

Appendix 1 – FITNESS TESTS IN NATO

Table A1.1a: Incumbent Testing – UK

Service: RN / Test Name: RNFT

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
Multi-stage fitness test or 1.5 mile run	All	Annual	20 mins	Yes	Yes	No	Max	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
2001	Gym kit	12 week Remedial trg	No promotion	80%	53%	Yes, 1 hour a week	SofPT, Temeraire

Service: Army / Test Name: Personal Fitness Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
1.5 mile run, press ups and sit ups	All aged 17 – 50	Annual	30 mins	Yes	Yes	No	Max	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	Gym kit	Remedial trg and line managers action				Line managers discretion	Maj Danny Bryan, Upavon

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Table A1.1a: Incumbent Testing – UK (cont'd)

Service: Army / Test Name: Basic Combat Fitness Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
12 km loaded march	All under age 50 (different loads for each branch/trade)	Semi-annual	2 hours (to pass test)	No	No	Yes	Cut score	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	Combat clothing, helmet, weapon and boots	Remedial trg and can be discharge					Maj Danny Bryan, Upavon

Service: RAF / Test Name: RAF Fitness Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
Multi-stage fitness Test, press ups and sit ups	All under age 50	Annual	20 mins	Yes	Yes	No	Max	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1994	Gym kit	Remedial trg	Direct action on attitude towards fitness	93.9%	85%	No	Andy Reay: 8701277C@ cosford.raf.mod.uk

Table A1.1a: Incumbent Testing – UK (cont'd)

Service: RAF / **Test Name:** RAF Regiment Operational Fitness Assessment

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
Loaded march, speed march, single lift, man drag, jerry can carry	All Regt personnel, up to age 50	Annual	2 days	No	No	Yes	Cut score	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
2002	Combat clothing	Remedial trg					Andy Reay: 8701277C@ cosford.raf.mod.uk

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Table A1.1b: Incumbent Testing – CANADA

Service: All / **Test Name:** Expres Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
20m shuttle run, push ups, sit ups and hand grip test	All (17 to 60)	Annual	30 mins	Yes	Yes	No	Max	Yes

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1988	Gym kit	3-month Remedial trg and decision after 2 nd failure to take 5 common tasks test	No promotion on initial failure Discharge from the service (if fail 5 common tasks)	97%	77%		Pat Gagnon: gagnon.p2@forces.gc.ca

Table A1.1b: Incumbent Testing – CANADA (cont'd)

Service: Army (Army operational units utilise the LFCPFS instead of the Expres) / **Test Name:** Land Force Command Physical Fitness Standard (LFCPFS)

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
13 km weight-load march Casualty Evacuation Entrenchment Dig	All Land Force (Army) Personnel (17 to 60)	Annual	Weight-load march: must complete 13 km in 2 hours and 26 min 10 minute rest, Casualty Evacuation 100 metres in 60 seconds or less Shovel .486 cubic metres of pea gravel in less than 6 minutes	No	No	Yes	Cut score	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1991	Full Fighting Order (24.5 kg total kit, i.e. weapon, helmet, webbing, and field pack)	Placed in remedial physical fitness training for up to 6 months Includes multiple attempts the MPFS and continue to train for the environmental standard	No sanctions unless failure on MPFS	98%	76%		Pat Gagnon: gagnon.p2@forces.gc.ca

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Table A1.1c: Incumbent Testing – AUSTRIA

Service: Army / **Test Name:** General Conditioning

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
2400 m run on athletics track, and push ups (“pull ups modified” for over 35 as compensation)	All up to age 50 (over 50 suspended until final decision)	Annual	30 mins	Yes	Yes	No		

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	Gym kit				60 – 70%		Robert Enne: Robert.enne@bmlv.gv.at

Table A1.1d: Incumbent Testing – FINLAND

Service: Army, Navy, Air Force / Test Name: Military Personnel Field Duty and Fitness Tests

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
Fitness Tests 12 minutes running test or ergometer test Sit-ups, push ups and squats in 60 sec, hand grip and BMI Field Test Rifle and pistol shooting tests Orienteering test (5 km) One march test in a year (options 25 km by foot, 30 km by skiing or 80 km by cycling)	All age groups up to 55 years and after voluntary	Annual	Fitness Tests Approx 2 hours Field Test March limited 6 hours Shooting 4 hours Orienteering limited 1.5 hours	Yes	No	Partly yes	Max	Yes

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1999	Fitness Tests Gym kit Field Tests Combat clothing Rucksack Weapon	Remedial trg control by fitness officers and occupational health service	No promotions, no participation to battle exercises, no international missions		97%	Yes, 2 hours in a week	Matti Santtila: matti.santtila@mil.fi

Service: Air Force and Navy / Test Name: Same as Army

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Table A1.1e: Incumbent Testing – NETHERLANDS

Service: All / **Test Name:** CP (Defence Fitness Test)

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
12-minute run Sit-ups Push-ups	All	Annual	30 minutes	Yes	Yes	No	Maximal	No

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1993	Gym kit	Input in sports medical advice team	Yes	90%	70%		Bertil Veenstra BJ.Veenstra2@mind ef.nl

Service: Army / **Test Name:** FIT (task-specific fitness test)

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
March Obstacle course Lifting/carrying Speed-march March	All	Annual	± 6 hours	No	No	Yes	Cut-off	Yes

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
2000	Combat clothing	Input in planning of training	No				Bertil Veenstra BJ.Veenstra2@mind ef.nl

Table A1.1f: Incumbent Testing – USA

Service: Navy / Test Name: Physical Readiness Assessment

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
Sit and Reach, curl-ups, push-ups, 1.5 mile walk/run or 500 yard or 450 metre swim or 12 minute work bout on an elliptical trainer or stationary cycle	All (age 16 – 50+)	Semi-annual	45 mins	Yes	Yes	No		

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1981	Gym kit	Remedial trg	3 failures leads to discharge from service			Yes, 3 x 0.5 hours a week, line managers discretion	www.navy-prt.com

Service: USAF / Test Name: Physical Fitness Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
1.5 mile run, push ups, sit ups, waist circumference	All							

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
2004							

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Table A1.1f: Incumbent Testing – USA (cont'd)

Service: Army / Test Name: Army Physical Fitness Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
2 mile run, sit ups, push ups	All	Semi-annual	1 hour	Yes	Yes	No	Max	No

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	PT clothes	Remedial training, no favorable personnel actions and can be discharged.				5 d/wk, 1 hr/d	heather.pouncey@navy.mil lisa.finlayson@navy.mil

Service: Marines / Test Name: Physical Fitness Program

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
3 mile run, pull ups (men), flexed arm hang (women), abdominal crunches	All			Yes	Yes	No	Max	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	PT clothes						heather.pouncey@navy.mil lisa.finlayson@navy.mil

Table A1.1g: Incumbent Testing – CZECH REPUBLIC

Service: Czech Republic / Test Name: Annual Physical Check-up

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
Sit-ups, push-ups, pull-ups, shuttle run, 4 times 10 m, granate throw, komplex jumping and acrobatic exercise, 2000 m run, 300 m swimming	All up to 50	Annual	1 day	Yes	Yes		Cut scores	

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1985	Gym kit	Remedial trg	No promotion, discharge after 3 years	95%	100%	2 hours twice a week	

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Table A1.1h: Incumbent Testing – GEORGIA

Service: Army / **Test Name:** General Conditioning

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
2400 metres run, push ups, pull-ups	All up to age 55	Annual	30 min	No	Yes			

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
2002	Males: combat dress; Females: Gym kit						Liza Goderdzishvili liza.genesis@access.sanet.ge

Table A1.1i: Incumbent Testing – GERMANY
Service: All / Test Name: Physical Fitness Test / PFT

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
4 x 9 m shuttle-run Push ups Sit ups Standing jump Cooper-Test	All up to the age of 39	Annual	2 h	Yes	Yes		Cut scores	No

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
1993	Gym kit		No	Not known	Not known		olivererley@bundeswehr.org

Service: All / Test Name: Allgemeines militärisches Ausdauertraining – Test / AMilA-Test

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
30 min-run Marching	All	Three times per year		Yes	No		Cut scores	No

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	Gym kit for the run and Combat clothing with 10 kg in a back-pack for the marching		No	Not known	Not known		olivererley@bundeswehr.org

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Table A1.1i: Incumbent Testing – GERMANY (cont'd)

Service: All / **Test Name:** Deutsches Sport-abzeichen / DSA

Test Summary	Target Population (Trades and Ages)	Frequency	Test Duration	Age Adjusted	Gender Adjusted	Content-Valid	Maximal Test / Cut Score Test	Predict Task Performance
The participants can choose out of a test-battery consisting in: swimming sprint running long distance running long jump high jump shot put	All	Annual		Yes	Yes		Cut scores	No

Year Introduced	Dress	Remedial Action	Sanctions	Pass Rate	% Taken	Duty Time Ped	POC / Action and Email
	Gym kit and bathing suits		No	Not known	Not known		olivererley@bundeswehr.org

Table A1.2a: Entry Tests – UK

Service: RN / Target Population: All, before entering the RN

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
1.5 mile treadmill run	10% below RN FT	Yes	Yes	No	2002	Gym kit	Civilian

Action on Failures	Number of Attempts	POC / Action and Email
No selection	No limit	SofPT, Temeraire

Service: RAF / Target Population: Officers and Airmen Aircrew

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
Multi-stage fitness test	Pass to 10% below RAFFT standards at selection, pass to RAFFT standard on entry	Yes	Yes	No	2006	Gym kit	Military

Action on Failures	Number of Attempts	POC / Action and Email
No selection	2	Andy Reay 8701277C@ cosford.raf.mod.uk

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Table A1.2a: Entry Tests – UK (cont'd)

Service: RAF / Target Population: Airmen

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
1.5 mile treadmill run	10% below RAFFT standard	Yes	Yes	No	2006	Gym kit	Civilian

Action on Failures	Number of Attempts	POC / Action and Email
	No limit	Andy Reay 8701277C@ cosford.raf.mod.uk

Table A1.2b: Entry Tests – CANADA

Service: All / **Target Population:** As of October 2006, the Canadian Forces no longer have an entry test for applicants

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
The Express test is administered upon arrival in Basic Trg. Unfit individuals are placed under special training program.							

Action on Failures	Number of Attempts	POC / Action and Email
		Pat Gagnon: gagnon.p2@ forces.gc.ca

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Table A1.2c: Entry Tests – AUSTRIA

Service: Army / **Target Population:** Applicants

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
All before entering Army (after obliged military service for men)	2400 m run Pull ups modified Push ups Jump & reach Swimming 1 m jump into water	Yes	Yes	No		Gym kit, swim wear	Military

Action on Failures	Number of Attempts	POC / Action and Email
	No limit	Robert Enne: Robert.enne@ bmlv.gv.at

Service: Air Force / **Target Population:** Same as Army, special selection later

Table A1.2d: Entry Tests – CZECH REPUBLIC

Service: Czech Republic / Target Population: Applicants

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
All, before entering	Sit-ups, pull-ups, standing broad jump, sitting jack-knife, W170	Yes	Yes	No	2003	Gym kit	Military

Action on Failures	Number of Attempts	POC / Action and Email
No selection	No limit, not sooner than 6 months after failure	www.novakariera.cz

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Table A1.2e: Entry Tests – GERMANY

Service: All voluntaries for the military task before entering the Bundeswehr / **Target Population:** Applicants

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
4 x 9 m shuttle-run Push ups Sit ups Standing jump Cooper-Test		Yes	Yes	No		Gym kit	Civilian

Action on Failures	Number of Attempts	POC / Action and Email
No selection	Not known	olivererley@bundeswehr.org

Table A1.2e: Entry Tests – GERMANY (cont'd)

Service: Instead of the PFT the voluntaries can bring the record for passing the DSA / **Target Population:** Deutsches Sport-abzeichen / DSA

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
The participants can choose out of a test-battery consisting in: swimming sprint running long distance running long jump high jump shot put		Yes	Yes	No		Gym kit and bathing suits	Civilian

Action on Failures	Number of Attempts	POC / Action and Email
	Not known	olivererley@ bundeswehr.org

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Table A1.2f: Entry Tests – NETHERLANDS

Service: Army / **Target Population:** Applicants

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
All, before entering the RNLA (except for the ones performing the “field test IOKL”)	Anthropometry static strength and cycle ergometry Prediction of performance on military tasks	Norms depending on type of job (4 clusters). ± 50% of the men are fit for “fighting positions”; ± 50% of the women are rejected for all jobs in the RNLA	No	Yes	1996	Gym kit	Military

Action on Failures	Number of Attempts	POC / Action and Email
Training advice for the next try (after 3 or 6 months)	2 per year	Bertil Veenstra BJ.Veenstra2@mind ef.nl

Table A1.2f: Entry Tests – NETHERLANDS (cont'd)

Service: Army / **Target Population:** Applicants participating in a high school ‘orientation year’.

Test Summary	Test Standard	Age Adjusted	Gender Adjusted	Task-Related	Year Introduced	Dress	Deliverer (Civilian or Military)
16 to 17 years old students who participate in a high school ‘orientation year’ in preparation of working for the RNLA	1. Running test 2. Lifting / carrying test 3. Marching test	Norms depending on type of job (4 clusters) See attachment	No, except for the running test in the lowest clusters	Yes	2004	Gym kit / combat clothing	Military

Action on Failures	Number of Attempts	POC / Action and Email
Training advice for the next try (after 3 or 6 months)	2 per year	Bertil Veenstra BJ.Veenstra2@mind ef.nl

