



Occupational Standards
GYM INSTRUCTOR



Group A – Core Standards

- A1. Promote health and safety as an exercise professional
- A2. Apply principles of fitness, anatomy and physiology in fitness instruction
- A3. Recognise and apply exercise considerations for specific populations
- A4. Deliver a positive customer experience to clients
- A5. Support client motivation and adherence
- A6. Develop professional practice and personal career in the health and fitness industry

Group B – Gym Instructor Standards

- B1. Provide healthy eating and lifestyle information to clients
- B2. Conduct gym inductions, health screening and fitness assessments
- B3. Plan and instruct exercise in the gym

The REPS Philippines Occupational Standards for Gym Instructors describe the competence and knowledge required for membership of REPS Philippines in the category of Gym Instructor.

Gym Instructor education programmes recognised by REPS Philippines must match to these standards. Employers can use these standards in their employment practices and to develop their workforce.

These standards are directly taken, with permission, from the International Confederation of Registers of Exercise Professionals (ICREPs) Global Standards. This ensures comparability of standards with other registers of exercise professionals around the world, and ensures REPS Philippines is operating in line with international best practice.



GROUP A Core Standards

A1. Promote health and safety as an exercise professional

This standard describes how to promote and ensure health and safety when working as an exercise professional. It is vital to ensure the health and safety of clients, colleagues and yourself as an exercise professional. Health and safety law and regulations will be different in each country around the world. The standard contains some of the key elements of ensuring health and safety in the fitness environment including assessing risk and dealing with incidents and emergencies.

Performance Criteria

Exercise professionals should be able to:

1.0 Implement safe work practices

- 1.1 Follow relevant health and safety requirements and procedures at all times
- 1.2 Check for, identify and minimise hazards in the fitness environment
- 1.3 Record and report hazards according to procedures
- 1.4 Identify and report unsafe work practices
- 1.5 Address safety issues within the limits of own role and responsibility
- 1.6 Pass on suggestions for improving health and safety to relevant colleagues

2.0 Apply risk management processes

- 2.1 Identify risks
- 2.2 Assess and control risks using organisational procedures
- 2.3 Consult with relevant stakeholders to analyse and evaluate risks
- 2.4 Identify and evaluate control measures
- 2.5 Refer risks to others when required
- 2.6 Maintain risk management documentation

3.0 Assist with cleaning the exercise environment

- 3.1 Plan and prepare cleaning activities
- 3.2 Use cleaning substances according to organisational procedures

3.3 Clean equipment/ facilities in line with organisational standards and schedule

3.4 Use cleaning equipment correctly and safely

3.5 Maintain health and safety of self and others during

4.0 Maintain equipment for activities

4.1 Ensure equipment is in safe working order prior to operation

4.2 Examine and check equipment according to maintenance schedules

4.3 Conduct routine maintenance and minor repairs within scope of responsibility

4.4 Store and handle equipment according to manufacturer instructions

4.5 Complete records of routine maintenance and repairs

4.6 Report and isolate equipment which is beyond own scope of repair

5.0 Respond to emergency situations

5.1 Deal with injuries and signs of illness according to organisational procedures

5.2 Call for a qualified first aider or the emergency services when required

5.3 Follow emergency procedures when required

5.4 Identify and follow relevant accident/ incident/ hazard reporting procedures

(CONTINUED – A1. Promote health and safety as an exercise professional)

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 Health and safety requirements in a fitness environment
- K2 Relevant legal and regulatory requirements for health and safety relevant to working in a fitness environment
- K3 The key health and safety documents that are relevant in a fitness environment
- K4 Organisational health and safety policies and procedures which may include: chemical handling, duty of care, emergency procedures, first aid, general maintenance, hazard identification, health and hygiene, manual handling, personal safety, reporting procedures, security, use of personal protective equipment, waste disposal
- K5 Typical safety issues in the fitness environment which may include: environmental conditions, slippery surfaces, manual handling and lifting, toxic substances, industrial gases, body fluids, fire, infectious waste, sharps, chemical spills, dust and vapours, noise, light, and energy sources, faulty electrical equipment, faulty sport or activity specific equipment, vehicles, unsafe working practices customer behaviour
- K6 Cleaning routines and organisational standards for cleaning
- K7 Different types of waste and how to dispose of it
- K8 Methods of controlling risk in the fitness environment dealing with the hazard personally, reporting the hazard to the relevant colleague, protecting others from harm
- K9 Roles of designated personnel within the fitness environment which could include: supervisors, managers, team leaders, including nominated person(s) responsible for health and safety
- K10 Definition of hazards and how they can be identified, isolated, eliminated or minimised
- K11 Manufacturers' guidelines and instructions for the use of facilities and equipment
- K12 Policies and procedures related to routine maintenance tasks:
- work health and safety
 - storage of equipment
 - maintenance schedules
 - record keeping
 - reporting channels
- K13 Documents relating to health and safety that may have to be completed and how to complete them correctly
- K14 Legislative rights and responsibilities for workplace health and safety
- K15 The types of accidents, injuries and illnesses that may occur in the fitness environment
- K16 How to deal with accidents, injuries and illnesses before qualified assistance arrives
- K17 How to decide whether to contact the on-site first aider or immediately call the emergency services
- K18 The procedures to follow to contact the emergency services
- K19 The roles that different staff and external services play during an emergency, including own role
- K20 Techniques for identifying and evaluating risks
- K21 How to identify and evaluate control measures in risk management

A2. Apply principles of fitness, anatomy and Physiology in fitness instruction

This standard describes how to apply an understanding of the components and principles of fitness, and an understanding of the human body structures, systems and terminology as they relate to fitness instruction and programming. The standard covers the structure and function of the circulatory system, respiratory system, digestive system, the skeleton, the muscular system, nervous system and energy.

Performance Criteria

Exercise professionals should be able to:

1.0 - Understand the components and principles of fitness, anatomy and physiology

- 1.1 Source and access evidenced based information relevant to the principles and components of fitness, anatomy and physiology
- 1.2 Develop knowledge of anatomical terminology relevant to injury prevention and fitness outcomes
- 1.3 Identify current and emerging knowledge of anatomy and physiology relevant to fitness instruction and programming
- 1.4 Determine credibility of sources of information related to principles of fitness, anatomy and physiology

2.0 Apply knowledge of anatomy and physiology to fitness instruction and programming

- 2.1 Apply knowledge of the principles and components of fitness, anatomy and physiology
- 2.2 Use correct anatomical and physiological terminology in a way that can be understood by the client

2.3 Apply understanding of injury prevention techniques to fitness instruction and programming

2.4 Apply knowledge of the structure and function of the following body systems to fitness instruction and programming: Circulatory, respiratory; musculoskeletal; nervous; digestive

2.5 Apply the limiting factors of the body's energy systems to the setting of exercise intensities when instructing fitness activities

2.6 Ensure correct postural alignment for exercises

3.0 Explain and demonstrate major movements of the body and major joint actions

3.1 Demonstrate major movements of the body while identifying major muscles

3.2 Demonstrate actions of major joints during exercise

3.3 Explain structure and function of skeletal muscle and process of muscle contraction during exercise

3.4 Correctly describe and demonstrate movements of the body to clients

(CONTINUED – A2. Apply principles of fitness, anatomy and physiology in fitness instruction)

Knowledge and Understanding

Exercise professionals should know and understand:

K1 Components of health related fitness (muscular strength, hypertrophy, aerobic endurance, muscular endurance, flexibility, body composition) and skill related fitness (agility, balance, coordination, power, reaction time, speed)

K2 Physiological implications of:

- specificity
- progression
- overload
- reversibility
- adaptability
- individuality
- recovery time

K3 The FITT principle (Frequency, Intensity, Time, and Type) and adaptation, modification and progression of each component of FITT in relation to the principles of training

K4 How the principles of training apply to each of the health-related components of fitness.

K5 Recognised national/international guidelines for developing the different components of fitness

K6 Differences between programming exercise for physical fitness and for health benefits

K7 Principles of Training

K8 The effect of speed of movement on posture, alignment and intensity

K9 The effect of levers, gravity and resistance on exercise

K10 Relevant anatomical and physiological terminology in the provision of fitness instruction and programming

- Anatomical terminology
- Anatomical planes of movement: frontal (coronal), sagittal and transverse
- Anatomical terms of location: superior and inferior, anterior and posterior, medial and lateral, proximal and distal, superficial and deep
- Movement terminology and muscle actions
- Structural levels of body organisation
- Functions of major muscles during exercise
- Types of muscle contractions
- Tissue types

K11 The structure and function of the circulatory system

- location, function and structure of the heart
- how blood moves through the four chambers of the heart
- systemic and pulmonary circulation
- the structure and functions of blood vessels
- systolic and diastolic blood pressure
- blood pressure classifications
- heart rate response to exercise
- oxygen demands of fitness activities
- relationship between exercise intensity and circulatory and ventilator responses

K12 The structure and function of the respiratory system

- location, function and structure of the lungs
- main muscles involved in breathing,
- passage of air through the respiratory tract
- process of gaseous exchange of oxygen and carbon dioxide in the lungs
- respiratory volumes and relationship to fitness levels and exercise

K13 The structure and function of the skeleton

- basic functions of the skeleton
- structures of the axial skeleton
- types of bones
- structures of the appendicular skeleton
- classification of bones
- structure of long bone
- stages of bone growth and repair
- posture in terms of curves of the spine, neutral spine alignment, potential ranges of motion of the spine and postural deviations of the spine
- exercises to improve postural alignment

K14 Joints in the skeleton

- classification of joints
- structure of synovial joints
- types of synovial joints and their range of motion
- joint movement potential and joint actions

K15 The muscular system

- types, characteristics and functions of muscle tissue
- the basic structure of skeletal muscle
- names and locations the skeletal muscles
- major muscle groups
- structure and function of the pelvic floor muscles
- different types of muscle action
- joint actions brought about by specific muscle group contractions
- skeletal muscle fibre types and their characteristics
- role of muscles during movement
- structure of tendons and ligaments and their functions
- muscle actions and functions during different types of contractions

K16 The fascia system and how it relates to muscle movement

K17 How a muscle acts as a prime mover, Agonist, Antagonist, Fixator & Synergist Muscles during different movements

K18 Life-course of the musculoskeletal system, including bone, to cover children, ante and postnatal women, older adults

K19 Energy systems and their relation to exercise

- how carbohydrates, fats and proteins are used in the production of energy/adenosine triphosphate
- the use of the three energy systems during aerobic and anaerobic exercise
- by-products of the three energy systems and their significance in muscle fatigue
- energy demands of different activities
- the effect of exercise intensity on the energy substrate
- recovery
- times of energy systems and recovery techniques

K20 The nervous system and its relation to exercise

- role and functions of the nervous system
- structure and function of nerves
- principles of muscle contraction
- 'all or none law'/motor unit recruitment
- how exercise can enhance neuromuscular connections and improve motor fitness

(CONTINUED – A2. Apply principles of fitness, anatomy and physiology in fitness instruction)

K21 Structure and function of the digestive system

- function of each section of the alimentary canal
- how fats, proteins and carbohydrates are digested and absorbed and the main enzymes involved
- role of dietary fibre in the maintenance of gut function
- role of the liver and pancreas in assisting digestion
- timescales for digestion
- importance of fluid

K22 The acute physiological responses and physiological adaptations of the body's systems to exercise

K23 Undesirable responses to exercise

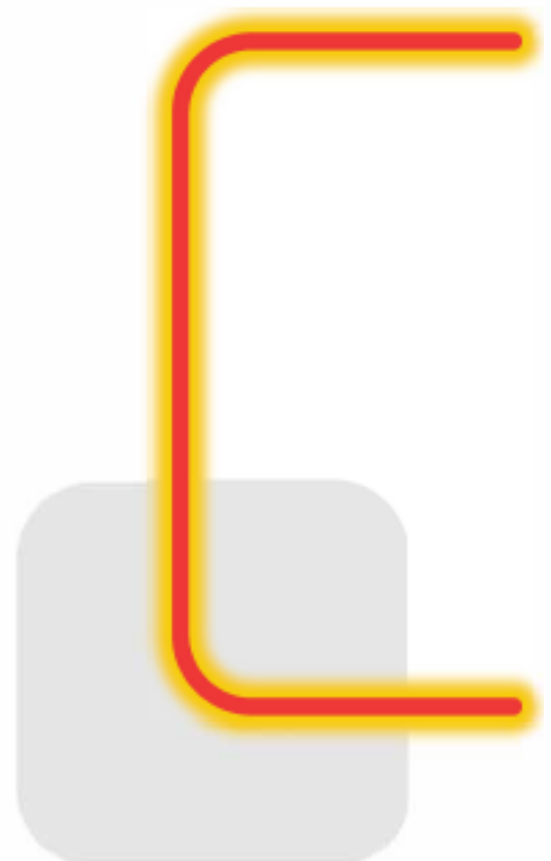
K24 Signs and symptoms of poor adaptation to training

K25 Thermoregulation of the human body

K26 Effects of exercise on long and short term physiological adaptations to exercise

K27 Environmental and physical factors that may affect performance

K28 Physiological response to different types of training (resistance, flexibility, speed and power)



A3. Recognise and apply exercise considerations for specific populations

This standard describes how to recognise exercise considerations common to specific population groups including disabled clients and older adults. It requires the ability to understand anatomical and physiological considerations and apply that understanding to client exercise participation aimed at improving health-related components of fitness. It applies to fitness instructors working within their scope of practise when providing advice regarding fitness services and referral requirements for clients from the following specific population groups:

- Children
- Ante/ post Natal women
- Older adults

This standard does not apply to provision of exercise to higher specific populations such as those referred by a doctor with a medical condition, or exercise prescription for moderate risk clients. This standard applies to fitness instructors who typically work independently with some level of autonomy in a controlled environment.

Performance Criteria

Exercise professionals should be able to:

1.0 Use pre-exercise screening tools with clients from specific population groups

1.1 Use industry endorsed pre-exercise screening tools and risk stratification processes to identify the overall risk level of clients, and specifically those clients across the following specific population groups:

- children
- anti/ post natal women
- older adults

1.2 Discuss pre-screening results with the client and any recommendations/considerations

1.3 With the agreement of the client and meeting organisational guidelines, prepare and send communication about referral, where relevant, to medical or allied health professionals with supporting pre-exercise health screening documentation

2.0 Deliver exercise to specific population groups

2.1 Where relevant, check medical professional's agreement to proceed with exercise

2.2 Conduct sessions with specific population clients that incorporate:

- appropriate selection and monitoring of a range of gym based cardiovascular and resistance equipment, appropriate to their individual needs and according to industry guidelines
- demonstration, explanation, and instruction of exercises tailored to the client
- injury prevention strategies specific to client needs and programme
- suitable order and sequence of activities
- session components that target the needs and goals of the individual
- suitable duration, intensity, volume
- on-going clear and constructive feedback to clients and, where required, medical or allied health professionals
- use of evidence based exercise adherence strategies specific to the

2.3 Provide advice regarding fitness services and facilities for specific population clients

2.4 Meet requirements for duty of care for clients at all times

(CONTINUED – A3. Recognise and apply exercise considerations for specific populations)

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 Legislative and regulatory requirements regarding specific population exercise participation:
- child protection
 - privacy
 - anti-discrimination
 - health and safety
 - duty of care
- K2 Organisational policies and procedures in regards to specific population exercise participation
- K3 Industry endorsed risk management protocols, exercise implications and referral requirements
- K4 Industry endorsed client pre-exercise screening processes
- K5 Own professional role and scope of practice in relation to other relevant specialists when prescribing exercise and offering health and wellbeing advice and guidance
- K6 Key health risk factors including modifiable and non-modifiable factors
- K7 Common conditions and their symptoms and the impact that the symptoms have on a participant's ability to exercise
- K8 The relationship between health risk factors and common conditions
- K9 The impact medications can have on a participant's ability to exercise
- K10 How pregnancy impacts a participants' ability to exercise
- K11 How physical activity/exercise can help to prevent and manage common health conditions: chronic conditions including coronary heart disease, stroke, type 2 diabetes, cancer, obesity, mental health problems and musculoskeletal conditions
- K12 The range of relevant exercise or health professionals that clients can be signposted/referred onto when they are beyond own scope of practice/area of qualification
- K13 Industry endorsed risk stratification procedures, exercise implications and referral requirements for:
- low-risk clients
 - moderate risk clients
 - higher risk clients
 - when there are extreme or multiple risk factors present and professional judgement to decide whether further medical advice is required
 - identification of clients at high or higher risk of an adverse event occurring during exercise
 - physical activity and exercise intensity and frequency guidelines
- K14 Precautions to exercise relevant to the specific population in accordance with industry guidelines where applicable
- K15 Benefits versus risk of participation
- K16 Situations where cessation of exercise programme is required, this may include but is not limited to:
- chest pain at rest or during activity
 - severe breathlessness/feeling faint/dizziness/loss of balance
 - unusual fatigue or shortness of breath
 - asthma aggravation/attack
 - significant muscle, bone or joint pain (beyond what is normally expected during exercise)
 - a situation whereby the fitness professional makes a judgement that continuing the session is beyond their professional capabilities and scope of practice, and could potentially compromise client health and safety
- K17 Signs and symptoms of poor exercise tolerance or unstable condition
- K18 Role of relevant medical or health professionals for referral processes
- K19 Principles of ongoing monitoring of specific population clients, including repeating the pre-screening as appropriate
- K20 Typical anatomical and physiological considerations for the following specific population groups:
- children
 - anti/ post natal women
 - older adults
- K21 Appropriate management for signs and symptoms of intolerance or an unstable condition:
- cease or modify exercise
 - refer to a medical or allied health professional
 - call an ambulance if required

A4. Deliver a positive customer experience to clients

this standard describes how to provide good customer service and maximise the customer experience in the health and fitness industry. The standard covers presentation, communication, and customer service and customer engagement. Customer refers to the recipient of health and fitness services.

Performance Criteria

Exercise professionals should be able to:

1.0 – Provide customer service to clients

- 1.1 Greet clients effectively
- 1.2 Identify client preferences, needs and expectations correctly and recommend appropriate products services or information
- 1.3 Identify and take opportunities to enhance service quality
- 1.4 Engage with clients during exercise
- 1.5 Consult with a colleague or other professional where there is difficulty in meeting customer needs and expectations
- 1.6 Show sensitivity to cultural and social differences

2.0 - Communicate with clients

- 2.1 Maintain organisational standards for personal presentation
- 2.2 Communicate with clients in a polite, professional and friendly manner
- 2.3 Use appropriate language and tone in both written and spoken communication
- 2.4 Develop a rapport with and show empathy with clients
- 2.5 Provide information clearly to clients
- 2.6 Gather feedback from clients
- 2.7 Deal with complaints according to organisational requirements
- 2.8 Use appropriate non verbal communication skills
- 2.9 Listen to clients and ask questions to check understanding

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 Legal and ethical issues relating to exercise instructors and client relations
- K2 Standards of personal presentation that apply to the health and fitness industry and own organisation
- K3 The importance of presenting themselves and their organisation positively to clients
- K4 How to communicate effectively with a range of clients including different cultural groups
- K5 Appropriate language and the use of spoken, written and non-verbal communication
- K6 How to obtain feedback to support retention
- K7 Personal and interpersonal factors and their influence on customer service
- K8 How to identify client needs and expectations
- K9 How to find the correct information, products or services to meet client needs and expectations
- K10 How to form effective working relationships with clients
- K11 How to provide on-going customer service to clients
- K12 The importance of client care both for the client and the organisation
- K13 Why it is important to deal with clients' needs to their satisfaction

- K14 Customer service techniques to meet client requirements and requests
- K15 How to develop rapport with clients
- K16 How to promote suitable products and services
- K17 Promotional products and services provided by the fitness industry and the specific organisation
- K18 How to engage with clients during exercise and why client engagement is important
- K19 The importance of customer service to client motivation, adherence and retention
- K20 Demonstrate equality when working with a diverse range of clients
- K21 The importance of customer service in retaining clients and helping to broaden the reach of the health and fitness industry beyond its normal client base
- K22 How to manage conflict
- K23 The typical customer journey in a range of types of fitness facility
- K24 How to deal with complaints
- K25 The importance of being accessible and approachable to clients
- K26 Different methods of customer engagement including face-to-face, social media and digital technology

A5. Support client motivation and adherence

This standard describes how to provide motivation and support to exercise clients. The standard covers exercise preferences, and barriers to exercise and how to overcome them. Goal setting, motivation techniques and factors that affect exercise adherence are also covered

Performance Criteria

Exercise professionals should be able to:

1.0 - Assist clients to develop motivational strategies

- 1.1 Identify clients' reasons for taking part in regular exercise and physical activity
- 1.2 Identify clients' preferences for exercise
- 1.3 Check clients understand the benefits of taking part in regular exercise and physical activity
- 1.4 Provide clients with accurate information about the recommended amount of physical activity for them to derive health benefits
- 1.5 Inform clients about opportunities for regular physical activity appropriate to their needs, abilities and preferences
- 1.6 Identify potential barriers to clients taking part in exercise and physical activity and work with clients to develop strategies reduce barriers
- 1.7 Work with clients to make best use of incentives, preferences and rewards

2.0 - Support client motivation

- 2.1 Support clients to recognise and develop their intrinsic and extrinsic motivation to exercise
- 2.2 Present own personal attitudes, actions and values to positively influence clients exercise adherence and behaviour
- 2.3 Create effective working relationships with clients
- 2.4 Apply a variety of motivational techniques when training clients
- 2.5 Use effective verbal and nonverbal communication skills when instructing clients to improve motivation and performance
- 2.6 Interpret client responses to exercise
- 2.7 Provide positive reinforcement and feedback to clients to positively influence exercise behaviour
- 2.8 Create a positive, motivating and empowering environment that supports clients to adhere to an exercise programme

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 The health benefits of regular physical exercise
- K2 The evidence linking physical activity to health benefits
- K3 The amount of physical activity required to achieve health benefits
- K4 Theories of motivation and behaviour change
- K5 Different stages of behaviour change and common behaviours at each stage
- K6 How to assist clients to develop their own strategy for motivation and adherence
- K7 The typical goals and expectations that clients have
- K8 The types of exercise preferences that different clients may have
- K9 How to support clients to adhere to exercise/physical activity
- K10 How to form effective working relationships with clients
- K11 How to support client motivation and adherence with a diverse range of clients
- K12 The requirements for successful behavioural change
- K13 The typical barriers to exercise/physical activity that clients experience and how to address them
- K14 How incorporating clients' exercise/physical activity preferences into their programme can strengthen motivation and adherence
- K15 Different incentives and rewards that can strengthen clients' motivation and adherence
- K16 The communication skills needed to assist clients with motivation
- K17 How to interpret client responses including body language and other forms of behaviour especially when undertaking physical activity
- K18 Appropriate intervention strategies for each stage of behavioural change
- K19 Personal, environmental and psychological factors and their potential effect on exercise adherence
- K20 The use of technology to support motivation including wearable technology and apps

A6. Develop professional practise and personal career in the health and fitness industry

This standard describes the competence required for self- development and improvement for exercise professionals. This involves evaluating the exercises and physical activity they have planned and delivered, identifying strengths and weaknesses and learning lessons for the future. The standard also covers keeping up to date with developments in the health and fitness industry and basic aspects of the business of fitness

Performance Criteria

Exercise professionals should be able to:

1.0 - Reflect on professional practice

- 1.1 Evaluate behaviours against a code of conduct or code of ethical practice for instructors
- 1.2 Collect and review the outcomes of working with clients, their feedback and feedback from colleagues or managers
- 1.3 Evaluate the effectiveness of own exercise instruction
- 1.4 Evaluate how effective and motivational relationships with clients have been
- 1.5 Evaluate how well instructing styles matched clients needs
- 1.6 Evaluate effectiveness in managing clients' exercise, including their health, safety and welfare
- 1.7 Identify ways in which to improve future practice
- 1.8 Discuss ideas with other relevant professionals and take account of their views

2.0 - Improve own development and career opportunities

- 2.1 Review professional practice on a regular basis
- 2.2 Keep up-to-date with developments in the health and fitness industry
- 2.3 Identify career goals
- 2.4 Develop a personal action plan to help to improve professional practice and career advancement
- 2.5 Take part in relevant development activities as part of personal action plan

Knowledge and Understanding

Exercise professionals should know and understand:

- | | |
|--|--|
| K1 How to portray a professional image | industry |
| K2 The importance of reflection and continuing professional development | K13 How to identify areas where further development of professional practice is needed |
| K3 How to monitor the effectiveness of a training programme, exercise instruction, motivational relationships and instructional styles | K14 How to work within the boundaries of own professional knowledge, competence and qualifications |
| K4 The structure of the fitness industry and the role of the exercise professional in the industry | K15 The importance of having a personal action plan for development |
| K5 Industry organisations and their relevance to the fitness professional | K16 The types of development activities that are available and how to access these |
| K6 Appropriate registration systems and continuing professional development requirements | K17 The importance of regularly reviewing and updating personal action plan |
| K7 Relevant code of conduct or code of ethical practice | K18 How to identify existing and new trends in the fitness industry |
| K8 National guidelines, legislation and organisational procedures relevant to role of an exercise professional | K19 How to identify the best way to reach potential clients |
| K9 Employment and career progression opportunities in different sectors of the industry | K20 Fitness industry product offers and how to support secondary spend |
| K10 How to network and learn from industry groups, exercise community and health professionals | K21 The importance of digital media in the fitness industry |
| K11 How to improve own professional practice and career opportunities | K22 Social media/digital profiles and their impact. |
| K12 How to access information on developments in the fitness | K23 How to set up a professional social media/digital profile |

GROUP B Gym Instructor Standards

B1. Provide healthy eating and lifestyle information to clients

this standard describes how to promote a healthy lifestyle and provide healthy eating information to clients. It is important to take a holistic approach to health and well-being. The standard also covers the provision of nutritional support two fitness clients within the scope of a fitness instructor. Finally it covers supporting positive attributes to eating and body composition

Performance Criteria

Exercise professionals should be able to:

1.0 - Support client overall health and wellness

- 1.1 Identify and address barriers that may impact on health and wellness
- 1.2 Support clients to implement health and wellness strategies
- 1.3 Offer advice and guidance to promote positive lifestyle choices in relation to stress, sleep, nutrition and exercise

2.0 - Provide healthy eating information

- 2.1 Access and provide evidence-based information regarding healthy eating to clients
- 2.2 Explain adverse effects of poor nutrition to clients.
- 2.3 Show sensitivity to cultural and social differences influencing food choices
- 2.4 Identify and refer clients with specific dietary requirements or dietary concerns to a health professional
- 2.5 Maintain records of client consultations ensuring security and confidentiality of records

3.0 - Provide nutritional support for exercise participants

- 3.1 Apply knowledge of evidence-based general nutritional guidelines
- 3.2 Explain an evidence-based dietary assessment method to a client
- 3.3 Provide evidence-based information on diets to help clients to make informed decisions

4.0 - Support positive attitudes to eating and body composition

- 4.1 Discuss with clients the differences between body composition measurements and normal body composition ranges based on age and gender, and their limitations
- 4.2 Model healthy eating behaviours and attitudes in personal practice

(CONTINUED – B1. Provide healthy eating and lifestyle information to clients)

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 Their own role and limitations in providing healthy eating information
- K2 How to source accurate, up-to-date and evidence based information on a range of health and wellness topics
- K3 How to determine if source of information is credible
- K4 Methods which can be used to promote a healthy lifestyle to clients
- K5 The role of stress, sleep, nutrition and exercise in maintaining healthy lifestyle
- K6 Information to promote positive attitudes to eating and body composition:
- The relationship and difference between fitness, health and appearance
 - relationship between healthy eating, physical and mental health
 - realistic expectations of nutrition and goal attainment
 - link between healthy eating and common client health conditions
- K7 Relevant current healthy eating information:
- food groups and nutrients
 - balanced diet
- K8 Why it is important not to prescribe or write diets for clients
- K9 The relationship between attitudes to eating and physical and mental health
- K10 Nutrients and their relationship with the body.
- Macro and micro nutrients.
 - The use of nutrients by the body in terms of storage, function and food sources.
 - The use of nutrients by the body during physical activity.
 - The cause and effects of nutritional imbalances and the age groups and genders that are commonly associated with these.
 - Nutrition principles and how to establish what qualifies as evidence based.
 - Recommended daily nutritional intakes
 - Nutrient information on food and fluid labels and recommended daily intakes.
 - How diet can impact on a client's goals and outcomes.
- K11 The relationship between fluid replacement and physical activity.
- K12 The effects of substances on fluid replacement and the implications for physical activity, to include electrolyte substances, sodium, alcohol, caffeine, liquid supplements, water, diuretics.
- K13 Techniques to remain hydrated for people involved in physical activity, to include water, isotonic, hypertonic.
- K14 Signs of dehydration in terms of perceived symptoms and observable effects
- K15 The effects of, and steps to manage, dehydration and over-hydration in relation to health and physical activity
- K16 How to deal with basic questions about supplementation and how and when to refer questions to a more appropriately qualified professional
- K17 How nutritional needs will differ for special population clients and how to and when to refer special population clients to a more qualified professional

B2. Conduct gym inductions, health screening and fitness assessments

This standard describes how to induct clients in the gym and provide fitness orientation. It also covers how to identify the fitness requirements of clients through the use of a screening form and collecting information about exercise preferences, barriers to exercise and goal setting. Finally the standard covers how to carry out a range of health and fitness assessments relevant to the gym based client.

Performance Criteria

Exercise professionals should be able to:

1.0 - Induct clients in the gym

1.1 Show potential clients/ members around a gym; to include gym floor, studio, CV machines, resistance equipment (machines and free weights)

1.2 Provide gym inductions for individuals and groups

2.0 - Identify client fitness requirements

2.1 Question clients to confirm fitness goals, expectations and preferences

2.2 Confirm current and past physical activity participation

2.3 Describe available programmes, services and facilities relevant to client needs and expectations

3.0 - Administer pre-exercise health screening questionnaire

3.1 Explain purpose of pre-exercise health screening questionnaire and risk stratification to client

3.2 Be aware of cultural considerations

3.3 Administer an industry standard pre-exercise health screening questionnaire to client

3.4 Discuss outcomes of pre-exercise health screening with client

3.5 Refer client to medical practitioner or other appropriate

professionals for further appraisal as required by industry guidelines

4.0 - Advise benefits of fitness activities and exercise prescription

4.1 Explain benefits of fitness activities and fitness programmes

4.2 Advise client regarding suitability of relevant activities and programmes

5.0 - Plan fitness assessments

5.1 Explain value of fitness assessments in relation to programme development and seek client consent

5.2 Review pre-exercise health screening and fitness assessment procedures

5.3 Determine tools and methods to conduct health and fitness assessments

6.0 - Conduct fitness assessments

6.1 Conduct health and fitness assessments in a safe and timely manner using assessments relevant to the general population, including:

- Resting heart rate
- Blood pressure
- Submaximal cardiorespiratory fitness
- Muscular strength
- Body mass index
- Waist circumference
- Agility
- Range of motion

6.2 Select and use communication techniques that encourage and support the client

6.3 Monitor client for signs and symptoms of intolerance and discontinue fitness assessments as required

6.4 Explain results of fitness assessments in relation to exercise programming using common terminology to help ensure understanding

6.5 Maintain client confidentiality

6.6 Develop a client profile and record outcomes of fitness assessments and exercise programme recommendations.

6.7 Review individualised exercise goals and implement adjustments to goals due to fitness assessment results

6.8 Refer client to a medical or allied health professional as required

7.0 - Evaluate fitness appraisal

7.1 Request and respond to feedback from client

7.2 Identify and document aspects needing further attention

(CONTINUED – B2. Conduct gym inductions, health screening and fitness assessments)

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 Policies and procedures for gym inductions
- K2 Policies and procedures for the collection, use and storage of personal client information
- K3 Ways of establishing rapport with different types of clients
- K4 The purpose and content of health screening questionnaires
- K5 Industry endorsed risk stratification models and procedures
- K6 Different types of information which can be collected from clients and methods of collection
- K7 How to analyse and interpret collected information so that client needs and goals can be identified
- K8 Typical contraindications to physical activity and how to respond to these
- K9 Correct methods of gathering, storing and disposing of client information
- K10 Professional boundaries and how to refer to other professionals
- K11 Medical conditions that require medical clearance or referral
- K12 Role of medical or allied health professionals in the referral processes
- K13 The impact of lifestyle behaviours on health and fitness and the benefits of exercise and physical activity
- K14 How to manage the expectations of clients
- K15 How to work with clients to develop, agree and record client goals
- K16 Why it is important to base goal setting on proper analysis of clients' needs
- K17 Features and benefits of fitness facilities, exercise programmes and services
- K18 Legislation, regulatory and organisational requirements relevant to:
 - fitness assessments and collection of client information
 - negligence and duty of care
 - appropriate collection and storage of client information
 - application of legal and ethical limitations of own role
 - work health and safety/occupational health and safety
 - Data protection and confidentiality
- K19 Health-related components of fitness:
 - body composition
 - muscle endurance
 - muscle strength
 - cardiovascular endurance
 - flexibility
 - Resting heart rate
- K20 Contraindications and precautions to participation in health and fitness assessments
- K21 Benefits of fitness assessment procedures and testing
- K22 Situations where it is appropriate not to carry out fitness assessments with clients
- K23 Organisational policies and procedures relevant to: fitness assessments and collection of personal information
- K24 Signs and symptoms of exercise intolerance
- K25 Effects of medication on selection of fitness assessments
- K26 Methods for measuring exercise intensity:
 - heart rate response
 - respiration rate response
 - rate of perceived exertion
 - work output
- K27 Exercise adherence and behavioural change strategies: habits; intrinsic and extrinsic motivation; goal setting
- K28 Fitness industry standard appraisal equipment suitable for assessing health-related components of fitness:
 - heart rate monitor
 - tape measure
 - scales
 - sit and reach tools
 - bicycle, treadmill, rowing ergometer or step-up box
 - stop watch

B3. Plan and instruct exercise in the gym

This standard describes how to plan, demonstrate, supervise and monitor gym based exercise. The standard covers collecting information, planning gym programmes, instructing in the gym and supervising exercise. Monitoring client progress and adapting gym programmes is also covered.

Performance Criteria

Exercise professionals should be able to:

1.0 - Identify client fitness requirements

- 1.1 Gather clients' health screening information and fitness assessment results
- 1.2 Identify clients' current fitness profile, training history, exercise preferences, exercise contraindications, specific fitness goals
- 1.3 Establish the physical, psychological and social reasons for clients' participation in an exercise programme
- 1.4 Identify client needs and any possible risks from participation in a gym programme
- 1.5 Identify the joint movements and muscles that a client needs to target or strengthen to reach their goals
- 1.6 Explain the relative contribution of aerobic and anaerobic fitness from recommended activities to clients
- 1.7 Follow legal and ethical requirements for the security and confidentiality of client information

2.0 - Plan gym programmes

- 2.1 Apply the principles and variables of fitness to plan programmes to meet client goals or to achieve general fitness and health gains
- 2.2 Select gym exercises that will help clients to develop one or more of: cardiovascular fitness, muscular strength, muscular endurance, flexibility
- 2.3 Select equipment for gym programmes as appropriate to client needs
- 2.4 Plan realistic timings and sequences for exercise
- 2.5 Help clients to identify barriers to adherence and how to overcome them
- 2.6 Plan how to minimise any risks relevant to the programme
- 2.7 Record programme plans in an appropriate format

3.0 - Instruct gym-based exercise

- 3.1 Ensure appropriate equipment is in place
- 3.2 Describe planned exercises, including their physical and technical demands
- 3.3 Teach effective warm up and cool down activities
- 3.4 Adapt exercises with suitable progressions and regressions according to client needs

- 3.5 Explain and demonstrate correct movements and techniques for performing gym based exercise (resistance, cardiovascular, flexibility) to clients and explain their purpose and expected results
- 3.6 Use instructional techniques to teach the correct technique for gym based exercise
- 3.7 Advise clients of safety considerations for gym based exercise equipment
- 3.8 Encourage feedback from clients to confirm their understanding of the exercises and to identify any difficulties

4.0 - Supervise gym sessions

- 4.1 Observe client training sessions
- 4.2 Apply spotting techniques to ensure safety and enhance performance
- 4.3 Provide feedback and instructing points which are timely, clear and motivational
- 4.4 Provide on-going motivation and support to clients to encourage adherence
- 4.5 Recognise the signs and symptoms of overtraining and act accordingly

5.0 - Monitor client progress, review and adapt gym programmes

- 5.1 Review last health screening and confirm with the client that nothing has changed, or redo health screening if necessary
- 5.2 Review the outcomes of working with clients and take account of client feedback
- 5.3 Identify when a review of clients' exercise programme is necessary
- 5.4 Reassess clients' fitness levels to determine the effectiveness of their current exercise programme
- 5.5 Review clients' specific fitness goals and other requirements
- 5.6 Modify clients' exercise programmes according to results of fitness reassessments and any updated fitness goals and requirements
- 5.7 Provide positive and constructive feedback to clients on their progress and any recommended changes

(CONTINUED – B3. Plan and instruct exercise in the gym)

Knowledge and Understanding

Exercise professionals should know and understand:

- K1 Relevant legislative and organisational policies and procedures to support safe and effective exercise including safe use of equipment
- K2 Reasons for temporary deferral of exercise and referral to other professionals
- K3 How to observe and monitor gym clients to maintain safety and effectiveness of exercise
- K4 How to provide safe and effective demonstrations of a range of gym equipment
- K5 Effects of different exercise components on the major body systems to enable safe and appropriate exercise planning
- K6 A range of resistance exercises and exercise programmes to enable selection and implementation of appropriate programmes to improve or maintain the fitness of clients
- K7 How to plan to use a range of cardiovascular machines, resistance machines and free weights for client exercise
- K8 Principles of functional exercise and functional equipment
- K9 Principles of programme design:
- FITT
 - Overload
 - Progression/ regression
 - Specificity
 - Rest
- K10 Fitness programme planning for improvement of health-related components of fitness:
- body composition
 - muscle endurance
 - muscle strength
 - cardiorespiratory endurance
 - flexibility
- K11 Methods of monitoring exercise
- K12 Safe and effective alignment for a range of gym-based exercise positions to cover use of:
- cardio-vascular machines,
 - resistance machines,
 - free weights
- K13 Training methods and consideration of intensity, programme types, sets and reps, circuits, matrices, super-sets, pre-fatigue and interval training, rest/recovery periods
- K14 Contraindications and precautions to participation in session, and suitable modification options for participants where the safety of the participant is not compromised
- K15 Exercises and programming requirements for:
- flexibility:
 - dynamic or active range of motion
 - static
 - muscular endurance and strength:
 - balance and coordination
 - body weight
 - equipment
 - cardiorespiratory endurance
- K16 Manufacturer and exercise equipment specifications for safe use and techniques – CV equipment, resistance machines, free weights
- K17 Signs and symptoms of exercise intolerance
- K18 Motivational techniques and exercise adherence strategies.
- K19 Risk assessment and management relevant to exercise in the gym
- K20 The importance of reviewing a programme with a client and recommended intervals for reviews
- K21 How to collect client feedback
- K22 How to modify fitness programmes according to results of fitness reassessments and changing requirements
- K23 Evidence based sources of information on gym programming and importance of evidence based practice