NAIT PROTECTIVE SERVICES

PHYSICAL ABILITIES READINESS EVALUATION
(PARE)

Guidelines for Applicants
As an applicant to NAIT Protective Services, you will have to pass a physical test to determine your suitability for the physical aspects of police work. The Physical Abilities Readiness Evaluation (PARE) will be used.

The following guidelines are provided to help you prepare for the PARE. Please read these guidelines for an understanding of why your PARE performance is an important part of the selection process, and what you can do to improve your chances of meeting the PARE standard.

**WHAT IS THE PARE?**
The PARE is an occupational test used to assess a person’s ability to perform the physical demands of law enforcement work. (RCMP, PARE Protocol, June 2005). The test was developed by exercise scientists and is based on extensive research, including a thorough job analysis.

The job analysis of the physical components of police work determined that there are nine essential physical activities required by law enforcement officers in the pursuit of their duties:

- walking
- running
- jumping
- vaulting
- lifting
- carrying

- pushing
- pulling
- climbing (stairs, hills)

The PARE simulates a scenario where a peace officer must:
- get to the scene of a problem or incident (obstacle course)
- physically resolve the problem (push/pull)
- remove a person or object from the scene (dumbbell carry)

The PARE is composed of three parts as indicated above:

- Obstacle Course: six laps of 1150 feet, including stairs and other obstacles
- Push/Pull: Pushing and managing 80 lbs. weight and completing six 180° arcs, performing four controlled falls, and then completing six 180° arcs while pulling and managing 80 lbs.
- Bag Carry: lifting and carrying 100 lbs a distance of 50 feet.

**PARE – Detailed Description**

**Obstacle Course:**
The first station of PARE consists of an obstacle run of approximately 1150 feet where the participant must demonstrate gross motor abilities such as mobility, agility, flexibility, power and general endurance. The course is laid out in the following manner:
Push/Pull Section:
Upon finishing the obstacle run, the participant moves immediately to the push/pull station which consists of a push/pull unit. Since the push is more difficult to perform, the participant will complete it first.

1. **Push Activity – 80 lbs.**
   Upon reaching the push/pull unit, the participant grasps the handles and pushes the weight off the base of the machine then proceeds to complete six controlled 180° arcs.

   In order to complete an arc, the participant’s body and the arm of the machine must be directly in line with the frame of the push/pull machine. The participant’s arms must remain bent at the elbow throughout the performance of the activity. The elbows or hands must not be touching the chest or the shoulders. This activity should typically last no longer than 30 seconds.

2. **Controlled Falls**
   After six arcs are completed, the weight is lowered with control. The applicant stands in front of a wall and performs a controlled fall on his/her front with chest, stomach and hips on the ground and gets up executing a push-up like movement. The participant must then come to a standing ready position, touch the wall at chest height with 2 hands and execute a second fall, this time on their back, touching both shoulder blades to the ground. A sit-up like maneuver is required to come back up to the standing ready position. This sequence, front and back falls returning to a ready position between each, is repeated until the participant has completed 2 front falls and 2 back falls. This procedure should be demonstrated by the tester and practiced by the participant before the test. The participant must not use the wall for assistance to get up from the falls. This activity should typically last no longer than 30 seconds.

3. **Pull Activity**
   Once the sequence of falls is completed, the participant grasps the rope (on any portion of the rope) using both hands and pulls so the weight plates lift off the base of the machine. The participant then completes six 180°
arcs. The participant must remain in control throughout the arcs while keeping his/her elbows, hips and knees bent (90°) and his/her head, shoulders, and trunk facing the machine. The participant may not lean back during the pull activity as it would demonstrate a lack of control.

The pull activity should typically last no longer than 30 seconds. The tester stops the clock once the 6th arc is completed prior to the participant dropping the weights (not when the weights are dropped down) - participants are encouraged to let the weights down slowly as this will not affect their overall time and will prevent damage to the Push and Pull machine.

**Bag Carry:**
The weight carry section of PARE is a pass/fail activity. The participant must be able to pick up a 100lbs. bag and carry it a distance of 50 feet. This activity should begin within 1 minute after completion of the push/pull section. Proper lifting technique should include bending the knees and keeping the back straight to avoid injuries. Once the bag is lifted, the participant must circle a cone placed 25 feet from the start cone, and come back to the start cone where the bag is lowered to the floor, in a controlled manner.

**Faults and Penalties on Obstacle Course:**

1. **Cones (going around):** A participant failing to go around the outside of a cone must go back and around the outside of the cone.

2. **Mat:** A participant not clearing the 5 foot mat will be penalized 5 seconds.

3. **Stairs:** Participants must touch at least one stair on the way up, the top platform, and one stair on the way down the stairs.

4. **Hurdles:** If one of the hurdles is knocked down, the penalty is 2 seconds. The tester replaces the stick.

5. **Hurdles (going outside):** A participant jumping over the hurdle with his/her trail leg outside the cone will be assessed a 2 second penalty.

6. **Vault (traversing):** If a participant is unable to traverse the vault, the test is terminated. The way a participant traverses the vault is not specifically directed, however, it must be in a controlled manner. The participant may touch the vault with any parts of his/her body but must remain in control at all times.

7. **Vault (landing):** A participant not landing in a controlled manner after traversing the vault is required to go back and traverse the vault again, landing in control on both feet.

8. **Controlled falls (proper form):** A participant not touching his/her chest, stomach, hips or both shoulder blades during the front and back falls, must repeat the controlled fall.

**Faults on Push/Pull Section:**

1. **Dropping weights:** A participant failing to maintain the weight off the base of the machine during a controlled arc will be asked to perform an additional correct arc.

2. **Straight elbows:** A participant failing to maintain elbows bent in the push or pull activity (participant is allowed one warning) will be asked to perform an additional arc.
3. **Leaning back:** A participant leaning back during the pull activity (participant is allowed one warning) or failing to keep the elbows, hips and knees bent at 90° (participant is allowed one warning) will be asked to perform an additional arc.

4. **Incomplete arc:** A participant failing to complete an entire 180° arc will be asked to perform an additional arc.

**Controlled Falls:**
When a fault occurs, the participant must repeat the controlled fall:

1. **Proper position:** A participant failing to come to a controlled, ready position between falls will be required to redo the controlled fall.

2. **Touching the wall:** A participant not touching the wall with both hands between the falls will be required to redo the controlled fall.

3. **Proper technique:** A participant not touching their chest, stomach, hips or both shoulder blades during the front and back falls, will be required to redo the controlled fall.

**Faults on bag Carry:**

1. **Unable to lift the bag:** A participant failing to pick up the bag will result in a PARE fail.

2. **Dropping the bag:** A participant picking up the bag but dropping it before completing the task will result in a PARE fail.

3. **Lowering the bag:** A participant failing to lower the bag in a controlled manner at the end of the activity will result in a PARE fail.

**PREPARING FOR THE PARE**
The PARE test is physically demanding. You should be able to answer yes to the following six statements before presenting yourself for testing.

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<tr>
<td>Yes</td>
<td>No</td>
<td>I am able to perform at least five continuous minutes of vigorous physical exercise without feeling exhausted or over-stressed.</td>
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<td>Yes</td>
<td>No</td>
<td>I can lift and carry 100 lbs. of weight with control over a distance of 50 feet.</td>
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<td>Yes</td>
<td>No</td>
<td>I can broad jump at least six feet.</td>
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<td>Yes</td>
<td>No</td>
<td>I can perform 15 to 20 pushups (full length, pivoting from the toes) without stopping.</td>
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<td>Yes</td>
<td>No</td>
<td>I can vault (using my hands and feet for assistance) over a three-foot barrier.</td>
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<tr>
<td>Yes</td>
<td>No</td>
<td>I participate in moderate to vigorous physical activity at least two to three times a week.</td>
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While answering yes or no to any of these statements will not predict your success or failure on the PARE, it will help you to decide whether more pre-PARE conditioning should be undertaken. If you are doubtful of your
ability at this point, consider a minimum three- to six week conditioning program before scheduling your PARE. If you need assistance, please consult with a physical activity professional in your community for sensible training tips and guidance.

**TAKING THE PARE**

There are several administrative requirements that must be met before you can take the PARE.

1. Have a Medical Clearance - Physical Activity Readiness form signed and dated by a physician. This medical clearance is valid for three months unless there has been a known change in your medical status.

2. You must complete a Consent to Undertake PARE Form at the test site.

The following suggestions may be helpful:

- Wear light comfortable activity clothing that will not restrict your freedom to move. Wear running shoes with soles that grip well to minimize slippage on the push/pull task.

- Warm up by doing five to ten minutes of stretching and other large-muscle activity.

- Familiarize yourself with the apparatus used for the PARE. Experiment with the jump and vault obstacles, as well as the push/pull station.

- Pace yourself. A moderate jogging speed is adequate for the six-lap obstacle course. Avoid going too fast. A pace of 25 seconds per lap is adequate.

- Think positive. PARE is demanding but it is doable. Most people will be tired, but not exhausted at the end of the test. Put yourself in a positive state of mind to give you the motivation to be successful.

When you complete a PARE test, the tester will fill out a CERTIFICATION OF PARE RESULTS form. Ensure you obtain a copy of this form. This is the form that will be required by the Selection Committee to prove you have met the prescribed standard.

**BEYOND PARE**

Successful completion of the PARE standard is one step in the application process. Recruiting is ongoing, and positions become available as a result of attrition. You may be in the recruiting process for a number of months. Your PARE result will be considered valid for six months from the test date. If you are unsuccessful in your first attempt, or subsequent attempts, you are encouraged to continue training and redo the test when you feel you are ready.

The physical demands of training and officer work are substantial. You will be required to be fit if you are selected for training, so training and conditioning should not stop after you have successfully completed the PARE. Your health and fitness is a valuable resource in your personal life as well as your future career with NAIT Protective Services.

**GOOD LUCK ON THE PARE!**