



STONY PLAIN FIRE DEPARTMENT

Standard Operating Guidelines

SOG #: 305	Title: Recruit Applicant Physical Fitness Evaluation
Date Approved: October 15, 2026	Approved by: Jason Nesbitt
Date Reviewed:	

Purpose

The job requirements of a firefighter necessitate adequate physical fitness and health. The ability to complete all required tasks and duties safely is paramount for service delivery to the community.

Scope

This guideline will apply to candidates in the casual recruit hiring process.

Guide

Firefighters need strong aerobic capacity for the rigors of the everyday job, which can include running up stairs, climbing ladders and more. This is all while carrying up to 22kg/50lbs of PPE plus additional weight including tools, patients, and more. This series of firefighter skills is designed to evaluate the physical aptitude of the incoming recruits. All tests will be completed while wearing the following PPE in accordance with NFPA 1971. This includes helmet, flash hood, gloves, structural jacket and pants, Scott SCBA, facepiece and their own running shoes. The applicant will not be on air during the evaluation

The test will be administrated by the Stony Plain Fire Department. The recruit is required to complete a physician medical clearance prior to testing. If the candidate shows signs of distress the test will be stopped.

Responsibilities

Lead Training Officer

- Overall coordination and fair evaluation of assessment

Additional SPFD Personnel

- Demonstrate the stages, time the assessment, and support recruits throughout the assessment

Safety Officer

- Ensures all pre-medical vitals and doctor's physical clearance notes are obtained. Monitors safety of candidates throughout assessment and obtains post-assessment vitals

Recruit Candidates

- Following instructions, safety requirements, assessment protocols, and a warm stretch by themselves

Safety Requirements

- Required PPE for assessment
- Pre-assessment demonstration and briefing
- Physician clearance stating candidate is fit for assessment
- Hydration available on hand
- Criteria for stopping the assessment (Unsafe for candidate to continue or time limit has been reached)

- Warm up stretch to be complete by recruit candidates prior to complete physical evaluation

Assessment Evaluation

The candidate must progress through stage 1 of the assessment ensuring safety measures are followed before moving to stage 2 of the assessment.

The candidate will be wearing full PPE without being on air and without facepiece throughout the duration of the assessment except for test 2 of stage 1 the candidate will have a facepiece on without air.

Stage 1: Includes two tests with no time cap

Scheduled 10-minute rest period

Stage 2: Includes seven continuous tests with a 15-minute time cap

The assessments will start on the evaluators command and will continue until:

- The candidate completes both stages
- The candidate exceeds stage 2's 15-minute time-cap
- The candidate voluntarily withdraws
- If the safety officer, lead training officer, or any SPFD personnel terminates the assessment due to safety reasons

Physical Aptitude Stage 1

Test 1: Ladder 3 Climb (Appendix 1)

- The candidate will climb ladder 3 up to the bucket at approximately 20-30m at an angle that is safe to climb with full PPE without air or facepiece
- Upon reaching the top the candidate will be given a few minutes to assess with the evaluator their comfort level with heights before starting the descent
- There is no time limit for the completion this is a pass or fail test

Test 2: Confined Space Prop (Appendix 2)

- The candidate will navigate in full PPE without air with a facepiece the confined space prop
- There is no time limit for completion this is a pass or fail test

A 10-minute break will be provided to candidates who completed both tests in stage 1 before progressing to stage 2 physical aptitude testing

Physical Aptitude Stage 2

The following seven tests will have a time cap of 15 minutes and will be complete in the prescribed order with full PPE mentioned in the guide without air or facepiece. The candidate will be accompanied by an evaluator throughout the test who will ensure that the candidate does not run in between tests and completes them properly and safely

Test 1: Charged Fire Hose Advance (Appendix 3)

- The candidates will carry a charged 45mm hose 15m/50ft in a straight line. The nozzle will be held over the shoulder as the candidate advances to the finish line. Once the applicant crosses the finish line, they will place the nose on the ground and proceed to the next test

Test 2: Supply Hose Pull (Appendix 4)

- The candidate will pull a bundle of 125mm hose weighing approximately 50kg 15m/50ft over a smooth concrete floor using a rope. The hose bundle must pass

the finish line and must only use the rope to move the hose bundle. During the test the candidate's feet must stay within the designation square while pulling

Test 3: Forcible Entry Simulation (Appendix 5)

- Using a 5kg/11lbs sledgehammer the applicant must move the Kieser prop from the starting position to the designated ending spot on the prop. The applicant will strike the prop in between their legs with the sledgehammer demonstrating proper technique throughout the test

Test 4: Patient Drag (Appendix 6)

- The candidate drags a mannequin weighing approximately 55kg/120lbs a total distance of 30m/100ft. The mannequin will be face up on the floor and the candidate must lift the torso off the ground using the designated grip methods shown and drag it around the traffic cone at 15m/50ft and return to the starting position. The applicant is allowed to regrip or readjust as many times as necessary to complete the test

Test 5: Stair Climb (Appendix 7)

- The candidate starts on the ground level and picks up an apartment pack up over their shoulder. The candidate must touch each stair on the way up both floors then put down the apartment pack at the time of the stairs before repicking it up and continuing down the stairs. At the bottom of the stairs, they will place the apartment pack back onto the ground. The applicant can use the railing with their free hand

Test 6: Equipment Carry (Appendix 8)

- The candidate will carry two foam pails approximately 22kg/50lbs each 30m/100ft. They will serpentine through the pylon course and return the pails back to the starting position. The candidate must walk and no part of their body or the foam pails may touch the cones

Test 7: Vehicle Extrication (Appendix 9)

- The candidate must lift and hold a vehicle extrication tool weighing approximately 22kg/50lbs at two designated points for 30 continuous seconds each. The tool must be held away from the body so only the candidate's arms are supporting the tool. The tool must be gently set down after the first hold before being picked up again for the second hold. The candidate will then walk to finish line to complete the assessment

Overall Pass Standard

The candidate must successfully complete both tests of stage 1 with no time limit

- Pass or Fail

The candidate must successfully complete all seven tests of stage 2 with a time limit of 15 minutes

- Pass or Fail

Failure to complete any of the stages may result in an unsuccessful result and remove the candidate from the recruitment process.

All final decisions and disputes are determined by the Deputy Chief or the Lead Training Officer(s)