



# Physical Abilities Requirement Evaluation (PARE)



Royal Canadian Mounted Police Gendarmerie royale du Canada

Canada

Section A:  
Information on PARE

## An Occupational Test

The RCMP physical ability requirement evaluation (PARE) is an occupational test that measures the essential physical capacities to perform satisfactory police work.

The PARE is based on research derived from the work of Mr. Doug Farenholtz of the British Columbia Justice Institute. Farenholtz, using a scientifically accepted method of task analysis, identified nine physical activities required by police officers in the pursuit of their duties, these were:

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

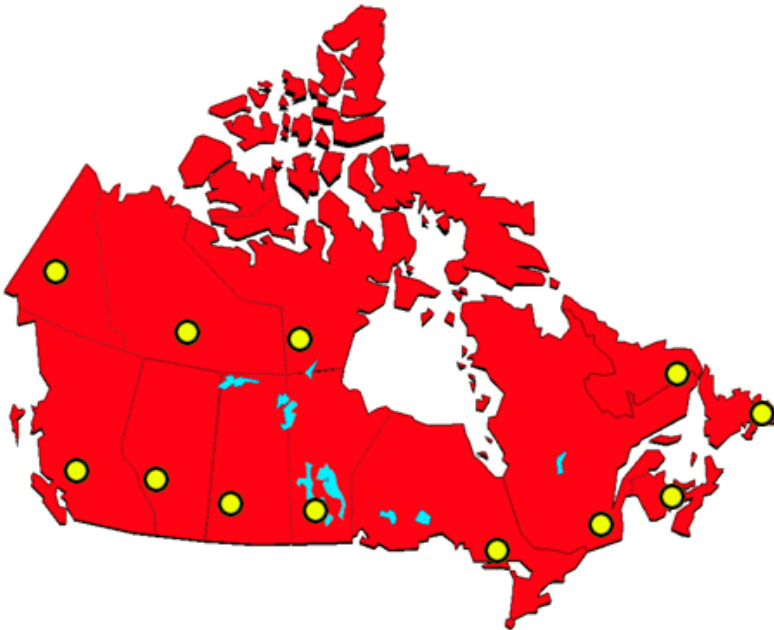


It was identified that police officers, from time to time, have to show the ability of gaining and maintaining physical control over suspects, intervene in family disputes, and become involved in search and rescue operations.

All of these tasks involve the activities listed above. Although rare, these are unavoidable and therefore form a crucial part of police work. Records also show that police officers will deal with males 7 times out of 10.

### Physical Control: A Universal Police Task

Similar descriptions of the physical activities performed by police officers were obtained by other independent studies throughout North America.



It appears that the physical aspects of police work can be described by the nine (9) physical activities formally identified, whether the duty is performed in B.C., Alberta, Yukon, N.W.T., Nunavut, Saskatchewan, Manitoba, Ontario, Quebec, N.S., N.B., P.E.I., or Newfoundland et Labrador.

Also, in all of these geographic areas, police officers are expected to physically control suspects when needed. From the perspective of police officers, administrators and the public, physical control of suspects was felt to be an essential task of police work.

## From POPAT to PARE

Based on the task analysis, the Police Officer Physical Ability Test (POPAT) was developed and later modified to the Physical Ability Requirement Evaluation (PARE).

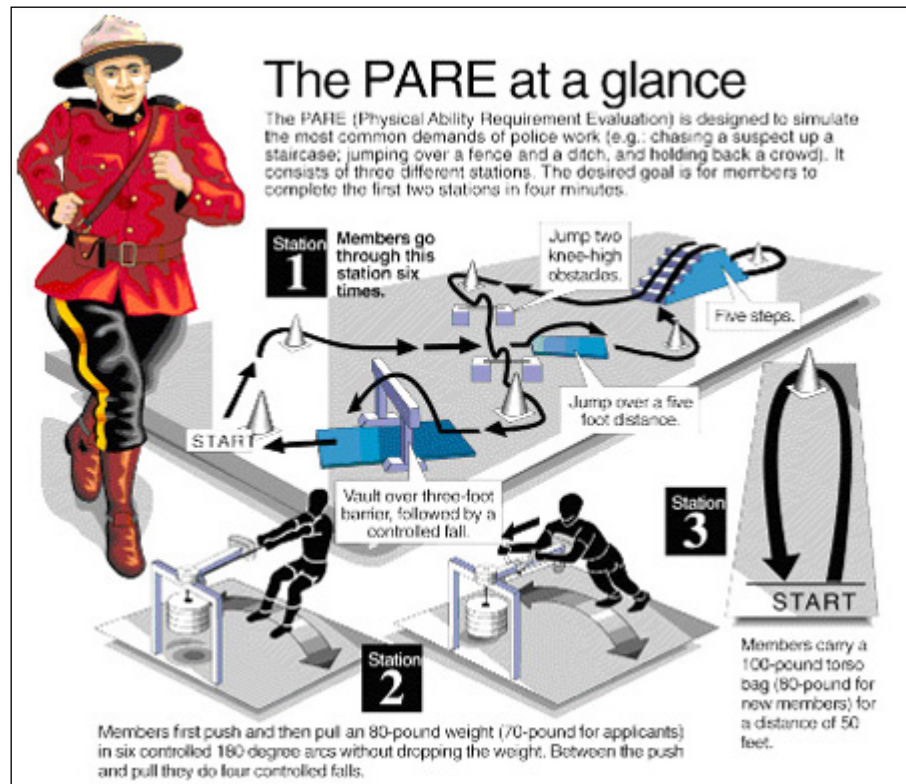
*PARE simulates a scenario where a police officer must:*

- 1) Get to a problem (foot chase).
- 2) Physically solve the problem (physical control).
- 3) Remove the problem (carry to safety).

PARE description:

**PARE is divided into three sections:**

1. Obstacle Course
2. Push/Pull Station
3. Torso Bag Carry



The first two stations (Obstacle Course and Push/Pull) are timed and must be completed in less than/equal to 4 minutes 45 seconds for applicants, and less than/equal to 4 minutes for members applying for specialized duties and cadets before graduating from Depot. The last section, the torso bag carry, is a pass or fail activity and is not timed.

## PARE Protocol

PARE description by sections

### 1. Obstacle Course - Foot Chase

The first section of PARE consists of an obstacle run which the participant negotiates six times. The course is laid out in the following manner: (see diagram for course layout):

#### *5-ft mat jump*

From the start marker, follow the arrow to the second marker, turn right and jump over the 5-foot mat. The participant is assigned a five second penalty each time s/he touches any part of the mat.

#### *Stairs*

On landing, the participant turns left around the next marker and proceeds towards the stairs. The participant must run up and down the stairs, touching at least one step on the way up, the top platform, and

one step on the way down. The participant then proceeds towards the next marker and runs back to the stairs going up and down again.

#### *18-in hurdles*

Upon landing, the participant then moves to the next marker, turns left, jumps over the 18-inch hurdles en route to the next marker. If the participant knocks over a hurdle, s/he is assigned a two-second penalty.

#### *Vault jump*

The participant then runs around the left side of the marker and turns right heading towards the start marker. Before reaching the start marker, the participant must vault over a 3-ft high railing. Participants must land in control on both feet on the opposite side of the vault, then fall on either their stomach (stomach, chest, hips on the ground) or back (both shoulder blades down on the ground), alternating front or back on each lap. After each controlled fall the participant must get up without assistance and proceed around the start marker to complete the lap.

The participant must complete six laps before starting the next section.

## **2. Push/Pull Section (physical control)**

Upon finishing the obstacle run, the participant moves immediately to the push/pull station, which consists of a specific push/pull unit. The participant may perform this activity in the order s/he chooses, push first and then pull, or vice versa. Since the push is more difficult to perform, it is recommended to do this activity first.

#### *Push Activity*

Upon reaching the push/pull unit, the participant grasps the handles and pushes the weight (70 lbs for applicants or 80 lbs for members) off the base of the machine, then moves right or left completing a 180° arc. Six arcs must be completed. If the participant allows the weight to touch the base, the particular arc must be repeated.

#### *Controlled Falls*

Once the push activity is completed, the weight is lowered with control. The participant then moves away from the unit about 2 feet and performs a controlled fall on the front executing a push-up like movement. The participant then comes to a standing ready position and executes a second fall, this time on the back, shoulder blades on the ground. A sit-up like manoeuvre is required to come back up to the standing ready position. This sequence, front and back falls, is repeated until the participant has completed 2 front falls and 2 back falls.

#### *Pull Activity*

Once the sequence of falls is completed, the participant grasps the rope and pulls so the weight plates lift off the base of the machine and then moves right or left. Six arcs are completed without allowing the weight to touch the base. If the weight touches the base, that particular arc must be repeated.

## **3. Torso Bag Carry (carry to safety)**

The weight carry section of PARE is a pass/fail activity; it is not timed. The participant must be able to pick up a weight (80 lbs for applicants or 100 lbs for members), and carry it over a distance of 50 feet. This activity should begin 1-2 minutes after completion of the timed part of the test. Participants failing the weight-carry section fail PARE.

## What does your PARE time mean ?

The interpretation chart represents the reciprocal relationship between physical abilities and the risk of failure or injury. The risks / abilities that are associated with PARE are interpreted in light of what percentage of the police "client" population would be on equal footing with participants with regard to their physical abilities. (Based on the work of Retired S/Sgt. Doug Farenholtz and the late Jean Bonneau, former RCMP Chief of Health Promotion, who found that on average, the inmates perform PARE in 3 min. 57 sec plus or minus 18 seconds).

The graph represents a relationship between physical abilities and physical risks. The top numbers represent PARE times starting at 4 min 33s on the far right and moving along a continuum to 3 min 21s. The bottom percentages represent the number of people who would fall in each of the different time brackets based on a normal distribution (most people are close to the average, fewer are on the extremes). Note the PARE standard is set at 4 minutes.

The graph of physical abilities and physical risks shows the likelihood of the police "client" being apprehended or evading apprehension. As the PARE time increases (moving to the right), the police officer risks being outperformed by the "client".

The converse is also true. As PARE time decreases, the physical risks associated with a lack of physical ability decrease (the police officer performs the gross motor skills and abilities with little physical risk). Physical risks are highest when the police officer's time on the PARE is above the 4-minute standard or below 50% of the abilities of the "clients". Physical abilities are the greatest and physical risks are the lowest when PARE time is below 3 min 20s.

So... the better you are able to perform the abilities found in PARE, the lower your risk of physical injury.

## Time Chart

*What does your PARE time mean ?*

<b>Physical risks and abilities</b>					
<b>Time</b> (entrance criteria for applicants: 4:45)					
<b>3:21</b>	<b>3:39</b>	<b>3:57</b>	<b>4:15</b>	<b>4:33</b>	
high level of physical ability	considerable ability	increased ability	some ability	little ability	negligible physical ability
negligible physical risk	little risk	some risk	increased risk	considerable risk	high level of risk for physical injury or failure
			4:00 standard	training program needed	
<b>2.5%</b>	<b>16%</b>	<b>50%</b>	<b>84%</b>	<b>97.5%</b>	
<b>% of police clients with same PARE results</b>					
<b>Recommended amount of physical activity in KCAL/week</b>					
<b>3,000 excellent</b>	<b>2,000 very good</b>	<b>1,500 good</b>	<b>900 fair</b>	<b>400-0 needs improvement</b>	
<b>Type and level of physical activity</b>					
<b>intense intervals</b>	<b>moderate intervals</b>	<b>jogging</b>	<b>brisk walking</b>	<b>slow walking</b>	

## PARE Tips

Here are tips about improving your performance on PARE.

### *Circuit Portion*

- Pace yourself! Maximum heart rate is reached by lap 4!
- Avoid wide turns around the cones; any extra steps cost time!
- Look forward (not down) when jumping over the mat.
- Take every second step on the stairs.
- Keep the momentum coming down the stairs by pushing off the last step and move towards the next cone (try not to jump off the stairs with two feet flat on the ground).
- Jump over the sticks like they were hurdles (kick feet out to sides). Count the number of steps between sticks (not too many steps) and try to stay with this number throughout each lap.
- Get over the vault any way you can. Remember that putting a foot on the vault may be useful, but it can also slow you down.
- When landing after the vault, land with feet parallel to the vault so you do not have to replant and then go down.
- When falling flat on your chest, stomach and hips, use the momentum from your fall to help you get back up.
- When getting up from your stomach, use your arms and legs at the same time. You do not have to get up in any specific manner, just start moving towards the cone.

**Note:** You should be able to run a mile and a half in 12 minutes and bench press at least 30 kg (70 lbs) before attempting PARE.

### *Push and pull exercises*

When pushing,

- Try keeping the pad tight against your upper chest so you do not lose leverage.
- Cross your feet over; do not shuffle.
- Turn your hips and run. Keep your body in a straight line from your shoulders to your feet.
- Keep your elbows at shoulder-height. Do not drop them below your shoulders.
- Push the weight up as high as possible while keeping your elbows slightly bent.

*When pulling,*

- Bend elbows, "sit" in a squat and keep your back perpendicular to the floor.

### *Torso Carry*

- Keep your abdominals tight. Avoid flexing forward at the waist with your head down.
- Bend your knees and lift with your legs.
- Keep your chin up and your back straight. Try to maintain your spine's natural curve.

- Don't lean forward; bring the bag close to your body.
- Keep the bag close to your body as you move.

**Remember:** Always perform a good warm-up prior to the start of PARE. Include an aerobic phase of 8 to 10 minutes to increase your heart rate and increase muscle temperature. Include some PARE-specific exercises (jumping, turning, sprinting, etc). These warm-up movements will prepare your body for the higher intensity exercise and reduce the risk of premature fatigue due to the accumulation of lactic acid in your muscles.

## **Policy on PARE and Physical Training**

Here are some excerpts from key RCMP policies on Fitness and Lifestyle.

### **General**

The RCMP supports a Health Promotion and Disease Prevention Program which includes fitness initiatives, personal health management and enhancement of training skills, and encourages the development and maintenance of healthy lifestyles.

Duty permitting, up to one hour per shift week of "time away from normal duty" will be granted to each member for physical fitness and healthy lifestyle practices.

### **Physical Ability Testing**

All regular members are required to undergo PARE every two years, as part of the Periodic Health Assessment, unless medically exempted by an RCMP designated physician. The regular members should strive towards completing PARE within four minutes.

A more specific job-related test may be required for special squads and used as a prerequisite for assignment and continuation in specialized duties. Frequency of tests will vary according to job needs and health risks and hazards.

### **Fitness and Lifestyle-Enhancement Program**

The Fitness and Lifestyle-Enhancement Program is the basis for the PARE. It is composed of fitness development and lifestyle education.

The Fitness Development component includes:

- fitness appraisal and counseling,
- exercise and conditioning guidelines,
- exercise safety and injury prevention, and
- research and technical advice.

Periodic fitness appraisal and counseling helps maintain optimal physical ability in providing safe and effective police services.

The Lifestyle Education component states that:



- Divisions will provide the services of health professionals to promote healthy lifestyles, health enhancing practices and safe work practices, through health promotion/prevention and counseling activities.

## What do members think ?

### National PARE Survey

Have you ever wondered what RCMP members think of the PARE ?

Between 1998 and 2003, the Fitness and Lifestyle Advisors sent 2,504 surveys across the country to members who had completed the PARE. Almost half (49%) responded to the survey and 75% of the responders, successfully met the PARE standard.

### Here is what the responders said:

#### *Six months before the PARE*

- A total of 55% worked out at least three times a week,
- 30 % once or twice a week and
- 15% rarely or never.

#### *Three months before the PARE*

A total of:

- 77 % maintained their level of physical activity
- 20 % increased their level of physical activity

#### *At the time of the PARE*

Respondent's physical condition was:

- 58% good or very good
- 33 % average
- 8 % poor or very poor

#### *Participating in PARE*

A total of:

- 75% enjoyed or greatly enjoyed taking the PARE.
- 99% felt they received the instructions and encouragement they needed to complete the test.

#### *Three months after PARE*

A total of:

- 76 % maintained their level of physical activity
- 14 % increased their level of physical activity

### *The importance of fitness in policing*

A total of:

- 79 % feel it is very important for police officers to be fit
- 21% feel it is important for police officers to be fit

### *Representation of PARE*

A total of:

- 71% feel PARE is representative (48%) or very representative (23%) of the type of physical activities that may be encountered in police work.

Members participating in PARE are supportive of this important element of police readiness.

Section B:  
How to Pre-PARE

## Before starting

Before starting your fitness program, you should answer the following Physical Activity Readiness Questionnaire (PAR-Q). Please read the questions carefully and answer each one honestly. Check YES or NO.



Yes	No	
<input type="checkbox"/>	<input type="checkbox"/>	1. Has your doctor ever said that you have a heart condition and that you should only do physical activity recommended by a doctor?
<input type="checkbox"/>	<input type="checkbox"/>	2. Do you feel pain in your chest when you do physical activity?
<input type="checkbox"/>	<input type="checkbox"/>	3. In the past month, have you had chest pain when you were not doing physical activity?
<input type="checkbox"/>	<input type="checkbox"/>	4. Do you lose your balance because of dizziness or do you ever lose consciousness?
<input type="checkbox"/>	<input type="checkbox"/>	5. Do you have a bone or joint problem that could be made worse by a change in your physical activity?
<input type="checkbox"/>	<input type="checkbox"/>	6. Is your doctor currently prescribing drugs (for example, water pills) for your blood pressure or heart condition?
<input type="checkbox"/>	<input type="checkbox"/>	7. Do you know of any other reason why you should not do physical activity?

*Source: Canadian Society for Exercise Physiology (1995)*

## YES to one or more questions

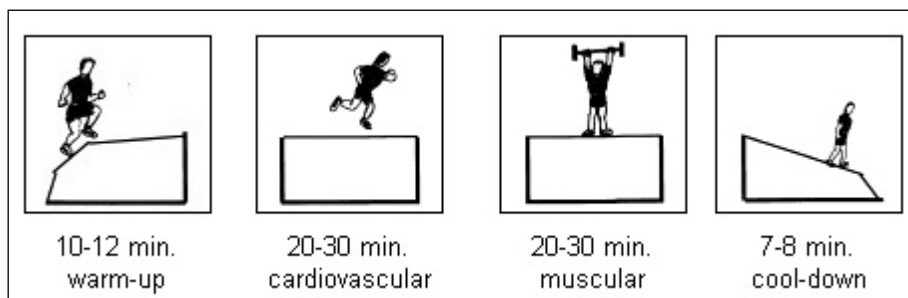
If you answered YES to one or more questions, you should talk with your doctor before starting this 12-week fitness program.

## NO to all questions

If you answered NO to all questions, you can start this program slowly and build up gradually.

## Becoming fit

Your fitness program has four components:



## Warm-up

Prior to taking PARE or any workout it is important to complete a warm-up. A warm-up is designed to prepare your body for an efficient and safe functioning of your heart, blood vessels, lungs and muscles during the more vigorous exercises that follow. A good warm-up will reduce any joint soreness that may be experienced during the early stages of an exercise regime. A warm-up will also reduce the risk of injury.

A proficient warm-up should include 8 to 10 minutes of low-intensity aerobic activity, such as brisk walking, slow jogging, or stationary cycling. Be sure to include stretching exercises prior to the training session. (See stretching routine under the Cool-down section). Add dynamic warm-up activities specific to the workout.

## Cardiovascular program

Training for the PARE requires a commitment from you! The first step is to become physically fit. Be able to work at an intensity equal to 80% of your maximum heart rate for 30 minutes of continuous, rhythmical activity. Activities that work the major muscle groups are ideal. Include activities such as running, cycling, swimming, paddling, cross-country skiing, skating or hiking. Work towards three to four 30-minute sessions per week.

### Know your heart rate

Structured cardiovascular workouts require monitoring of your heart rate. Here are two simple ways to take your pulse rate at rest and during your exercise period:



#### **Radial pulse**

Using your index and middle fingers, apply gentle pressure at the radial (wrist) artery, located just below the base of the thumb.

Using a stopwatch, count the number of heartbeats for 15 seconds.



#### **Carotid pulse**

Place the index and middle fingers of your right hand on your Adam's apple. Slide your fingers to the right approximately one inch and you should feel a pulse when applying gentle pressure with the tips of your fingers.

**Note:** Do not apply too much pressure on the carotid artery as this may cause a "reflex" which could slow the heart rate.

Using a stopwatch, count the number of heartbeats for 15 seconds.

To obtain your heart rate, count the number of beats during a 15-second period and then multiply by four for a one minute count.

e.g.: 35 beats (in 15 seconds) x4 equals 140 beats/minute.

## How to determine your training zones

1. Determine your maximum heart rate (beats/minute) using the following formula:

$$220 - \text{age} = \text{Maximum estimated Heart Rate (MAX est. HR)}$$

$$220 - \underline{\hspace{2cm}} = \underline{\hspace{10cm}}$$

e.g.: for a forty-year-old person, the MAX est. HR will be 180 (220-40).

2. Now find your target heart rates (THR) at different intensity levels using the Target Heart Rate Table and determine your training zones here:

60 - 70%:	_____	75 - 85%:	_____
65 - 75%:	_____	80 - 90%:	_____
70 - 80%:	_____	90 - 100%:	_____

e.g.: For a forty-year-old person, the target heart rate at the 65 - 75% intensity would be 117-135 beats/min (180 x .65 and 180 x .75).

You can also refer to the chart below.

Target Heart Rate (THR) Table corresponding to different intensity levels								
% max HR	60%	65%	70%	75%	80%	85%	90%	100%
<b>Age</b>	<b>Heart Rates</b>							
20	120	130	140	150	160	170	180	200
22	119	129	139	149	158	168	178	198
24	118	127	137	147	157	167	176	196
26	116	126	136	146	155	165	175	194
28	115	125	134	144	154	163	173	192
30	114	124	133	143	152	162	171	190
32	113	122	132	141	150	160	169	188
34	112	121	130	140	149	158	167	186
36	110	120	129	138	147	156	166	184
38	109	118	127	137	146	155	164	182
40	108	117	126	135	144	153	162	180
42	107	116	125	134	142	151	160	178
44	106	114	123	132	141	150	158	176
46	104	113	122	131	139	148	157	174
48	103	112	120	129	138	146	155	172
50	102	111	119	128	136	145	153	170
52	101	109	118	126	134	143	151	168
54	100	108	116	125	133	141	149	166
56	98	107	115	123	131	139	148	164
58	97	105	113	122	130	138	146	162
60	96	104	112	120	128	136	144	160

## Scale of perceived exertion

If you have difficulty taking your pulse at the wrist or the neck, and you wish to determine whether your intensity level is adequate, think of yourself as a car with a five-speed transmission and use the scale of perceived exertion.

<b>Speed/Gear</b>	<b>Intensity</b>	<b>Perceived Exertion</b>
1	60 - 75%	Light, it's easy
2	70 - 80%	Moderate, light breathing
3	75 - 85%	Slightly difficult, breathing more important
4	80 - 90%	Difficult, breathing becomes heavy
5	90 - 100%	Very difficult or maximal, very heavy breathing

## Basic principles of a cardiovascular training program

Training for PARE requires the use of both aerobic and anaerobic energy systems. It is important to train both systems to be successful at PARE.

When training for the PARE, include (at least):

- One steady state exercise session per week.
- One long easy exercise session per week.
- One or two interval workout session per week.

### *1. Steady state*

- Steady state exercise is the highest exercise intensity that can be obtained for prolonged periods of time. It is a balance between the energy required by the working muscles and the rate of energy production in the presence of oxygen. It should be easy enough for conversation to occur during the exercise session.
- Each session should last up to 30-45 minutes.

### *2. Long easy activity*

- Once a week, an exercise session should be longer and done at an easy pace. Work towards 45-60 minutes.

### 3. Intervals

- Once or twice a week an interval session is advised.
- Rest to work ratio should vary.
- Alternate high intensity exercise with low intensity recovery periods.
- Each interval should last 45-120 seconds and be performed at 80-90% max HR.
- Active rest or slow easy activities are preferred during the rest phase.

Different activities can be used for your cardiovascular program such as speed-walking, jogging, skipping rope or use of a stair climber or stationary bike. Choose one or two activities that you like and start your training program. Use the first 4-5 minutes of your workout at a lower intensity to warm yourself up and the last 3-4 minutes to progressively lower your heart rate.

Note that at least one of the two exercises that you choose should involve supporting your own body weight as they are more specific to the PARE which is done at a light jog.

#### 12-week cardiovascular training program

Here is an example of a 12-week cardiovascular training program that can be used to pre-PARE. Participating in this program will increase your ability to meet the PARE requirement, but is not a guarantee of success. Results will vary from one participant to another. Other programs can be developed by a fitness professional in your community to best meet your personal needs.

Example of a 12-week cardiovascular training program:

Training Day				
Week	Monday Intensity / time	Wednesday Intensity / time	Friday Intensity / time	Saturday / Sunday <sup>1</sup> Intensity / time
1	65-75% / 15 min	65-75% / 15 min	65-75% / 15 min	----
2	65-75% / 16 min	65-75% / 16 min	65-75% / 16 min <sup>2</sup>	----
3	65-75% / 18 min	65-75% / 18 min	65-75% / 18 min	----
4	70-80% / 18 min	70-80% / 18 min	70-80% / 18 min	----
5	70-80% / 20min	70-80% / 20min	70-80% / 20min	60-70% / 25 min
6	70-80% / 22min	70-80% / 22min	70-80% / 22min	60-70% / 28 min
7	75-85% / 18 min	interval 1 <sup>3</sup>	75-85% / 18 min	60-70% / 30 min
8	75-85% / 20min	interval 2	75-85% / 20min	60-70% / 33 min
9	75-85% / 22min	interval 3	75-85% / 22min	60-70% / 35 min
10	75-85% / 24min	interval 4	75-85% / 24min	60-70% / 40 min
11	75-85% / 25 min	interval 5	75-85% / 25 min	60-70% / 45 min
12	75-85% / 25min	interval 6	75-85% / 25min	60-70% / 50 min



\*1. Saturday/Sunday training is optional and can be replaced by other sports or recreational activities such as cross-country skiing, walking, hockey, volleyball, etc. (These types of activities should last approximately one hour).

\*2. On the Friday of the second week of training your cardiovascular workout should last sixteen minutes at an intensity level of 65% - 75% of your maximum estimated heart rate or equal to level #1. Remember to take 4-5 minutes to warm yourself up and take 3-4 minutes at the end to progressively lower your heart rate.

\*3. The interval training program begins at the start of the seventh week and is outlined in the following table:

### Interval Training Program

Training (intensity at 80-90% or 4th gear)			
Interval	Sets	Repetitions	Work : Active Rest
1	1	5	45 sec : 1 min 30
2	1	5	1 min : 1 min 30
3	1	5	1 min 15 : 2 min
4	1	4	1 min 30 : 2 min
5	1	4	1 min 45 : 2 min
6	1	4	2 min : 2 min

#### Instructions:

— For each interval start moderately with six minutes of your chosen activity. This will enable you to warm-up gradually, all the while increasing your heart rate to the intensity level required to begin your first interval (80 - 90% of max).

— At the end of your last set, continue the activity at a moderate pace for a period of four minutes in order to gradually reduce your heart rate.

#### For example, at Interval #3:

Start with six minutes of the activity at a moderate pace. Next, accelerate to an intensity level of 80-90% and maintain it for one minute fifteen seconds. Once this short work phase is completed, continue the activity at a very slow pace for two minutes in order to return your heart rate to approximately 120 bpm.

Following this rest period, complete four new high-intensity sets, each followed by a two minute active rest period. Once you have completed the five sets, proceed with four minutes of the activity at a moderate pace. This will enable you to slowly lower your heart rate to a resting value.

## Basic principles of a resistance training program

### 1. Program Design

- Program should be appropriate for ability level.
- Incorporate exercises for all major muscle groups.
- Promote balanced development of body segments.
- Increase preparedness for and/or complement daily responsibilities.
- Meet personal goals.
- Consider available equipment, available time to exercise, and accessibility of training partner.

### 2. Number of exercises

- Beginners: 7-10 exercises.
- Advanced or experienced: Add exercises or variations to the initial program to meet your individual goals or job-specific needs.

### 3. Order of exercises

- Exercise large muscle groups before smaller muscle groups (e.g. chest before triceps).
- Alternate push with pull exercises (example: push-up/pull-up or abdominals/lower back).
- Complete multi-joint movements before single-joint movements (e.g. incline press before triceps press down).
- Beginners should try to perform at least one exercise for each major muscle group per workout.

### 4. Design variables

- Your program will be designed by choosing and progressively altering training variables such as number of repetitions/sets, number and choice of exercises, rest, frequency, intensity and amount of weight lifted, etc.

**Repetition** - One complete action of an exercise.

**Set** - A predetermined number of repetitions completed one right after the other.

**Resistance** - The weight or load that a muscle works against per repetition measured in pounds or kilograms.

**Rest/recovery** - The amount of rest taken between sets of an exercise, between different exercises, or between training sessions.

**Frequency** - The number of training sessions completed in a specified period of time.

## 5. Progression

Overload - A gradual and progressive increase in the difficulty of the program in some capacity, to continue to challenge the muscles.

### Overload Techniques

- Increase the amount of weight lifted.
- Increase the repetitions in a set.
- Increase the number of sets.
- Decrease the rest period between sets.

### Guidelines of progression

- Increase only one variable at a time.
- Training variables influence each other.
- It may be necessary to decrease repetitions when a set is added.
- Increase resistance when able to complete one additional repetition above the required number with only moderate exertion.
- Do not overload or lift to maximal ability at every workout.

### Change resistance training program

- For continued results, a program should be revised with changes to training variables every 6-10 weeks.
- Do not change more than 1-2 variables at a time.

### 12-week resistance training program

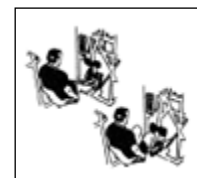
Here is an example of a 12-week resistance training program that can be used to pre-PARE. Participating in this program will increase your ability to meet the PARE requirement, but is not a guarantee of success. Results will vary from one participant to another. Other programs can be developed by a fitness professional in your community to best meet your personal needs.

The program includes 10 basic strength training exercises for the major muscle groups.

#### 1) Leg Press

Adjust the seat so that your legs start at a ninety degree angle.

Push and extend your legs until they are almost straight but ensure that your knees remain slightly flexed. Return to the starting position and begin the second repetition. Exhale when pushing and inhale when coming back.



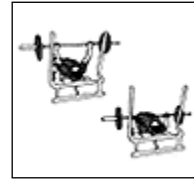
#### 2) Leg curl

Lie face down on the machine. Place your heels under top foot pad. Hold front of machine for support. Curl your legs up until calves touch leg biceps. Return to starting position. Exhale when you flex, inhale when you extend.



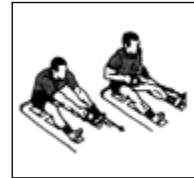
### 3) Bench Press

Grasp bar with hands positioned slightly wider than shoulder-width apart. Lower the bar to your chest (approximately one inch below the nipple line). Be careful not to arch your back and do not lift your hips off the surface of the bench. Exhale while lifting the bar and inhale when lowering it to the chest.



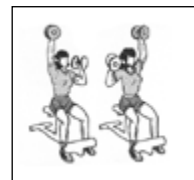
### 4) Seated Row

Position your feet on the supports provided and grasp the bar by the handles. Pull the handles towards yourself until they reach the sides of your body just below your pectoral muscles. Inhale while pulling the handles towards you and exhale while returning it to the starting position. Keep your back straight and avoid any forward movement.



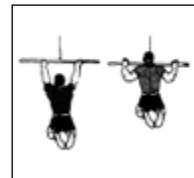
### 5) Alternate Dumbbell Press

Raise dumbbells to shoulder height. Press one dumbbell straight up to arm's length, palm in. Lower dumbbell to starting position and press other dumbbell up. Keep body rigid. Do all the work with your shoulders and arms; don't lean from side to side. Exhale up, inhale down.



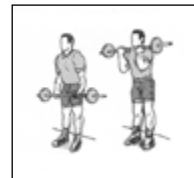
### 6) Front Lat Pull-down

Grasp the bar with hands slightly wider than shoulder-width apart. Pull the bar down to your chest. Exhale when pulling the bar down to your chest and inhale on the way up.



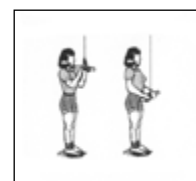
### 7) Standing biceps curl with barbell

Hold barbell with both hands, palm up at shoulder width. Stand erect, back straight, head up, feet about 16 inches apart. Start with bar at arm's length against upper thighs. Curl bar up in semi-circular motion until forearms touch biceps. Keep upper arms close to sides. Lower to starting position using same path. Do not swing back and forth to help lift bar. Exhale going up, inhale going down.



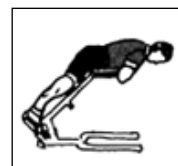
### 8) Standing close grip triceps press down

Stand erect, head up, in front of machine and feet apart about 16 inches. Hold the bar with hands 8 inches apart, palms down. Bring upper arms to side and keep them there. Start with biceps and forearms touching. Press bar down in semicircular motion to arms length. Return to starting position. Exhale going down, inhale coming back up.

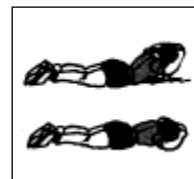


### 9)(a) Back Extensions

Position yourself so that the top of the bench is at hip-level. Flex your body forward as far as is comfortable, then lift your body to a position where it is in a straight line with your legs. Do not lift your body beyond this position. OR, you can do this exercise with your arms crossed in front of you, with your hands on your shoulders, or with your hands behind your neck. The level of difficulty increases with each different arm position. Exhale while you flex forward and inhale while returning your body to the starting position.

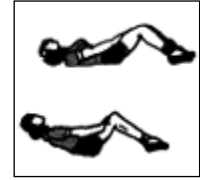


(b) The exercise can also be done lying face against the floor: hands at the forehead level, lift the trunk (4-5 inches from the floor), inhale going up, hold for one or two seconds and exhale coming back down.



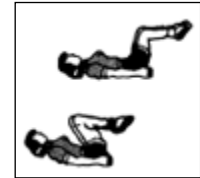
### 10)(a) Modified Sit-ups

Lie on your back with your knees bent at a 90-degree angle. Place your palms on your thighs. Slide your palms upwards along your thighs until you reach your kneecaps. Return to the starting position. Be sure to keep your lower back on the ground. Exhale while moving upwards and inhale while lowering yourself to the starting position. OR,



### b) Pelvic Lift (Abdominal)

Lie on your back with your knees bent at a 90-degree angle. Place your arms alongside your body with your palms on the floor. Perform a pelvic lift by bringing your knees towards your shoulders and rolling your pelvis up off the floor. Return to the starting position. Press your hands to the floor during the pelvic lift. Exhale during the pelvic lift and inhale while returning to the starting position.



Muscular Strength Training Program				
Exercises	Weeks			
	1-2-3	4-5-6	7-8-9	10-11-12
1	2 x 10-12	2 x 8-10	2 x 6-8	1 x 9-10 1 x 7-8
2	2 x 10-12	2 x 8-10	2 x 6-8	1 x 9-10 1 x 7-8
3	2 x 10-12	2 x 8-10	3 x 6-8	1 x 9-10 1 x 7-8 1 x 5-6
4	2 x 10-12	2 x 8-10	3 x 6-8	1 x 9-10 1 x 7-8 1 x 5-6
5	1 x 10-12	2 x 8-10	2 x 6-8	1 x 9-10 1 x 7-8
6	1 x 10-12	2 x 8-10	2 x 6-8	1 x 9-10 1 x 7-8
7	1 x 10-12	2 x 8-10	2 x 6-8	1 x 9-10 1 x 7-8
8	1 x 10-12	2 x 8-10	2 x 6-8	1 x 9-10 1 x 7-8
9	1 x 10-12	1 x 12-14	1 x 14-16	1 x 16-18 1 x 12-14
10	1 x 12-14	1 x 14-16	1 x 16-18	2 x 16-18
Rest for approximately one minute at the completion of each set				

### Example

During weeks 4-5-6, you should be doing two sets of 8 to 10 repetitions of exercises 1, 2, 3, 4 and 5. You should be using a weight amount that will allow you to complete the required number of repetitions in a safe and effective manner.

## Note

When you are able to complete the maximum number of repetitions of a particular exercise without much effort, you should slightly increase the amount of weight which you are using. Begin again with the minimum number of repetitions listed for the week in which you are working.

E.g : If you're supposed to do 2 x 10-12 repetitions and you can do 2 x 12, add some weight and try to do 2 x 10.

For those exercises which do not require weights, simply increase the number of repetitions.

## Cool-down and stretching

### Stretching Routine 5-6 minutes

All exercise sessions should conclude with a cool-down phase. Cooling down is best accomplished by slowly reducing the intensity of the exercise during the last several minutes of the workout. For example, after running, slow down to a jog or a walk for 10 minutes. Follow the cool-down phase with some stretching exercises.

- Stretch each body part 1-2 times.
- Hold each stretch 10-30 seconds.
- Stretch slowly and in control.
- Do not bounce or jerk.
- Go to the point of tension but not pain.
- Breathe normally.
- Avoid stretches that are uncomfortable or that hurt.



Upper back and rear shoulder



Triceps and latissimus dorsi



Anterior shoulder, chest, biceps



Obliques



Quadriceps



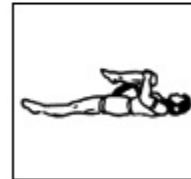
Hip flexor



Calf



Lower back A



Lower back B

Section C:

Fitness expectations  
for cadets at the Training Academy  
and mandatory fitness training log

## Be Prepared

An applicant takes many steps to prepare for RCMP Cadet Training. Applicants are expected to enter cadet training with a good level of physical fitness. The training program is not designed for cadets to “get in shape,” but rather to allow each cadet to enhance their education, skills and abilities in fitness.

## A Typical Training Day

The onset of cadet training can be overwhelming. In addition to the educational and skill aspects of the Cadet Training Program, the physical demands of a typical training day can pose difficulties to the unfit cadet. A training day may include marching on parade at 6:15 a.m., “doubling” from class to class (double time marching; similar to a jog), or sparring in Police Defence Tactics (PDT), marching/running/performing push-ups in drill, running 6.5 km and climbing 9 flights of stairs — all before noon! This same troop will be expected to eat lunch very quickly, perform in the noon parade and subsequently stay alert for a classroom lecture and a firearms training session in the afternoon. Missing the bus and having to run out to the firearms range, meeting an instructor to practice the Physical Ability Requirement Evaluation (PARE) test after classes and fitting in a weight workout after supper may further compound the activity of the day.



## Risks of Inactivity

A typical training day such as the one described above can challenge even the fittest of cadets. However, those with a low level of overall fitness can suffer the ill effects of such an active lifestyle. Problems which affect training could include fatigue, overuse injuries or failure in a testing situation. The following information is provided to the successful applicant to support his or her fitness conditioning program. It will allow the applicant to develop goals, create an action plan, record progress and evaluate the results of the plan.

## Purpose of a Training Program



The focus of an applicant’s training program should be to increase physical fitness, obtain/maintain a healthy body weight and prevent overuse injuries.

The applicant, if not already doing so, should begin this conditioning program immediately after they have run a successful PARE test. Progression of duration and intensity should be GRADUAL to enhance success and avoid injury.

Workouts will be recorded in the attached log. This log should be maintained in detail throughout the application process. Recruiting or Depot may request to review this log at any time.



## Depot's Commitment to the Pursuit of Excellence

The Cadet Training Program sets minimum standards as a means of establishing those cadets who are ready to begin, progress in or complete the program. Success in police work includes continual commitment to improve oneself. Cadets are not expected to aim for simply the minimum, but rather aspire for personal and professional excellence in all that they do. As such, setting challenging but realistic goals will assist applicants in determining the purpose and motivation behind their personal fitness plans.

## Goals of the RCMP Cadet Training Fitness Program

- Empower cadets to adopt and maintain a healthy lifestyle.
- Assist cadets in successfully completing the PARE.
- Through training, allow cadets to improve their personal fitness and achieve an appropriate fitness level for police duty.
- Provide cadets with a variety of personal challenges and team-building opportunities to promote physical and mental growth.
- Teach cadets to follow the recommendations of Health Canada, ". . . to perform physical activity most days of the week."



## Cadets Should Arrive for Training READY

Upon arrival to Depot, you will be expected to:

- Pass the PARE and perhaps improve on your applicant PARE time.
- Demonstrate good muscular endurance through push-up and pull-up testing.
- Run for 30 minutes at a moderate to high intensity. Run AT LEAST 5 km in this duration.
- Develop a lifestyle required by cadets, that is, to perform at least 3 aerobic workouts and 2 resistance workouts per week, each workout lasting a minimum of 30 minutes.
- Progress to running approximately 10-20 km per week.

Consider all of the above when developing your personal fitness plan.

**NOTE:** Cadets who fail the applicant PARE during the first week of training will have their contracts terminated from the Cadet Training Program.

## Setting Your Fitness Goals for Cadet Training

When preparing your personal fitness plan, it is imperative to consider the goals you wish to achieve. Goal setting allows for clarification of action plan (efficient use of training time), provides motivation to perform high quality work during a training session and provides a foundation for evaluation and problem solving.

### Depot Fitness “Benchmarks”



In the Depot fitness program, cadets are required to perform a number of troop runs, conditioning workouts and physical tests. They are expected to perform at a high intensity during training and testing. It is suggested that cadets achieve at least the benchmarks listed below.

Test	Male Benchmark	Female Benchmark
2.5 km (1.5 mile) run	10:45	12:00
5.1 km (3.0 mile) run	22:00	24:00
Push-ups	22	10
Pull-ups	6	3
Bench Press	100% Body Weight	75% Body Weight

Those cadets failing to achieve these benchmarks will, at their request, be provided additional recommendations for improving upon their scores.

### Superior Rating in Fitness

Many cadets are very fit upon entering cadet training. To motivate these cadets to reach greater levels of success, and to acknowledge their hard work and performance, a “superior” rating is given to cadets who can meet the following scores:

Test	Superior Benchmark (Males)	Superior Benchmark (Females)
2.5 km (1.5 mile) run	9:00	10:00
5.1 km (3.0 mile) run	19:00	21:00
Push-ups	70	35
Pull-ups	18	10
Bench Press	150% Body Weight	100% Body Weight
PARE	3:00	3:20

## Goal Setting Worksheet

Fill out the following worksheet with your current test scores. After doing so, determine scores you wish to reach upon entering cadet training. Remember to set challenging, but REALISTIC goals for yourself. Ensure your goals are MEASURABLE. "I want to lose weight and tone up" is NOT a goal. To change this statement to a goal, quantity must be assigned, such as, "I want to lose 10 lbs bench press 100 lbs and run 25 km per week." This way you can use a physical evaluation tool to measure your success. To test yourself on running, push-ups or pull-ups, review the protocol listed at the bottom of this worksheet.

<b>1. PARE</b>	
Current PARE time:	_____
Depot entrance PARE:	_____
Goal PARE time :	_____
<b>2. Aerobic Training &amp; Running</b>	
Current 2.5 km (1.5 mile) run time is:	_____
Goal 2.5 km (1.5 mile) run time is:	_____
Current 5.1 km (3.0 mile) run time is:	_____
Goal 5.1 km (3.0 mile) run time is:	_____
<b>3. Resistance Training</b>	
Current push-up score is:	_____
Goal push-up score is:	_____
Current pull-up score is:	_____
Goal pull-up score is:	_____
<b>4. Other</b>	
Other fitness goals I wish to achieve are: (Example: exercise 5 days per week; bench press a certain amount of weight, swim a certain distance or break a personal record in a 10 km race.)	
_____	

## Action Plan

Now that you have outlined several goals for yourself, it is time to create a plan specifically designed to meet your goals. For success, it is imperative that your training time be both efficient and effective. Too much time spent training inefficiently or training with poor quality is a waste. For example, walking 1 hour per day does not have the intensity level required to achieve the results necessary for cadet training. A better choice would be a 30-minute run or run/walk combo. This results in a better quality workout.

## Guidelines for your Action Plan

- Perform 3-5 training sessions on aerobic/anaerobic activity.
- Perform 2-4 sessions on resistance training.
- Each session should last 30-45 minutes. Be aware that it may take you a few weeks to work up to this.
- Your first 2-4 weeks of implementing your action plan may require a lower frequency and intensity level, such as reducing aerobic workout time to 15-20 minutes per session and resistance workout time to 20 minutes per session.
- Build each workout by 1-3 minutes until you have reached 30 minutes — or slightly longer if necessary.
- Ensure 1 or 2 days off training each week to provide adequate rest.

## Gradual and Safe Progression

ALL exercise sessions require 5-15 minutes of warm-up activity prior to the onset of the workout. This could include walking, biking, easy jogging or any full body movement that feels comfortable, limbers joints and increases temperature/heart rate. Movements such as arm circles, skipping and jumping jacks will provide further warm up. Stretching is best left for the end of the workout. After a 5-15 minute cool down of walking or slow jogging/biking, perform static stretches (no bouncing) for each muscle group worked in the training session.

## PARE

The PARE is the Physical Ability Requirement Evaluation (PARE) used by the RCMP. It is part of the Cadet Training Program at Depot. In order to better pre-PARE consult the PARE section on our Recruiting website.

As a general guideline, we suggest that you spend at least 10 minutes, twice per week on PARE type activities. These activities should be “anaerobic” in nature (high intensity, short duration).

Examples include:

- 10 x 100m sprints with a 5 foot jump at the 50m mark.
- 10 x set of stairs
- 10 x jumping hurdles (hockey stick on 2 chairs or something similar)



- 10 x hurdling a 3 foot vault (fence or parking barrier in your yard/neighbourhood, etc.)
- 10 x lie on your back and get up quickly.

Be creative and use a neighbourhood park or local gymnasium to develop an obstacle course for yourself.

## **Aerobic Training**

Aerobic activities are any exercises that increase heart rate, use large muscle groups and are continuous and repetitive. This may include running, biking, swimming, stairclimbing, elliptical training or an aerobics class. When choosing activities, keep in mind those that feel easier, such as walking or light stationary biking, are the safest for beginners and individuals with risk factors. However, the result of choosing easier exercise is that less training benefit is derived. Non-weight-bearing activities, such as biking and swimming, are easier on joints but are less specific to the PARE and many of the activities of the Cadet Training Program (such as running or doubling). Stick to the 2-1 rule: 2 weight bearing activities for every 1 non-weight-bearing exercise. For example:

**Monday — Run 30 minutes**

**Wednesday — Swim 30 minutes**

**Friday — Run 30 minutes**

Also, keep in mind that activities such as using an elliptical trainer are great alternatives and cross-training choices. The benefits of exercise machines are that they provide enjoyable variety from traditional aerobic activities. However, these machines lack in "specificity" — the training principle that suggests we need to perform activities specific to the goal we wish to achieve. Activities such as running, push-ups and pull-ups are more "functional." Therefore it is encouraged that these be performed more often than movements that are less replicated in "real life." Choose exercises such as the elliptical trainer or stairmaster for variety as opposed to your only mode of aerobic training.

Perform activities at an intensity level of 70-85% of maximum heart rate. Your maximum heart rate is "220-age". So for example, if you are 30 years old, your maximum heart rate is 190 beats per minute. You should work at 70-85% of 190 beats per minute (133-162 beats per minute). This will feel like an effort level of a "7" to "8.5" out of a possible "10."

## **Running**

Running is both an exciting and challenging opportunity at Depot. Running at Depot is also mandatory. The amount that each cadet chooses to perform is dependant on his or her interest, time, personal goals, fitness level and need. For cadets who enter the program unprepared for the mileage that awaits them, running becomes a harsh and uncomfortable reality. For some it is a highly challenging task. But meeting

this challenge with preparation and hard work provides high levels of fitness and an even greater sense of accomplishment.

Following a safe and effective running program is absolutely imperative. Running-related injuries develop slowly and over time and are often ignored in the early stages — when they are most treatable. Overuse injuries, such as shin splints or knee inflammation must be prevented by following a smart plan.

Running can actually improve the integrity of a weak knee or ankle joints — if training is gradual and progressive. Cadets are encouraged to run approximately 10-20 km per week.

### Rules for Success in Running

1. Do not increase mileage by more than 10% per week.
2. Every four weeks, perform approximately 60% of your normal mileage to provide an active “rest” week.
3. Mix running with lower-impact activities such as biking or swimming.
4. Wear shoes made specifically for running. Purchase from a specialty running store so that professionally trained staff can fit you with a pair that supports your body’s running style.
5. Do not perform two high-intensity runs back to back. The day after a hard run, perform an easy run, cross train or take the day off.
6. Try to run more than once a week. The more consistent the running workouts, the easier running will become.
7. Outdoor and treadmill running differ in subtle ways. Work towards more outdoor running as it is a more functional, useful and portable option. A “treadmill-only” program will not prepare you as well for the demands of cadet training.
8. Soreness in both joints or both limbs that improves within two days is a normal response to the stresses of training. Your body will adapt and grow stronger over time. This soreness can be lessened with ice, rest or light, low-impact aerobic activity. Pain in 1 joint or 1 side that persists after a few of days may require a visit to the physician to rule out the presence of an injury.



### Resistance Training

Proficiency in weight training can take months to develop. However, even the novice fitness enthusiast can perform an effective resistance workout with little or no equipment. The Cadet Fitness Program suggests becoming effective at pushing or pulling one's own body weight. This is demonstrated by being able to pull your chin up and over a pull-up bar, or by performing push ups with ease. Weight room exercises can compliment these two activities, in addition to working each major muscle group.

## Rules for Success in Resistance Training



1. Work each major muscle group 1-2 times per week.
2. Perform a total of 6-12 exercises in one session.
3. Perform 1-3 exercises per muscle group.
4. Perform 2-4 sets of 6-15 repetitions.  
Start with higher repetitions and choose a weight that will make the last 2 or 3 repetitions quite difficult to perform. Slowly and over time increase the weight and lower the repetitions.

### Sample Exercises

<b>Chest</b>	Push ups	Bench Press	Pectoral Fly
<b>Upper Back</b>	Pull ups	Lateral pulldown	Seated row machine
<b>Shoulders</b>	Overhead dumbbell press	Forward arm raise	
<b>Biceps</b>	Dumbbell curl	Bar curl	
<b>Triceps</b>	Bench dips	Cable pressdown	
<b>Abdominals</b>	Crunches	Crunch twist	
<b>Low Back</b>	Plank	Opposite arm/leg extension	
<b>Legs</b>	Leg extension	Hamstring curl	Squats

### Trying a new exercise?

Move slowly, become proficient at the movement before adding weight, start with light weight, stabilize your body prior to movement, avoid any twisting or torsion-type movement, perform it in front of the mirror. And if it still feels uncomfortable, seek assistance from a professional.

### Documenting Your Workouts

Recording your workouts in a log provides you with valuable information that would be impossible to otherwise remember. It can help you reflect on any problems or injuries — a quick look back in your log can reveal that you increased your mileage too quickly. And it's motivating to see your progress to date.

## Completing Your Log

You will need to make copies of the log for subsequent weeks. Use the back of the sheet to add any pertinent details. Fill in all details of each workout. This includes:

<b>Date/Time of Day:</b>	_____
<b>Temperature:</b> (if exercising outdoors)	_____
<b>Type of exercise:</b> (duration & intensity)	_____
<b>Details of workout:</b> (mileage)	_____
<b>Aches and pains:</b> (how you felt)	_____

*If weight loss or better nutrition is a personal goal, you may also want to log your eating habits.*

## Evaluation

Physical testing provides you with information on whether your program is working. The following are tests you can self-administer to measure your success:

### 2.5 km Run (1.5 miles)

Mark out a course of 2.5 km (1.5 miles). On a 400 m track this would be a little bit more than 6 laps (inside lane). Run, jog and/or walk the distance, recording your time with a stopwatch or digital watch. Remember to warm-up and cool-down well.

### 5.1 km Run (3.0 miles)

As above, however mark out a 5.1 km (3.0 mile) course, or run 12-and-a-half laps on a 400 m track. Begin this distance at a slower pace than you would have for the 2.5 km run.

**NOTE:** Do not estimate by doubling the distance of your 2.5 km run.

### Push-ups

Lie on the ground face down, hands approximately shoulder width apart. Perform as many push-ups as possible — using the toes as a pivot point — without pausing. BE STRICT. Fold a towel in three and set it under your chin. Ensure that your CHIN touches the towel for every repetition. Also, ensure your arms are FULLY extended before performing the next push-up.

### Pull-ups

Hang from a pull-up bar using an overhand grip. Arms must be fully extended before beginning. Pull upwards until your chin is above the bar. Lower your back to full extension. This is one good quality repetition. You can hang on the bar as long as you like, but as soon as you jump down off the bar, the test is over.

**NOTE:** Any deviation from this strict protocol will artificially inflate your score — a practice that in no way improves your fitness level.



## Accountability

Applicants who intend to accept their invitations to Cadet Training are accountable for the following:

- Read and understand the preceding workbook of information.
- Perform regular fitness sessions based on recommendations provided above.
- Log workouts using the training log provided in the section on PARE.
- Address your questions regarding the above to your respective recruiting officer.

## Mandatory fitness training log

Applicants are required to maintain a physical training log from the time they are selected to do the PARE test. The format of this training log is provided below. If you are unable to print this log, please contact your recruiting office and copy will be provided to you.

This log will allow you to enter your cardiovascular and strength training workouts on a single page. Applicants must be prepared to provide a copy of their up-to-date training log to the Recruiting office and/or Facilitators at Depot to better evaluate your physical preparation.

You are required to arrive at the Academy physically prepared to undergo training.

RCMP Fitness Training Log				
Day				Date
Cardiovascular Exercise	Time of Day and Duration			Distance
1.				
2.				
Strength Training	Sets	Reps	Weight	Time of Day Notes
1.				
2.				
3.				
4.				
5.				
6.				
7.				
8.				
9.				
10.				
11.				
12.				

Enjoy your workouts and good luck with the PARE!

Day	RCMP FITNESS TRAINING LOG	Date
Cardiovascular Exercise	Time of Day & Duration	Distance
1.		
2.		
Strength Training	Sets	Reps
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		

Day	RCMP FITNESS TRAINING LOG	Date
Cardiovascular Exercise	Time of Day & Duration	Distance
1.		
2.		
Strength Training	Sets	Reps
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		

Day	RCMP FITNESS TRAINING LOG	Date
Cardiovascular Exercise	Time of Day & Duration	Distance
1.		
2.		
Strength Training	Sets	Reps
1.		
2.		
3.		
4.		
5.		
6.		
7.		
8.		
9.		
10.		
11.		
12.		

Day	RCMP FITNESS TRAINING LOG	Date
Cardiovascular Exercise	Time of Day & Duration	Distance
1.		
2.		
Strength Training	Sets	Reps
1.		
2.		
3.		
4.		
5.		
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