



Dorset Fire Authority

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| MEETING | Dorset Fire Authority |
| DATE OF MEETING | 5 December 2014 |
| OFFICER | Chief Fire Officer |
| SUBJECT OF THE REPORT | Consultation Response to Proposed Changes to the National Framework - Fitness Standards |
| EXECUTIVE SUMMARY | <p>The Department for Communities and Local Government (DCLG) is consulting on two possible changes to the Fire and Rescue National Framework for England regarding changes to fitness.</p> <p>Staff at Dorset Fire and Rescue Service (DFRS) are supported to achieve high standards of fitness, health, safety and lifestyle throughout their careers and the Service meets the proposed standards and criteria set out within the consultation document.</p> <p>The Fire Authority is also asked to consider an Authority initiated early retirement process in the case of an employee aged at least 55 where the necessary fitness level is not met and reasonable adjustments or suitable alternatives are not available, and a response has been provided.</p> <p>The response to the consultation proposals has been provided by DFRS only. It is understood that there are significant differences to the approach to firefighter health and fitness in Wiltshire Fire and Rescue Service and this is an area that will need to be addressed in the future through the combination process.</p> |
| RISK ASSESSMENT | Absence due to lack of health and fitness is a measure of the well-being of DFRS staff and high levels of absence can have a detrimental effect on crewing availability, training and overtime costs. |
| COMMUNITY IMPACT ASSESSMENT | <p>Equality Impact Assessments are aligned to the procedures that underpin our approach to health and fitness and occupational health provision, and any impacts on staff or the community would be identified through those assessments.</p> <p><i>Note: If the matrix indicates negative impacts on the community or staff, an equality impact assessment (EIA) will need to be completed.</i></p> |

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| BUDGET IMPLICATIONS | There are no immediate budgetary implications associated with this report. However, there is an associated cost of an Authority initiated early retirement. |
| RECOMMENDATIONS | It is recommended that Members consider and comment on the consultation response attached as Appendix B of this report. |
| BACKGROUND PAPERS | DFRS Fitness Statistics 2013/14 |
| APPENDICES | A - Consultation Response B - DCLG Consultation Document (in full) |
| REPORT ORIGINATOR AND CONTACT | Darran Gunter, Chief Fire Officer Tel: (01305) 252604 |

1. Introduction and Background

- 1.1 In October 2014, DCLG issued a consultation document regarding amendment to the Fire and Rescue National Framework regarding Firefighter Fitness Standards and Assessment.
- 1.2 The consultation puts forward two proposals which would place wording into the statutory National Framework regarding fitness principles in fire and rescue authorities.

2. Proposal 1

- 2.1 The consultation document states that both proposals require each Fire and Rescue Authority must:
- ◆ Have a process of fitness assessment and development to ensure that operational personnel are enabled to maintain the standards of personal fitness required in order to perform their role safely;
 - ◆ Ensure that no individual will automatically face dismissal if they fall below the standards required and cannot be deployed operationally;
 - ◆ Ensure that all operational personnel will be provided with support to maintain their levels of fitness for the duration of their career;
 - ◆ Consider where operational personnel have fallen below the fitness standards required whether an individual is able to continue on full operational duties or should be stood down, taking into account the advice provided by the authority's occupational health provider. In making this decision, the safety and well-being of the individual will be the key issue;
 - ◆ Commit to providing a minimum of six months of development and support to enable individuals who have fallen below the required fitness standards to regain the necessary levels of fitness;
 - ◆ Refer an individual to occupational health where underlying medical reasons are identified that restrict/prevent someone from achieving the necessary fitness and that individual must receive the necessary support to facilitate a return to operational duties; and
 - ◆ Fully explore opportunities to enable the individual to remain in employment including through reasonable adjustment and redeployment in role where it appears the medical condition does not allow a return to operational duties.

3. Proposal 2

- 3.1 The second proposal is the same as the first, but requires that “if no underlying medical issues are identified and, following a programme of development and support, it becomes apparent that an individual will be unable to regain the necessary level of fitness, then a fire authority will fully explore opportunities for reasonable adjustments and/or suitable alternative employment. In those circumstances where there are no opportunities for reasonable adjustments or suitable alternative employment the first authority will in the case of an employee aged at least 55 consider commencement of the authority initiated early retirement process for it to determine whether the individual should be retired with an authority initiated early retirement pension.
- 3.2 Fire authorities are requested to give view on each of the proposed revisions, indicating any preferences or textual amendments, if possible.
- 3.3 Dorset Fire Authority’s response is at Appendix A.

DARRAN GUNTER

Chief Fire Officer

27 November 2014

Appendix A

DFRS Consultation Response

1. Proposed Change 1

1.1 We have reviewed each statement set out in proposal 1 and would respond as follows:-

1.1.1 Each Fire and Rescue Authority must:

- ◆ **Have a process of fitness assessment and development to ensure that operational personnel are enabled to maintain the standards of personal fitness required in order to perform their role safely.**

Dorset Fire Authority is committed to supporting the health and personal fitness of its operational staff to enable them to perform their role safely and competently, and has established effective policies and procedures to support staff to remain fit throughout their employment with the Service.

Staff from the DFA recently participated in the extensive research project with FireFit and Bath University to determine nationally recognised standards of fitness for operational firefighters. We would strongly urge the Government's independent review to consider and accept the outcomes of this comprehensive research project as the benchmark for fitness standards across UK fire and rescue services.

Implementation and adherence to these standards will deliver a fit and healthy operational workforce (as reflected by Dorset Fitness Statistics 2013/14 at Appendix A for both wholetime and retained staff groups). Achievement of these standards is due to the significant investment in robust and effective fitness testing programmes and interventions provided by professionally qualified staff and partner organisations to ensure and support firefighter fitness.

A very high percentage of operational staff within the DFA meet the fitness standards required, and those who do not meet the fitness criteria are supported to do so over a period of time. However, where an individual fails to meet fitness standards through continued failure to follow fitness plans or advice, this would be dealt with as a performance issue and the Authority would reserve the right to implement its disciplinary procedures in such circumstances.

We would strongly advocate:

- ◆ That while an Fire Authority will support an individual to maintain standards of fitness, the individual also has a personal responsibility and a contractual obligation to maintain physical fitness as part of their operational role.
- ◆ The emphasis on a high level of fitness at the recruitment stage as this sets the benchmark required throughout employment.

- ◆ Supportive process for those that fail fitness standards as a result of injury or illness.
- ◆ Maintaining a process to dismiss an individual who continually fails to maintain a healthy lifestyle or achieve the fitness standard despite support from the organisation (see 1.1.2). In this situation it would be reasonable for the individual's contract to be terminated on the grounds of incapability rather than early retirement.
- ◆ organisational support and a proactive approach to maintaining fitness and a healthy lifestyle.

It also needs to be recognised that:

- ◆ There is a significant cost and investment required by a fire and rescue service to ensure the maintenance and provision of a fit, healthy and safe workforce and any central funding to support firefighter fitness nationally would be welcomed.
- ◆ The same level of fitness is required from our retained staff who have a pension age of 60 compared to wholetime staff who can retire at 55. Experience within Dorset has shown fitness levels can be maintained beyond the age of 55 if fitness is maintained and supported organisationally and on an individual level.

1.1.2 Ensure that no individual will automatically face dismissal if they fall below the standards required and cannot be deployed operationally.

No individual is automatically dismissed if they fall below the fitness standard required. DFRS has clear procedures within its Attendance Management and Health and Fitness policy to support individuals who fall below the standard required. Processes are in place to review individual cases with the primary purpose of supporting individuals back to full fitness.

However, in a minority of cases, the Occupational Health may not be able to say that a member of staff is incapable of doing the job for which they are employed until the normal retirement age or the condition may not give rise to a disability as defined by the Equality Act 2010.

DFRS makes every effort to redeploy an individual to a role that they are capable of doing with reasonable adjustments made under the Equality Act. However, redeployment is not always possible, particularly for retained duty staff, and there is no requirement for the Service to create alternative roles to maintain an individual's employment. Where redeployment is not possible, an individual's contract of employment may be terminated on the grounds of incapability due to ill-health (a legally fair reason if there is no reasonable alternative to dismissal and a fair process has been followed).

The decision to dismiss is a managerial one, although medical information is considered in making a decision. In all cases, the advice of Occupational Health is taken into consideration.

Termination of employment will result only as a last resort and follows a progressive and thorough review of individual circumstances and the needs of the Service.

The Service would not wish to change its approach or policy on this issue.

1.1.3 Ensure that all operational personnel will be provided with support to maintain their levels of fitness for the duration of their career.

The DFA provides an extensive range of support mechanisms for operational staff to maintain fitness levels for the duration of their careers. However, as mentioned above, the cost and investment of these additional support measures need to be recognised. Central funding to support firefighter fitness standards and avoid costly early retirements would be welcome.

1.1.4 Consider where operational personnel have fallen below the fitness standards required whether an individual is able to continue on full operational duties or should be stood down, taking into account the advice provided by the Authority's occupational health provider. In making this decision, the safety and well-being of the individual will be the key issue.

This is standard process at DFRS and is based on Occupational Health advice and national recommendations as determined by the FireFit Steering Group.

1.1.5 Commit to providing a minimum of six months of development and support to enable individuals who have fallen below the required fitness standards to regain the necessary levels of fitness.

This is our current fitness procedure currently and one that we consider reasonable in terms of timescale to recover fitness levels.

1.1.6 Refer an individual to occupational health where underlying medical reasons are identified that restrict/prevent someone from achieving the necessary fitness and that individual must receive the necessary support to facilitate a return to operational duties.

Referral to Occupational Health in conjunction with the PEO is a standard process in this situation. We would also seek advice from consultants and specialists which is key in terms of supporting an individual back to operational duty.

1.1.7 Fully explore opportunities to enable the individual to remain in employment including through reasonable adjustment and redeployment in role where it appears the medical condition does not allow a return to operational duties.

As mentioned above, DFRS makes every effort to redeploy an individual to a role that they are capable of doing with reasonable adjustments made under the Equality Act. We would always consider occupational health advice, and any permanent or temporary redeployment is aligned to an individual's skill set. However, redeployment is not always possible, particularly for retained duty staff, and there is no requirement for the Service to create alternative roles to maintain an individual's employment. Where redeployment is not possible, an individual's contract of employment may be terminated on the grounds of incapability due to ill health (a legally fair reason if there is no reasonable alternative to dismissal and a fair process has been followed).

The decision to dismiss is a managerial one, although medical information is considered in making a decision. In all cases, the advice of the Service Medical Adviser is taken into consideration.

Termination of employment will result only as a last resort and follows a progressive and thorough review of individual circumstances and the needs of the Service.

The Service would not wish to change its approach or policy on this issue.

2. Proposed Change 2

2.1 **Proposal 2** is the same as proposal 1, but with the addition of a further principle after the last paragraph above:

2.1.1 "If no underlying medical issues are identified and following a programme of development and support it becomes apparent that an individual will be unable to regain the necessary levels of fitness, then a fire authority will fully explore opportunities for reasonable adjustments and/or suitable alternative employment. In those circumstances where there are no opportunities for reasonable adjustments or suitable alternative employment, the fire authority will in the case of an employee aged at least 55 consider commencement of the authority initiated early retirement process for it to determine whether the individual should be retired with an authority initiated early retirement pension"¹.

2.1.2 As above, the Service would fully explore alternative roles and/or reasonable adjustments to enable an individual to remain in employment.

2.1.3 DFRS would *consider* an Authority initiated early retirement pension as one of a number of measures available to the Service. However, this will be on a case by case basis and will include consideration of medical advice and affordability. There would also need to be a clause which highlights the need for further investigation into the history of the individual looking at how they have arrived at the current situation. Experience tells us that most people in this situation have had a history of continued failure to maintain a healthy lifestyle or fitness standard, leading them to the situation they find themselves in where they are unable to pass a fitness test. We consider that in this situation it would be reasonable for the individual's contract to be terminated on the grounds on incapability rather than early retirement.

3. Summary

- 3.1 DFRS has a workforce that is safe, fit and healthy due to the measures outlined above. A strong emphasis is placed on health and fitness for all operational staff throughout their careers and staff are supported to achieve this.
- 3.2 The Service will always look to maintain employment for staff that suffer illness or injury from a legal and moral perspective with measures such as limited duties, redeployment and reasonable adjustments. Staff who meet ill-health criteria will be retired on those grounds, and we now have the option of an authority initiated early retirement. However, we would also want to maintain the option of dismissal on the grounds of capability due to sickness as part of any exit strategy.

¹ Employer initiated retirement

62. (1) Where an active member who has attained the age of 55 or over but has not attained normal pension age is dismissed by an employer from a scheme employment by reason of business efficiency or whose employment is terminated by mutual consent on the grounds of business efficiency and the employer makes the determination in paragraph (2), that member's pension is calculated in accordance with regulation 59 (annual rate of retirement pension (active members)) without the early payment reduction.

(2) An employer may only pay a retirement pension of the amount mentioned in paragraph (1) in the circumstances mentioned in that paragraph where the employer determines that a retirement pension awarded on that basis would assist the economical, effective and efficient management of its functions having taken account of the costs likely to be incurred in the particular case.

Employer additional contribution: employer initiated retirement

120. (1) Where an employer has made a determination under regulation 62 (employer initiated retirement) to pay an active member who has not attained normal pension age a pension calculated in accordance with regulation 59 (annual rate of retirement pension (active members)) without making the early payment reduction, the employer must pay the employer initiated retirement additional contribution.

(2) The amount of the employer initiated retirement additional contribution is calculated in accordance with actuarial guidance and that actuarial guidance must have regard to the difference between the pension that is payable under regulation 62 (employer initiated retirement) and the pension payable under regulation 59 (annual rate of retirement pension (active members)) reduced in accordance with regulation 61(3) (early payment reduction).

Appendix B**Firefighter Fitness Standards and Assessment****Consultation on Amendment to the Fire and Rescue National Framework**

Last year DCLG consulted on a set of fitness principles which at that time were considered to provide the possible basis of dealing with fitness and capability issues, which had emerged during previous months. After that consultation closed, a series of discussions took place with key stakeholders regarding how fitness and capability are measured in the fire and rescue service, the ability of firefighters to maintain a reasonable and safe standard, the appropriate methods by which firefighters' fitness can be measured and monitored, along with possible legislative changes which would help support that.

In addition to the above, DCLG is in the process of setting up a joint working group on fitness issues chaired by the Chief Fire and Rescue Adviser.

DCLG state they remain committed to ensuring that fitness standards and assessments are transparent and fair, that all firefighters who have difficulties in maintaining fitness are fully supported, and that those who are unable to maintain fitness are treated sympathetically in looking for redeployment, alternative employment, or in the event of them having to leave the service.

DCLG believes that the Fire and Rescue National Framework for England provides the best means by which fire and rescue authorities can be guided in their responsibilities, while continuing to serve the interests of both their employees and communities. DCLG are of the view that placing such requirements in the pension regulations is not appropriate due to the lack of a power for the Secretary of State to make regulations requiring the fire and rescue authorities to take steps in relation to assisting their employees return to fitness or requiring employers to consider redeployment of employees. The power to establish a pension scheme only enables a pension to be paid in certain circumstances.

In those circumstances where there are no such opportunities and suitable alternative employment is either unavailable or, where available, is not agreed by the individual, then the Fire and Rescue Authority will commence an assessment for ill-health retirement through the IQMP process.

There is a balance to be struck between preserving the ultimate discretion of an employer, and providing a degree of certainty and security for the employee. We have no doubt that the vast majority of fire and rescue authorities, if not all, are excellent employers, and the Department sees it as its task to support them in this where appropriate and possible. DCLG are consulting on two possible changes to the Fire and Rescue National Framework for England. The two proposed textual changes are as follows:

Proposed Changes

Proposed change 1 - Fitness

Firefighting is a physically demanding occupation and it is essential that firefighters have sufficient levels of fitness to enable them to carry out their tasks as safely and effectively as possible. As such, this requires higher levels of fitness than most other occupations and therefore the National Joint Council role maps set out a specific requirement for operational personnel to maintain levels of personal fitness.

The Government believes that fitness standards must reflect the occupational demands of firefighting and the Secretary of State has agreed that the Chief Fire and Rescue Adviser will chair a joint working group, which will include an evaluation and assessment of safe standards.

The Government has also agreed to undertake an independent review in due course to ensure that appropriate fitness standards, training, testing, monitoring and management policies and procedures are in place in each fire and rescue authority. It is also recognised that fitness levels may decline with age and whilst this may be mitigated by fitness training, diet and other lifestyle changes it is acknowledged that there may be a general decline in fitness as a result of the ageing process.

Fire and rescue authorities have an important role in helping to ensure their firefighters remain fit, and are supported in remaining in employment.

The consultation document states that: Each Fire and Rescue Authority must:

- ◆ Have a process of fitness assessment and development to ensure that operational personnel are enabled to maintain the standards of personal fitness required in order to perform their role safely;
- ◆ Ensure that no individual will automatically face dismissal if they fall below the standards required and cannot be deployed operationally;
- ◆ Ensure that all operational personnel will be provided with support to maintain their levels of fitness for the duration of their career;
- ◆ Consider where operational personnel have fallen below the fitness standards required whether an individual is able to continue on full operational duties or should be stood down, taking into account the advice provided by the Authority's occupational health provider. In making this decision, the safety and well-being of the individual will be the key issue;
- ◆ Commit to providing a minimum of six months of development and support to enable individuals who have fallen below the required fitness standards to regain the necessary levels of fitness;

- ◆ Refer an individual to occupational health where underlying medical reasons are identified that restrict/prevent someone from achieving the necessary fitness and that individual must receive the necessary support to facilitate a return to operational duties; and
- ◆ Fully explore opportunities to enable the individual to remain in employment including through reasonable adjustment and redeployment in role where it appears the medical condition does not allow a return to operational duties.

In those circumstances where there are no such opportunities and suitable alternative employment is either unavailable or, where available, is not agreed by the individual, then the Fire and Rescue Authority will commence an assessment for ill-health retirement through the IQMP process.

Dorset Fire and Rescue Service Fitness Statistics 2013/14

Introduction

As in previous years, this report includes scatter diagrams to show aerobic capacity and body fat percent in five year age bands. This makes it easier to show a correlation between age and aerobic capacity and body composition, ie is there a drop in aerobic capacity or an increase in body fat per cent with age? Showing information in five year age bands makes it easier to understand (a) where data is distributed and (b) the range of data within the operational workforce.

Also included is a more detailed look at the percentages of those that have failed fitness tests rather than just percentages of those that have passed and failed.

Lastly over the last twelve to eighteen months further health and fitness information has been produced specific to UK firefighters. This is mainly due to research carried out by Williams et al; Normal Pension Age (NPA) for Firefighters, (2012) where they took a cohort of 7774 operational staff from four UK FRS's and analysed aerobic fitness and body composition to develop a model for their research and Siddall et al; Enhancing the Health, Fitness and Performance of UK Firefighters, Bath University, (2014) where they set out to achieve two things (a) to analyse data from an online Health and Lifestyle Survey of 3139 staff to measure the health of UK firefighters and (b) to conduct a physical demands analysis using 62 experienced firefighters at the Fire Service College to measure the cardiovascular and metabolic strain associated with the most demanding jobs conducted by UK firefighters, to establish a minimum occupational fitness standard based on the demands of the job. A small sub-sample from the Health and Lifestyle Survey were tested for inflammatory biomarkers of cardiovascular disease risk. Blood samples were collected and analysed from 54 participants to assess the relationship between lifestyle risk factors and cardiovascular disease.

It is hoped funding will be made available to undertake further research on strength tests and to develop a larger sub-sample size from the Health and Lifestyle Survey.

This is the first time research like this has been carried out on the UK FRS and both studies are the first studies to have tried to do a quantitative analysis of the results rather than qualitative assumptions about firefighter fitness.

Where possible, Dorset's results are compared with the UK FRS's results and the general population to put DFRS results into perspective.

Aerobic Capacity

Graph.1 shows that 97% of Wholetime Duty System (WDS) staff passed the fitness test this year. This means that 97% had an aerobic capacity of 42mlsO₂/kg/min or better. This is a drop of one percentage point on 2012-13. The mean aerobic capacity is slightly lower this year at 50.78mlsO₂/kg/min compared to 52.6mlsO₂/kg/min last year. The range can be seen in Table1.

Once again Graph 1 shows a detailed breakdown of the numbers of those that failed the fitness test. Three per cent of those that took the test failed with an aerobic capacity between 35mlsO₂/kg/min and 41mlsO₂/kg/min. This represents six people. Although there was one more failure than last year, there were no failures under 35mlsO₂/kg/min which compares to two last year.

Graph 2 shows that 94% of Retained Duty System (RDS) staff passed the fitness test this year. This is an increase of two percentage points on 2012/13. The mean aerobic capacity is 47mlsO₂/kg/min compared to 48.3mlsO₂/kg/min last year.

Graph 2 shows that six per cent of staff failed the fitness test. This represents 16 people. Fifteen failed with an aerobic capacity of between 35mlsO₂/kg/min and 41mlsO₂/kg/min and one failed with an aerobic capacity of below 35mlsO₂/kg/min. This is a major improvement compared to last year where 30 people failed the fitness test of which four were below 35mlsO₂/kg/min.

Graph 3 shows the aerobic capacity results for all operational staff. Ninety six percent of staff passed the test. This is an improvement of two percentage points on 2012/13. The four per cent that failed represents 22 people of which only one dropped below the aerobic capacity 35mlsO₂/kg/min. This compares favourably with last year where 35 people failed the fitness test of which six people dropped below 35mlsO₂/kg/min.

Fitness data obtained from the (NHS) Health Survey for England: Physical Activity and Fitness (2008), suggest that only 39% of men and 29% of women meet the recommended 30 minutes of moderate to vigorous activity five or more times per week. A sub-sample of these statistics showed the average fitness levels for the English adult population was 36mlsO₂/kg/min for men and 32mlsO₂/kg/min for women.

Data collected from four, UK Fire and Rescue Services (7774 operational staff) for the Fire Service NPA Review (2012) found an average aerobic capacity of 46mlsO₂/kg/min compared with an average aerobic capacity of 48.93mlsO₂/kg/min for Dorset Fire & Rescue Service (DFRS). This can be seen quite clearly in Graph.4 which shows DFRS's correlation with age and aerobic capacity. The Health Survey for England (2008) shows a clear drop in fitness with age but Graph.4 shows a wide variation with all ages and the drop in fitness with age is not significant ($r=-0.28$). This is due to a fitter than average workforce compared to the general population.

Body Composition

Graphs.5-7 Show the body composition of the operational workforce. There has been an increase in the percentage of WDS staff in the healthy category. This has risen by five percentage points to 60% from 55% last year. This is mainly due to a drop in the percentage of people in the obese category (15.5% in 2012/13 to 10% in 2013/14).

There has been a similar trend with RDS staff with an increase of nine percentage points over the last year from 49% to 58% in the healthy category and a drop of four percentage points to 31% and 11% in the overweight and obese categories respectively.

This has meant an overall improvement for the whole of the operational workforce. The percentage of staff in the healthy category has risen by seven percentage points from 52% in 2012/13 to 59% in 2013/14. This has mainly come from a drop of 5 percentage points in the obese category from 16% in 2012/13 to 11% in 2013/14.

Graph.8 shows the increase in body fat with age across the whole of the operational workforce. Although there is a variation at any age, there does appear to be a significant trend with age ($r=0.48$). The average body fat percent for the operational workforce is 19.64% (19.81% WDS and 19.5 RDS).

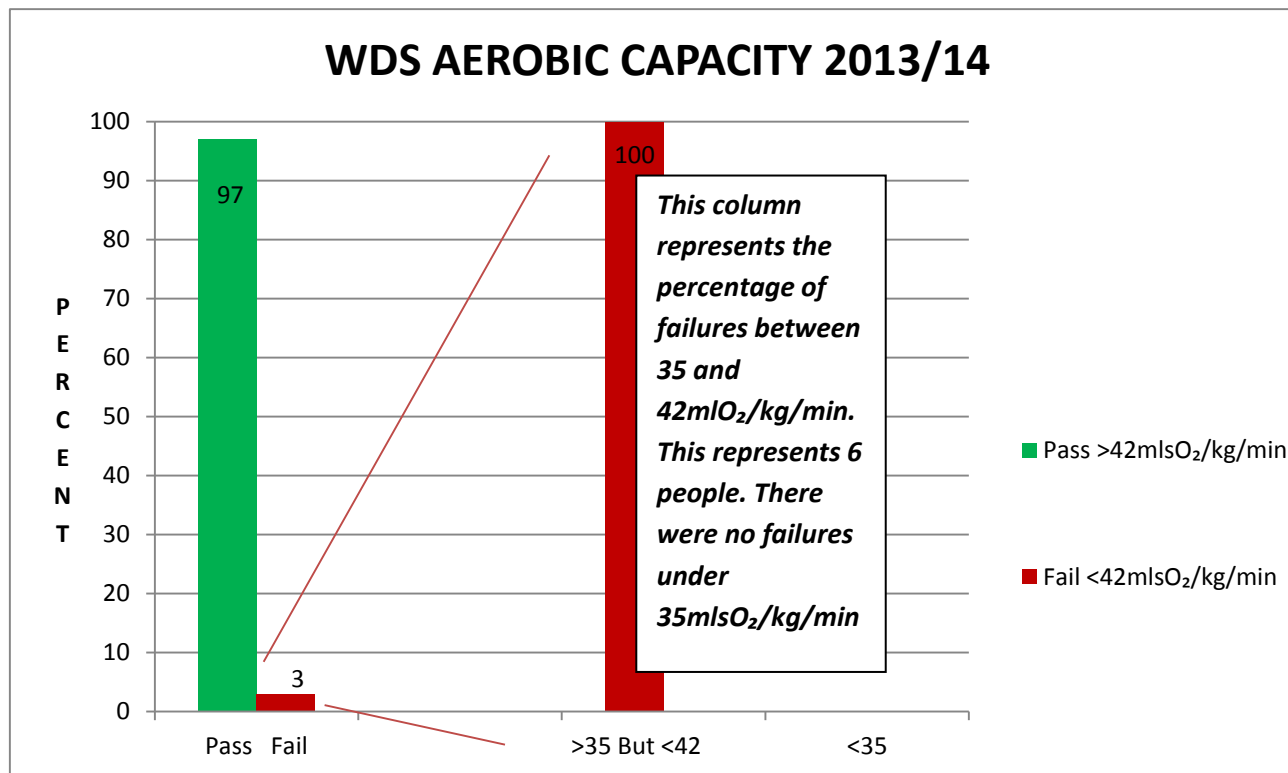
When compared with the general population DFRS is very good, the Coronary Heart Disease Statistics (2012) Edition shows that 42% of men and 32% of women are overweight and an additional 27% of men and 26% of women are obese in the UK. In Williams et al (2012) where they took a cohort of 7774 operational staff from four FRS's a sub-sample of 4717 staff had their body fat per cent measured. The results showed that 11% were in the healthy category, 76% were overweight and 13% were obese. Their average body fat per cent was 21.89%. Once again when compared with these four FRS's DFRS are very good.

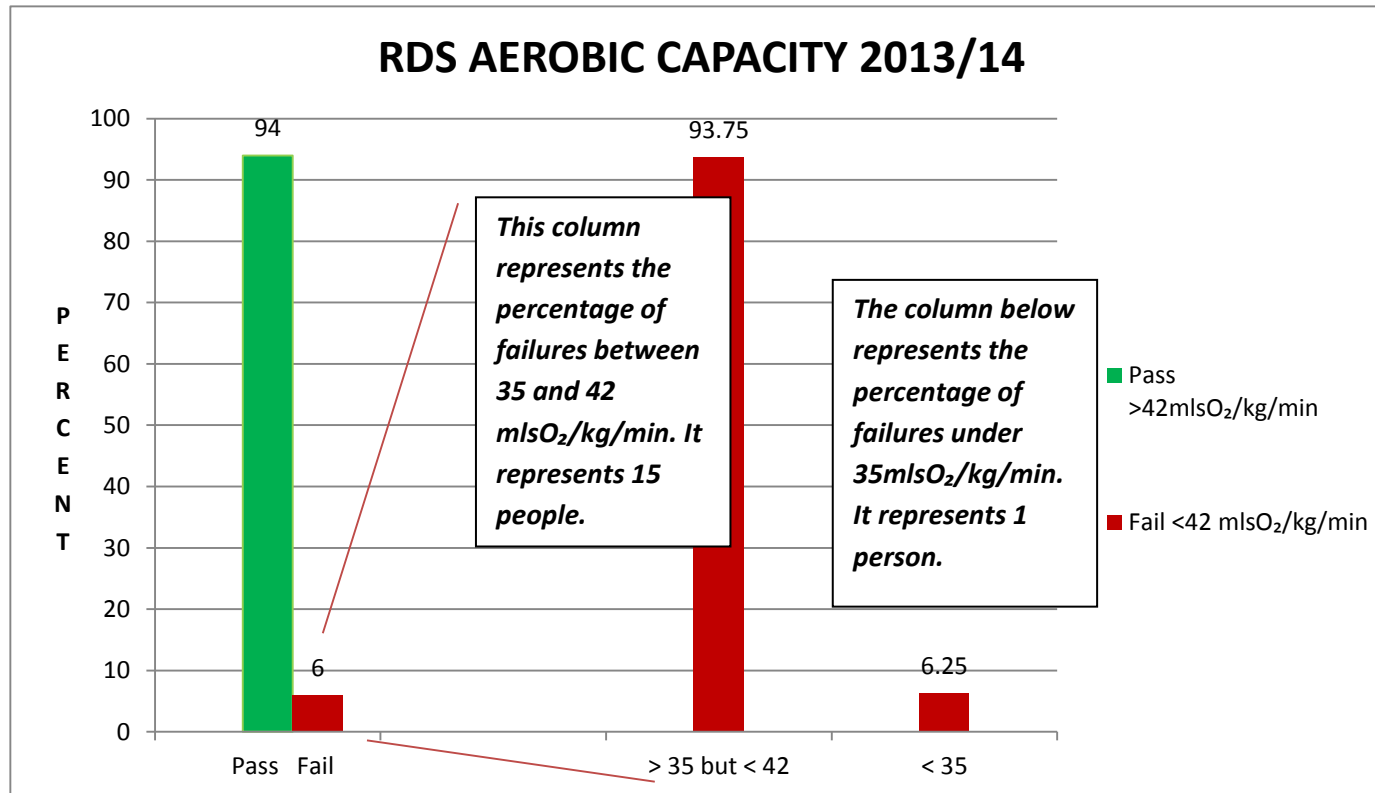
Conclusion

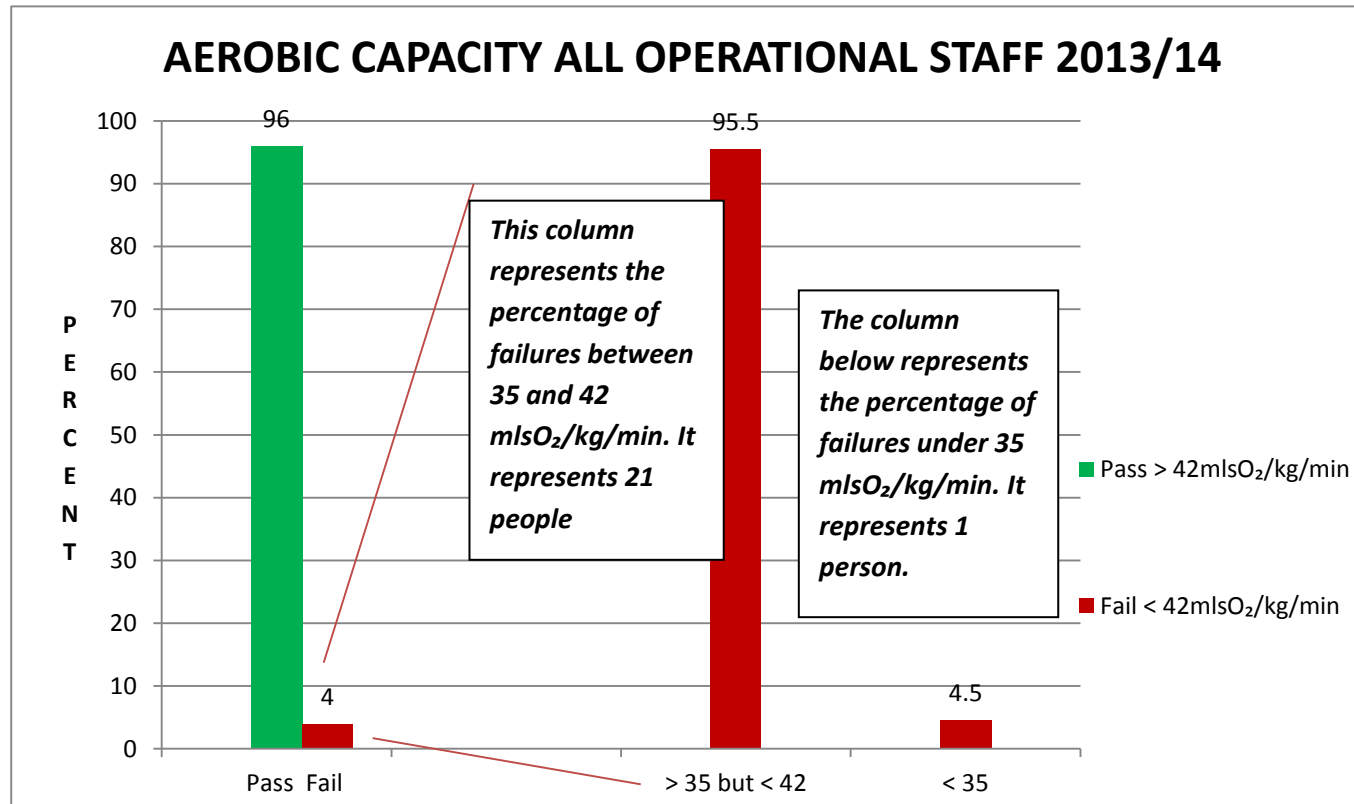
The overall improvement in body composition is very encouraging as this ultimately reduces the risk of heart disease, diabetes, hypertension, musculoskeletal disorders and other diseases associated with overweight and obesity.

Although the average aerobic capacity is down slightly it is very encouraging that the percentages of staff passing their fitness test has increased by two percentage points from 94% in 2012/13 to 96% in 2013/14.

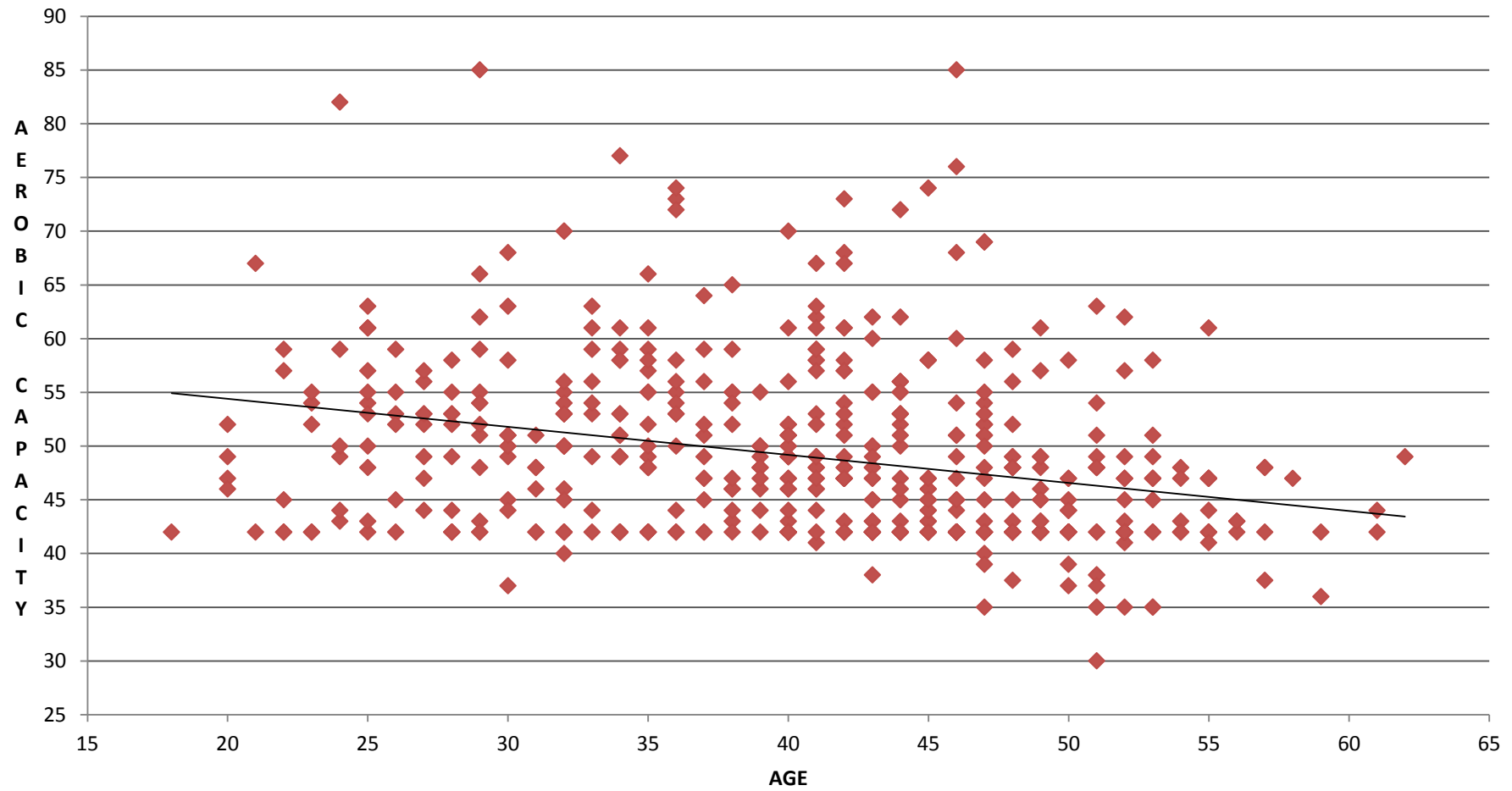
Dave Wilcox
Physical Education Officer



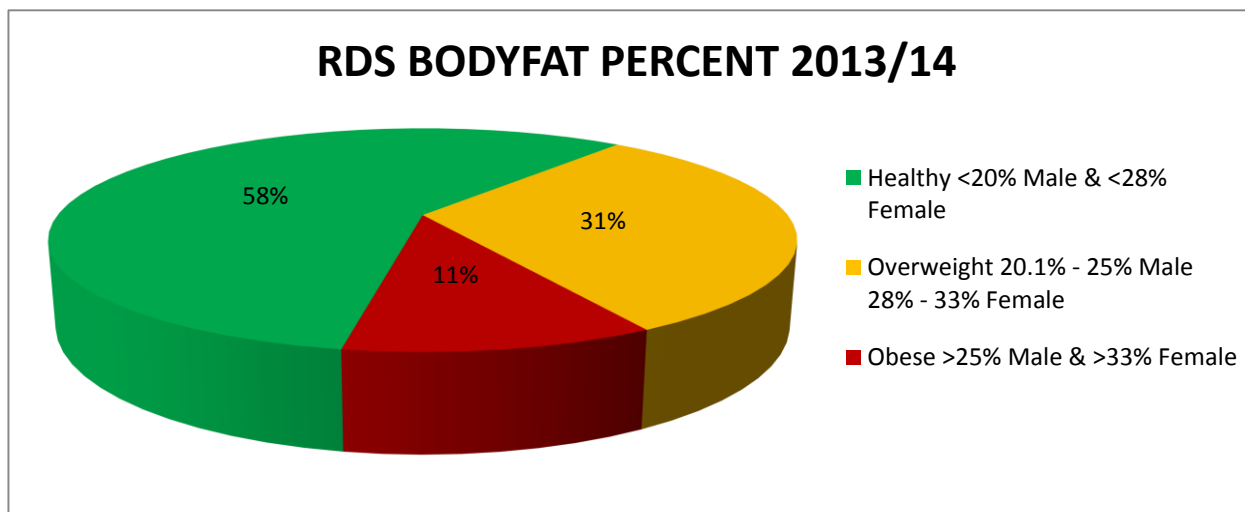
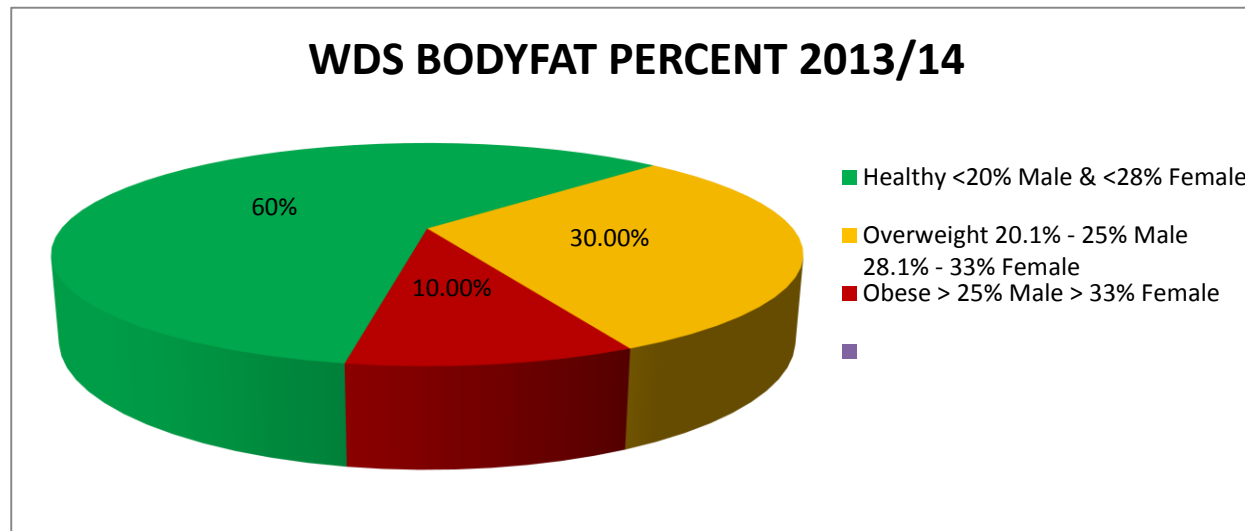


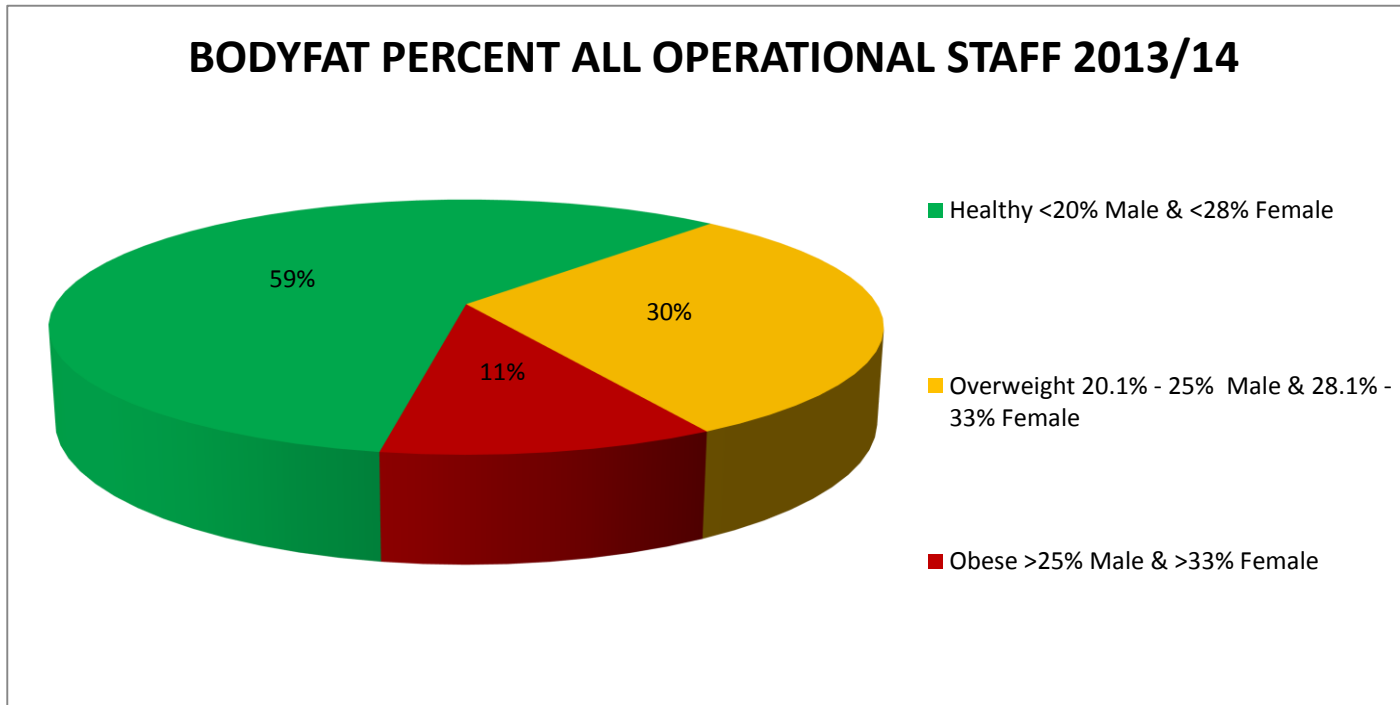


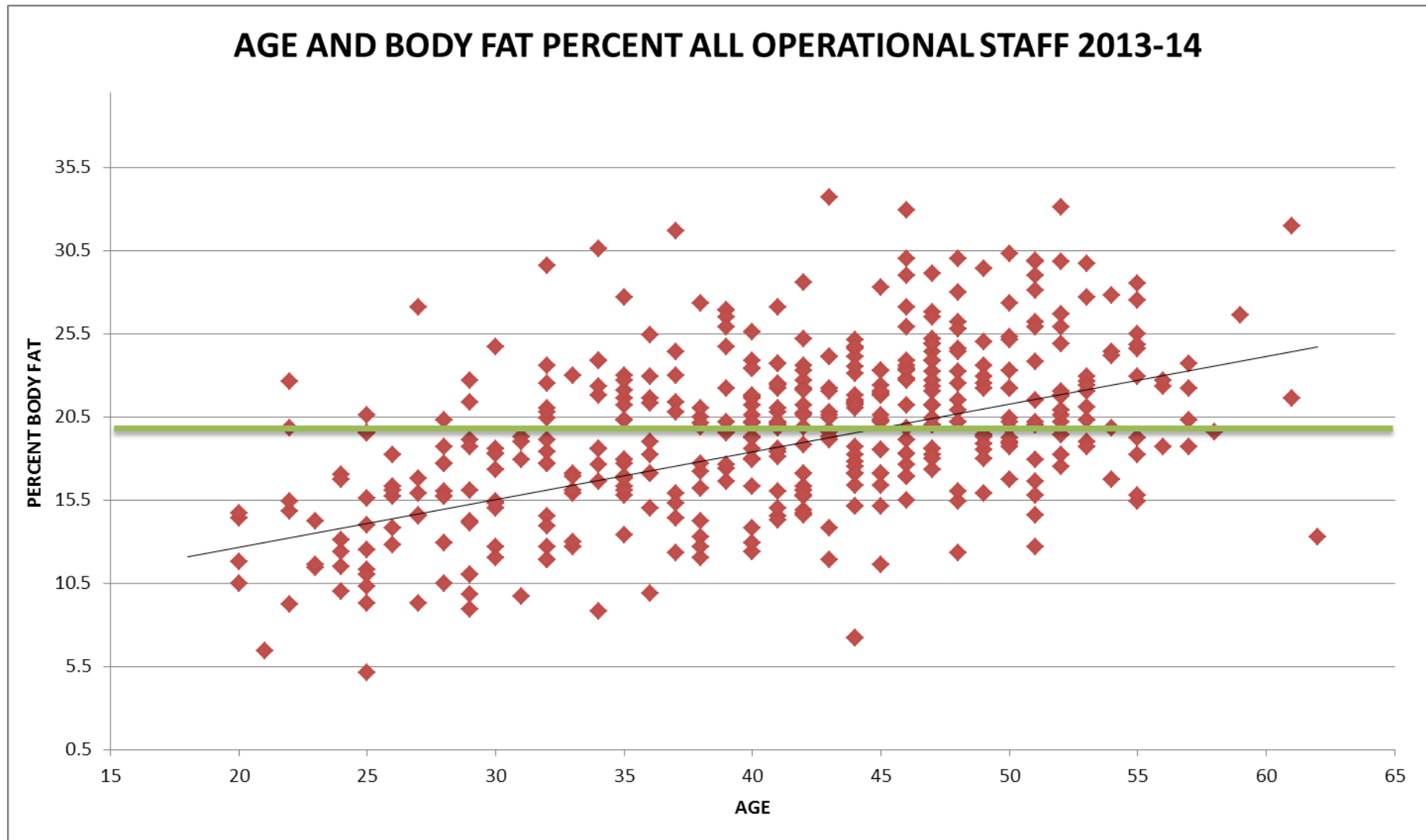
AGE AND AEROBIC CAPACITY ALL OPERATIONAL STAFF 2013/14



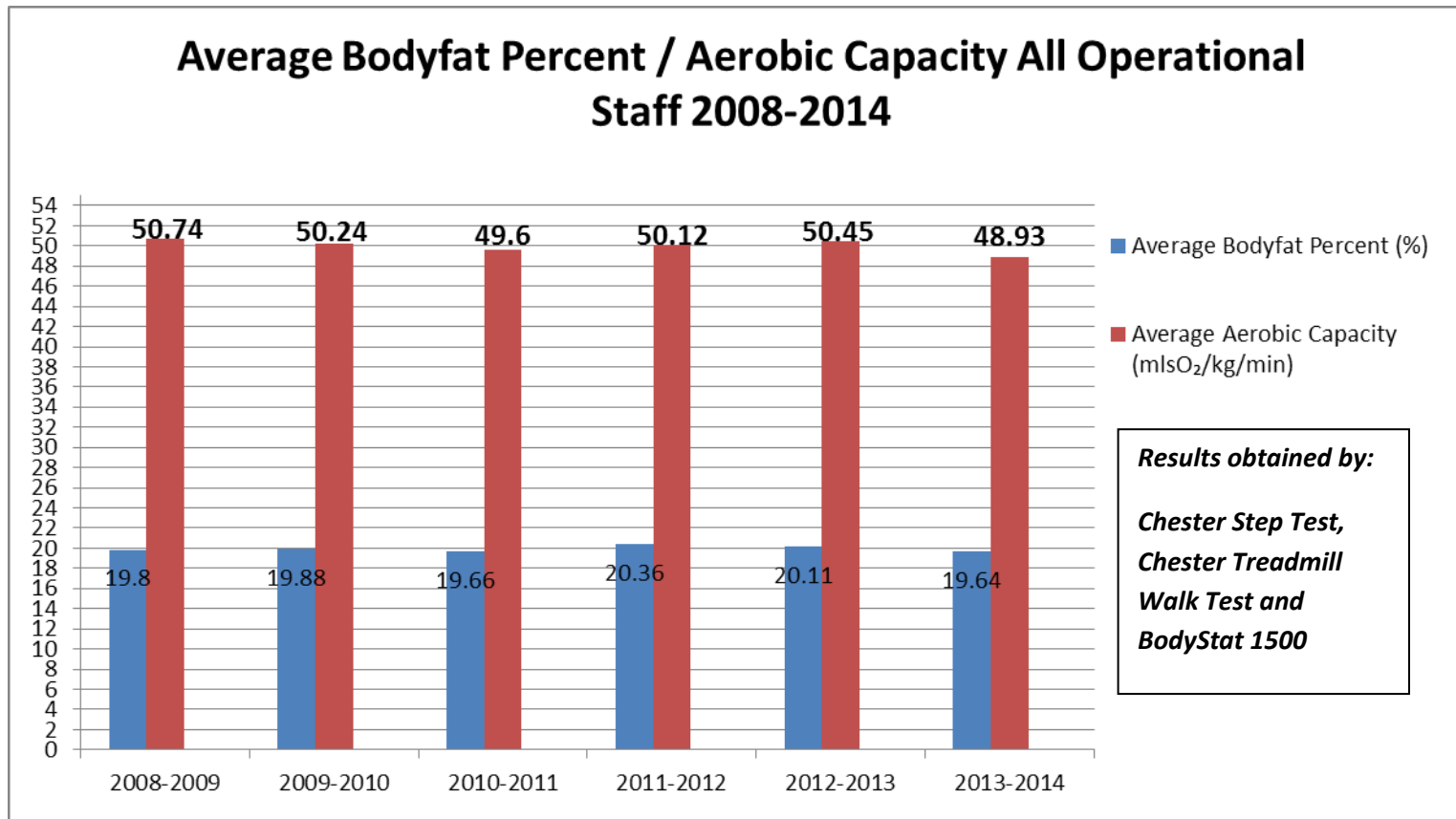
r=-0.28 Average Aerobic Capacity: 48.93, Max: 85, Min: 30, Average Age: 40.96 Max: 62, Min: 18 — *Pass* — *Average Aerobic capacity*







$r=0.48$, Average Bodyfat Percent: 19.64, Max: 33.7, Min: 5.1, Average age: 40.96, Max: 62, Min: 20 ■ **Average Bodyfat Percent**



MEAN AND RANGE STATISTICS 2013/14

| MEAN/RANGE | RETAINED DUTY SYSTEM | WHOLETIME DUTY SYSTEM |
|---|-------------------------|-------------------------|
| AGE | <i>39.98</i> | <i>42.16</i> |
| RANGE: | <i>18-62</i> | <i>25-55</i> |
| HEIGHT(m) | <i>5ft 10½in (1.79)</i> | <i>5ft 10¾in (1.80)</i> |
| WEIGHT (kg) | <i>13st 6lbs (85)</i> | <i>13st 9lbs (86.6)</i> |
| PERCENT BODYFAT (%) | <i>19.5</i> | <i>19.81</i> |
| RANGE: | <i>5.1-33.1</i> | <i>7.2-33.7</i> |
| AEROBIC CAPACITY (mlsO ₂ /kg/min) | <i>47</i> | <i>50.78</i> |
| RANGE: | <i>30-85</i> | <i>37-85</i> |