontario police officers and police service employees to remain physically fit throughout their entire careers

PAR-Q+

the Physical Activity Readiness Questionnaire for Everyone; developed to enhance the risk stratification process and reduce the barriers to becoming more physically active for all individuals

performance/skill-related fitness

the degree of fitness required to perform a particular job or sport

physical activity

all leisure and non-leisure body movement that results in an expenditure of energy

physical fitness

the ability to carry out daily tasks with alertness and vigour, without undue fatigue, and with enough reserve to meet emergencies or to enjoy leisure time pursuits

resilience

a process of adapting well in the face of adversity, trauma, tragedy, threats, or significant sources of stress physically, mentally, and emotionally, and then being able to bounce back from those difficult experiences with personal growth

social determinants of health (SDOH)

the non-medical factors (including security, housing, food insecurities, prevention and promotion of health care, education, health awareness, access to health care, early childhood development, and outreach supports) that influence health outcomes; the conditions in which people are born, grow, work, live, and age, and the wider set of forces and systems shaping the conditions of daily life

wellness

a way of life in which you make decisions and choices to enjoy the highest level of health and well-being possible

EXERCISES

MULTIPLE CHOICE

- Physical inactivity is associated with which of the following?
 - occupational sitting, TV watching, eating, and moderate physical activity
 - occupational sitting, TV watching, eating, and vigorous physical activity
 - TV watching, eating, occupational sitting, and computer game activity
 - TV watching, eating, occupational sitting, and low physical activity
 - eating, TV watching, occupational sitting, and dancing
- It is important that we encourage children and youth to become moderately physically active to prevent which of the following?
 - high blood pressure
 - obesity
 - diabetes
 - depression
 - all of the above
- Which of the following do the 2021 *Canadian Guidelines for Physical Activity* for adults recommend?
 - 150 minutes per week of moderate to vigorous physical activity with at least four days of strength training
 - 150 minutes per week of moderate to vigorous physical activity with at least five to seven hours of sleep
 - 150 minutes per day of moderate to vigorous physical activity while limiting screen time to six hours
 - 150 minutes per week of moderate to vigorous physical activity with at least two days of strength training
 - 120 minutes per day of moderate to vigorous physical activity with at least seven to nine hours of sleep
- Which of the following does the wellness concept emphasize?
 - reliance on the health care system
 - personal responsibility for well-being
 - a complete absence of disease
 - adequate medical insurance coverage
 - exercising to maximum heart rate every day
- Which of the following is one of the dimensions of health?
 - wellness
 - sexual health
 - environmental health
 - cardiovascular health
 - nuclear health
- Which of these statements about a wellness lifestyle is true?
 - The rewards of wellness are delayed.
 - Living to an old age is a benefit to living a wellness lifestyle.
 - College is a time to think about wellness.
 - Wellness involves gaining control of your life.
 - All of these choices are true.
- Wellness includes concepts such as which of the following?
 - embracing big, positive changes to get fit
 - taking steps to ensure your wealth when you can finally retire
 - compromising lifestyle habits to enjoy yearly vacations
 - allowing someone to dictate how your leisure time is spent
 - embracing small, positive changes to have a healthy attitude and lifestyle
- The practice of learning a new skill or language is an example of which dimension of health?
 - social
 - spiritual
 - occupational
 - emotional
 - intellectual

9. Dealing effectively with a stressful situation is an example of which dimension of health?
 - a. social
 - b. spiritual
 - c. occupational
 - d. emotional
 - e. intellectual
10. Developing a good network of friends both within and outside your career is an example of which dimension of health?
 - a. social
 - b. spiritual
 - c. occupational
 - d. emotional
 - e. intellectual
11. Finding a rewarding career in law enforcement is an example of which dimension of health?
 - a. social
 - b. spiritual
 - c. occupational
 - d. emotional
 - e. intellectual
12. Which of the following is a benefit of regular physical activity?
 - a. greater resistance to mental fatigue
 - b. reduced risk of heart disease
 - c. better stress management
 - d. improved agility
 - e. all of these
13. Which of the following is involved in physical fitness?
 - a. free play
 - b. walking to school while bouncing a ball
 - c. structured and repetitive activities
 - d. increased risk of bone loss caused by activity
 - e. decreased flexibility caused by movement
14. Which of the following is NOT a health benefit of regular physical activity and fitness?
 - a. increased risk of cancer
 - b. positive mental health
 - c. increased functional health
 - d. decreased blood pressure
 - e. decreased blood glucose levels
15. A BFOR is associated with which type of fitness?
 - a. health-related fitness
 - b. performance/skill-related fitness
 - c. musculoskeletal fitness
 - d. sports-related fitness
 - e. game-related fitness

SHORT ANSWER

1. Define “healthy living.”
2. What are four dimensions of good health?
3. Why is it important to put equal emphasis on each dimension of good health?
4. How does wellness apply to law enforcement?
5. What does physical fitness mean to you?
6. What is the difference between health-related and performance/skill-related fitness?
7. Describe the difference between active living and physical inactivity/sedentary behaviour.
8. List some of the ways you can improve your health based on the information in this chapter.
9. What is a Bona Fide Occupational Requirement?
10. What are some of the concerns that law enforcement officers have when dealing with issues around being overweight or obese?
11. What are four benefits of regular physical activity and fitness?
12. How has COVID-19 impacted Canadians’ participation in physical activity and how has it affected health and wellness in Canada?

