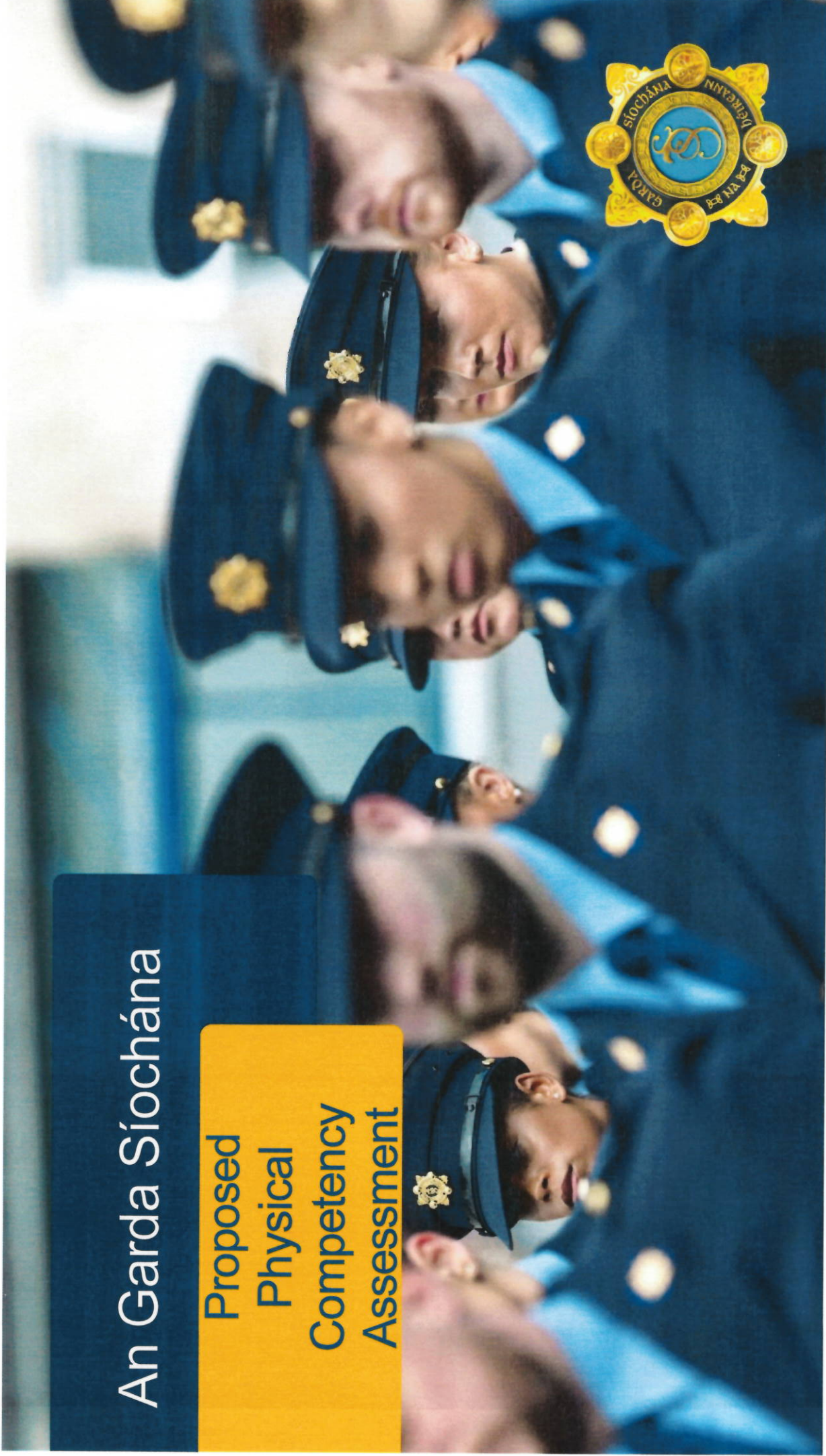


An Garda Síochána

Proposed Physical Competency Assessment



Contents



Physical Competency Test (PCT) / Physical Competency Assessment (PCA)

- i. The Current Physical Competency Test (PCT)**
- ii. Key data in respect of the existing PCT**
- iii. The PCT Review approach**
- iv. Proposed new Physical Competency Assessment (PCA)**

Existing Physical Competency Test (PCT)

- Introduced in 2014 (SI 470/2013)
- Conducted at Garda College.
- Drugs testing simultaneously completed at test (Radox).

Part A

- Sit Ups
- Push Ups
- Shuttle Run (Beep Test)



The Part A section contains three photographs. The first shows a person in a blue shirt performing sit-ups on a mat. The second shows a person in a dark shirt performing push-ups on a mat. The third shows a person in a dark shirt running a shuttle run in a gymnasium.

Minimum 2Hrs
Interval

Part B

- Obstacle Course



The Part B section contains three photographs. The first shows a person in a red shirt climbing a metal frame. The second shows a person in a red shirt performing a task on a blue mat. The third shows a person in a red shirt performing a task on a black mat.

PART A&B Pass Requirements / Analysis

Delivering a **Workplace of Choice**

Part A

Shuttle Run -Minimum Standards

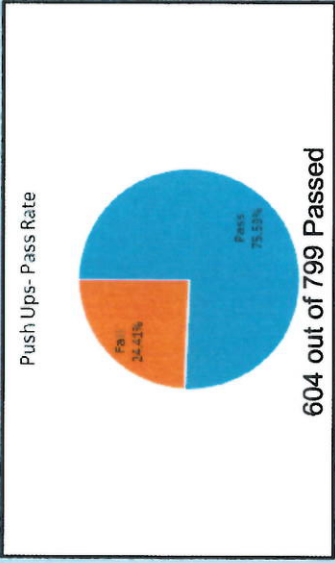
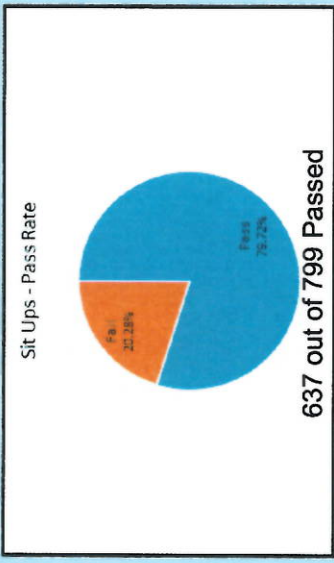
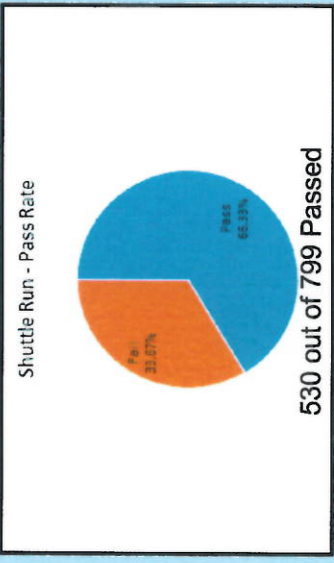
Age	Males	Females
18 - 29 years	8.5	6.10
20 30 – 39 years	7.7	5.9
40 – 49 years	6.3	4.9
50 – 55 years	5.4	4.4

'Sit Up' Test (1 Min) -Minimum Standards

Age	Males	Females
18 - 29 years	37	28
30 – 39 years	31	21
40 – 49 years	26	16
50 – 55 years	20	11

Push Up Test -Minimum Standards (no time restriction)

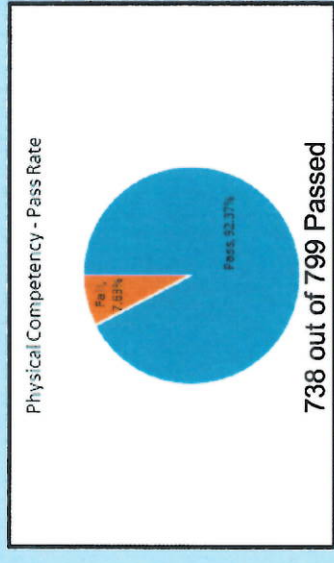
Age	Males	Females
18 - 29 years	24	19
30 – 39 years	19	14
40 – 49 years	13	9
50 – 55 years	9	8



Part B

Obstacle Course

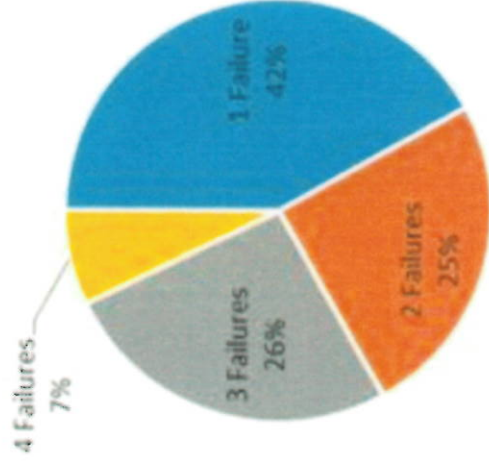
Complete in 3 minutes 20 seconds



Sample Size of 799 candidates from 9th September 2023 to 20th April 2024 for 18 to 36 Years of age only.

Overall Analysis

Analysis of Failures -
Number of elements failed



346 (43%) people from this sample of 799 failed the Pre Entry Fitness Testing as follows:

- 145 failed only 1 element of the test*
- 86 failed 2 elements
- 90 failed 3 elements
- 25 failed all 4 elements of the test.

*However it should be noted that candidates often do not continue with the remainder of the PCT when they fail one element.

Sample Size of 799 candidates from
9th September 2023 to 20th April 2024
for 18 to 36 Years of age only.

The PCT Review Approach

Delivering a **Workplace** of Choice

Agreed Task:

- [REDACTED], Lecturer /Programme Director at Department of Humanities, Dundalk Institute of Technology was engaged in August 2024 as a consultant to review of An Garda Síochána's Pre-Selection Fitness Tests.

- [REDACTED] has previously consulted on the design of Physical Fitness Assessments (PCA) in the UK for Police and Military.

A

Move away from the traditional age- and gender-related pass thresholds used in the current assessment (primarily part A of the test).

B

Improve the overall face validity of the assessment (removing press up and sit up tests).

C

Establish a pass threshold that is related to the minimum standard required to undertake the role of a Garda in An Garda Síochána

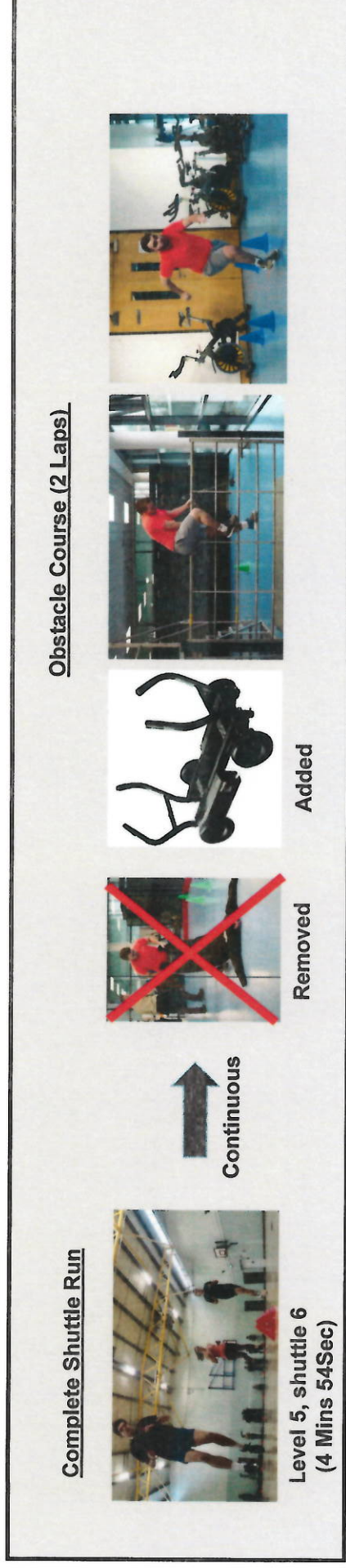
The Process

1. **Revise the test format by removing press up & sit-up tests.**
2. **Retain the Shuttle Run from Part A and integrate it into the Part B assessment with a pre-agreed aerobic standard.**
3. **Replace the push/pull machine (Obsolete) and weighted mannequin with an assessment of pushing & pulling within the Physical Competence Test. A sled device was identified for this purpose.**
4. **Trial the revised assessment with a representative sample of incumbents and survey the trial participants upon exit.**
5. **Agree a revised pass standard for the circuit assessment.**

A steering group within AGS of Operational members / Garda Instructors was convened to assist [redacted] with designing new PCA

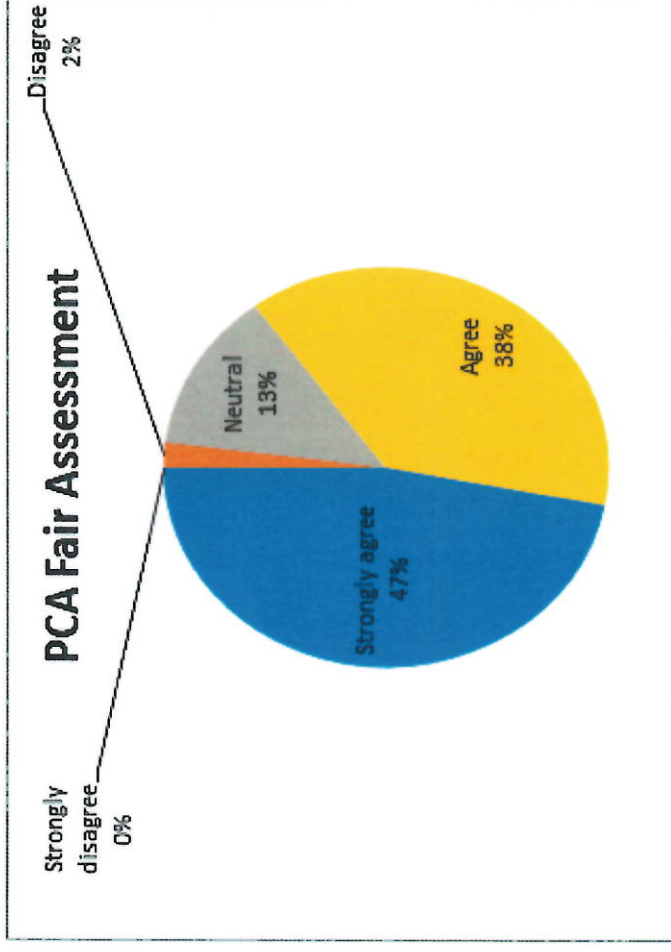
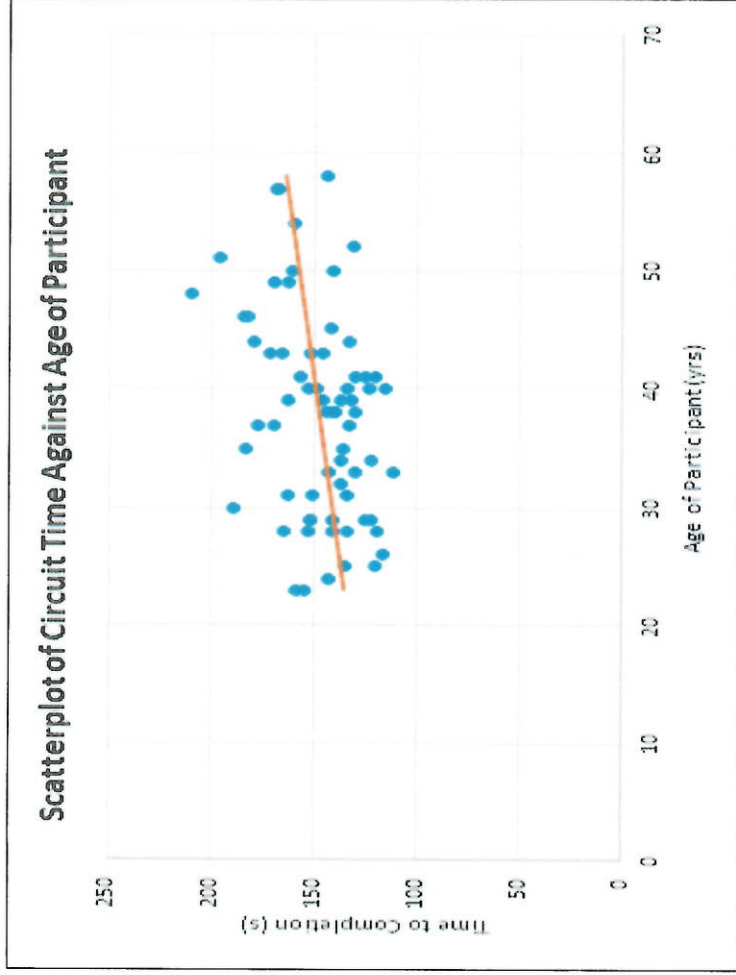
The Steering Group Decisions for the trial PCA

- Candidates to complete Level 5, shuttle 6 in the Shuttle Run before moving directly to the Obstacle Course which is 88.2% of the median aerobic capacity for an **untrained** population aged 20-50 yrs.
- Candidates to complete 2 laps of the Obstacle Course
- **'Tank' sled** to be introduced into the obstacle course in place of the mannequin and push/pull machine. Sled to be pushed and pulled once per lap (total distance per lap 12m) to replicate time and resistance previously experienced by push/pull machine)



Trial PCA at Garda College (September 2024)

- 68 Operational Frontline Gardaí from all Garda Regions Took Part
- **Age range of participants** 20-29 30-39 40-49 50-59
16 (24%) 22 (32%) 22 (32%) 8 (12%)



Trial Participants were interviewed after completing the PCA and asked if they considered it a fair assessment for new candidates seeing to join AGS

Proposed new Physical Competency Assessment (PCA)

- The Steering group reconvened to consider the findings of the PCA trial.
- The trial PCA was found to very successful as a measurement of fitness.
- The Steering Group recommended that no changes should be made to the PCA.
- Following consideration of the PCA data, each member of the Steering Group made their personal recommendation of what the overall time should be required to complete the PCA.
- [REDACTED] considered the recommendations of the Steering Group and submitted [REDACTED] final report on 11th November with a recommendation that the overall PCA should be completed in **8mins and 4 Seconds** which includes 4Mins 54seconds for the shuttle run and 3mins 10seconds to complete the circuit element.

Summary

The new proposed Physical Competency Assessment will be:

1. Reflective of the physical demands experienced by a Garda.
2. Robust enough to discriminate between individuals who can/cannot meet the physical demands of the job.
3. Valid enough to ensure that all physically competent individuals can achieve the required standard.
4. Scientifically-based to ensure that standards are justifiable and reliable.
5. Inclusive of margins for error to ensure that all individuals are treated fairly and equitably.



QUESTIONS?

