



# **Halifax Regional Police**

## **Physical Abilities Requirement Evaluation (PARE)**

### **Consent Form**

#### **GUIDELINES FOR APPLICANTS**

As an applicant for employment in the Halifax Regional Police, you will undergo many screening tests to help determine your suitability for police work. One of these tests, the Physical Abilities Requirement Evaluation or **PARE**, will be administered on several occasions to assess your capacity to meet the physical demands typically encountered in police duties.

These guidelines are provided to help you prepare for taking the **PARE**. Please read them so that you will have a clearer understanding of why your **PARE** performance is an important selection criterion and what you can do to improve your chances of meeting the selection standard.

#### **WHAT IS THE PARE?**

The **PARE** is a physical abilities test that measures the capacity to perform physical tasks often encountered in police work, namely:

- walking
- running
- jumping
- vaulting
- carrying
- pushing
- pulling
- climbing (stairs, hills)
- lifting

The test simulates a scenario where a police officer must:

- get to the site of a problem or incident
- physically resolve the problem
- remove a person or material from the problem site

These three components are represented in the **PARE** in the form of a six-lap obstacle course, a pushing and pulling task 36.4 kilogram or 45.5 kilogram (70 or 80 pounds) and the carrying of a 36.4 kilogram/45.5 kilogram (80 pound or 100 pound) torso bag over a 15 metre distance, (50 feet).

#### **WHAT IS THE PARE STANDARD?**

Applicants must complete the obstacle course and the pushing and pulling task within a 4 minute and 45 second time period to be eligible for selection. In meeting this time, it does not guarantee that you will be advanced to the next stage of the selection process. To graduate from the Police Science Program or be hired as an experienced police officer, the minimum **PARE** Standard will be lowered to 4 minutes.

The torso bag carry requires you to execute a controlled carry of the bag without resting or setting it down over the 15 metre distance (50 feet). This will be untimed and scored on a PASS/NO PASS basis. To graduate from the Police Science Program, the torso bag weight will increase from 36.4 kg. (80 lbs.) to 45.5 kg. (100 lbs.).

#### **TIPS FOR TAKING THE PARE**

The following suggestions may be helpful:

1. Wear comfortable activity clothing that will not restrict your freedom to move or "weigh you down." Wear running shoes with soles that grip well so that slippage is minimized.
2. Warm-up for the **PARE** by doing five to ten minutes of stretching and other large muscle activity.
3. Familiarize yourself with the circuit used for the **PARE**. Experiment with the jump and vault obstacles and the push and pull station. **Do your learning before the test.**
4. Pace yourself. A moderate jogging speed is adequate for the six-lap obstacle course. Avoid going to fast. A pace of 25 seconds per lap is adequate.



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5. Think positive. **PARE** is demanding, but, it is reasonable. Most people will be tired, **BUT NOT EXHAUSTED**, at the end of the test. Put yourself in a positive state of mind that will give you the inner motivation to be successful.

***To participate in the PARE you must have Appendix C-1 and D-1 completed and signed and brought with you to undergo the PARE.***

When you undergo a **PARE** test the tester will complete a “**PARE** Result” form that the Halifax Regional Police will use for statistical evaluations and audit purposes. Upon successful completion of your **PARE** test, the tester will provide you with a “Certificate of **PARE** results” form.

### **BEYOND PARE: THE BIGGER PICTURE**

Because physical ability to meet the demands of police work is ongoing, you will be required to meet the **PARE** standard throughout your training with the Halifax Regional Police.

Although current members of the Halifax Regional Police do not have to meet the **PARE** standard to “keep their job,” they will be exposed to the **PARE** and other health promotion efforts designed to maintain or enhance their “fitness for work.”

The Halifax Regional Police believes in employing fit and able officers. Achieving and maintaining the **PARE** standard reflects your personal fitness and commitment to personal health management. Your health and fitness is a valuable resource in both your personal life and your future career as a member of the Halifax Regional Police.

***GOOD LUCK ON THE PARE!***



**Halifax Regional Police**  
**Physical Abilities Requirement Evaluation (PARE)**  
**Consent Form**  
**APPLICANT**

**PARE MEDICAL CLEARANCE**  
**(Physical Ability Requirement Evaluation)**

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Dear Doctor:

The person who has made this appointment with you will attempt to complete a Halifax Regional Police physical test called the *Physical Ability Requirement Evaluation (PARE)*.

PARE is designed to simulate a critical incident where a police officer chases, controls and apprehends a suspect. The test was developed by exercise scientists and is based on extensive research, including a thorough job analysis.

PARE is divided into three sections: an obstacle course, a push/pull station and a bag carry.

The participant will first run six laps of an obstacle course (a distance of about 350 metres) and then complete a weight station. During the obstacle course, the participant will climb stairs, turn sharply left and right, jump over low obstacles, vault over a three-foot rail and fall alternately on his/her back or stomach. After negotiating the obstacle course, the participant must push and then pull an 80-pound weight (Police Cadet applicant) or 100-pound weight (To graduate from Police Cadet Training or as an experienced police officer). Four controlled falls must be executed between the push and pull activity. Sworn police members are asked to complete these two stations in less than 4 minutes, however HRP Cadet applicants must complete the test in less than 4 minutes and 45 seconds. Once the timed portion of the test is complete, the participant is asked to lift and carry an 80-pound/100-pound weight for 15 metres.

**Our research findings indicate that PARE elicits a maximum or near maximum heart rate in all participants. These values are similar to those attained during a stress test, approximately 13 METs, and are achieved as early as two minutes into the test. Because of the anaerobic component, blood lactates are elevated at completion.**

To minimize the health risk, we are requesting this medical examination to determine whether the participant is healthy enough to take the PARE. Please fill out the attached form and return it to the applicant.

If you have any questions please do not hesitate to contact me.

Thank-you,





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## **CONSENT TO UNDERTAKE PARE - APPENDIX D-1**

I \_\_\_\_\_ understand that **PARE** is a job related physical ability test that evaluates my physical capacity as it applies to police work. The successful completion of this test shows that I possess the minimal physical abilities deemed essential for the performance of police work.

I understand that **PARE** is a physically demanding test. During the test, my heart rate will reach its maximum levels and may remain there for several minutes, thus placing me under heavy stress. The test will also challenge my muscular strength and coordination skills. If I have known health problems that would be aggravated by intense exercise, I should refrain from taking the **PARE**.

The test will be explained and demonstrated to me. Precise instructions will be given as to what constitutes a fault and how it is scored. I will also be given ample time to practice the various tests items so I can develop a basic mastery and confidence in my abilities to undertake the **PARE**. I understand I have 4 minutes and 45 seconds to complete the timed portion of the test and that failing any of the items constitutes a failure of the entire test.

Halifax Regional Police has provided me with a copy of the **PARE** Guidelines for Applicants, which I have read and understood. I, therefore, consider myself ready to safely undertake **PARE**.

### **APPLICANT'S STATEMENT:**

I \_\_\_\_\_ understand the instructions and information provided in relation to **PARE**. I am not aware of any medical conditions or physical problems that would place me at risk by doing the **PARE**.

I understand that successfully completing the **PARE** is a condition of my employment with the Halifax Regional Police.

SIGNATURE OF APPLICANT: \_\_\_\_\_

WITNESS: \_\_\_\_\_

DATE: \_\_\_\_\_

IDENTIFICATION REQUIRED (2 PIECES OF I.D.)  
(Only one if photo I.D. produced)

**Bring this form when you attend for your PARE test.**