SBA Police – Selection Procedure For Recruitment

STAGE ONE – Application
The First stage is the completion of the Application form, which shall be handed over to the SBA Police station at Dhekelia or Akrotiri, where a receipt with a reference number will be issued. The applications will be reviewed by the Training and Policy Review department.

STAGE TWO – Fitness Test
Candidates will then be invited to attend a fitness test, which shall consist of the following tests:

**STEP TEST**
The step test is designed to measure your cardiovascular endurance.

The step test requires the individual to step on to and off a 12 inch high bench at a rate set by music beat (i.e. “up, up, down, down”) for 3 continuous minutes. These steps on and off are synchronised with a pre-recorded CD, which plays a common rhythm.

Following the audible commands of the CD (up, up, down, down), step on to the bench with one foot and then with the other. Then step down with one foot followed by the other foot. During the test, the audible rhythm must be maintained and the body must face in front.

During the test, the audible commands of the CD are in a steady and consistent pace.

Pass for this test is minimum continuous 3 minutes steps.

**GRIP STRENGTH TEST**
The Grip Strength test is a test to measure grip or forearm muscle strength. Handgrip strength is important for any activities in which the hands are used for catching, throwing or lifting.

The subject to be tested holds a handgrip dynamometer in the hand to be tested,
fully extended on the side of the body. The handle of the dynamometer is adjusted if required. The base should rest on first metacarpal (heel of palm), while the handle should rest on middle of four fingers. The subject squeezes the dynamometer with maximum effort and hand is coming in a slow pace to the side of the body. This action must be performed 4 times alternative, from the one hand to the other and give an average score of four readings. No other body movement is allowed.

As a general rule, people with strong hands tend to be strong elsewhere.

Pass for this test is to have an average result of minimum 35 for males and 25 for females.

**MODIFIED PRESS-UPS**
The Modified Press ups test is a test of strength and is used to test your upper body strength (Strength in the chest, shoulders and triceps). Modified press ups are initiated in the prone position with arms extended left and right, away from the body. The individual is then required to bring his/her hands horizontally close to his/her shoulders, lift the body up, keeping the back straight and then back to the starting position. Females performing the modified press ups test can do so with their lower legs rest on their knees during the action.

The modified press ups test is a measure of upper body strength and is essential for all sorts of activities that require lifting and pulling.

Pass for this test is to make minimum 20 press-ups in 1 minute.

**MULTI STAGE FITNESS TEST**
The Multi Stage Fitness Test (MSFT, “bleep” test) is a test of fitness, and is used as a measure of your aerobic capacity. It involves continuous running between two points that are 20 m apart. These runs are synchronised with a pre-recorded CD, which plays “bleeps” at set intervals. As the test proceeds, the interval between each successive “bleep” reduces, forcing the person to increase velocity over the course of the test, until it is impossible to keep in within the “bleeps”. The highest level attained before failing to keep up is recorded as the score for that test.

The Multi Stage Fitness test is used as a measure of basic fitness and allows the organisation to determine whether an employee possesses a degree of fitness to be able to perform his or her duties.
Pass for this test is to minimum reach Level 7.

**SWIMMING TEST**
The Swimming Test is held in an indoor swimming pool.

Each individual, at the sequence mentioned below, will be required to:

1. Swim for 40 metres at their own swimming style without time limit,
2. Trading water for 2 minutes without any support in the centre of the pool and,
3. Get out of the pool without any support.

All the above mentioned tests will be done continuously and will test the individual’s ability to survive in the deep water.

**STAGE THREE – Written Examination**
Candidates that are successful in the fitness test will then have to undergo a written examination, which consists of various written tests. These are:

- Arithmetic
- General Knowledge
- Dictation in English
- Translation from English to Greek/Turkish
- Translation from Greek/Turkish to English
- An essay of 300 words on a general subject

**STAGE FOUR – Assessment Centre**
Candidates who pass all the written examinations will attend an assessment centre where they will be involved in group discussions in order to be assessed on the below “Competencies”.

- Respect for race and diversity
- Effective Communication
- Community and customer focus
- Problem solving
- Personal responsibility
- Team working
STAGE FIVE – Final Interview Board
At this stage the candidates who have been successful at stage four will be interviewed by an interview panel chaired by the Deputy Chief Constable. The interview will be based on the same competencies as above stage.

STAGE SIX – Medical Examination
Candidates that are successful at the assessment centre stage will be required to undergo a medical examination by the SBAA medical officer and may be required to produce certain medical certificates when necessary.

STAGE SEVEN – Firearms Assessment Test
Candidates that pass the medical examination will be required to undergo a three day firearms assessment test which will involve familiarisation to weaponry and tactics employed by the SBA Police. During this stage, candidates will be assessed on matters of safety, decision making and practical ability.

STAGE EIGHT – Security Clearance
Candidates that make the final selection will be invited to attend a security vetting interview.